

9-9-2013

2013 September 9

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MINUTES OF THE UNIVERSITY SENATE  
September 9, 2013

1. The regular meeting of the University Senate of March 25, 2013 was called to order by President Herbst at 4:03 PM.
2. President Herbst opened the floor for nominations for Moderator of the University Senate for the 2013-2014 academic year. Senator Zirakzadeh nominated Senator English. The nomination was seconded by Senator Spiggle. Senator English was elected as Moderator of the University Senate for the 2013-2014 academic year. President Herbst yielded the floor to Moderator English for the election of Secretary.
3. Moderator English opened the floor for nominations for Secretary of the University Senate for the 2013-2014 academic year. Senator Polifroni nominated Senators Livingston and Jockusch. The motion was seconded. Senator Livingston and Senator Jockusch were elected Secretaries of the University Senate for the 2013-2014 academic year.
4. Following custom for the first meeting of an academic term, Moderator English requested all Senators rise and introduce themselves and state their department affiliation. After the final introduction, Moderator English noted that this is truly a University Senate, comprising faculty, students, and professional staff.
5. Approval of the Minutes

Moderator English presented the minutes of the meeting of April 29, 2013 for review.

**The minutes were approved as written.**

6. Report of the President

President Herbst expressed her appreciation for the work done by faculty and staff over the summer and made a number of announcements.

UConn has several new members of the Board of Trustees: Andy Bassette, an executive at Travelers; Andrea Dennis-LaVigne, a leader in diversity at UConn; Donny Marshall, a sports broadcaster; Chuck (Charles) Bunnell, who served Senator Dodd for many years; and Shari Cantor, a town leader in West Hartford.

The Task Force on Civility and Campus Culture will be led by Senators Polifroni and Makowsky. President Herbst stressed the importance of the Task Force and expressed her gratitude to Senators Polifroni and Makowsky. The Task Force had met for first time on the morning of September 9, 2013.

Several construction projects are pending as follows:

Student Recreational Center: The Board of Trustees will make a decision about the Student Recreational Center in October. The decision will require “soul searching” as the current field house is not adequate for the current or projected student body; yet, the proposed new construction project will demand an increase in student fees and therefore drew controversy when proposed in the spring.

Greater Hartford Site: The construction on the new Greater Hartford site will take a few years to complete. UConn is now on the same page as the City of Hartford, and an agreement is in progress.

Stamford Housing: A Request for Proposal will be submitted to develop housing around the Stamford campus. The housing will be a public-private partnership; developers in Stamford are very interested.

Regarding the University's budget, the State had a surplus and there is hope that the economy is turning. In the past few years, UConn faced a rescission, and money was taken from the University's block grant the year after the budget was received. If there are no rescissions in the coming year, current hiring plans will be pursued.

President Herbst reported that the incoming class is of an increasingly high quality. She shared her hope that the quality is noticeable to faculty and staff. President Herbst thanked to the staff members in the Office of Enrollment Planning & Management as well as the Office of Student Financial Aid Services for their work in assembling the new class. She noted a rise in the number of families needing aid and underscored the importance of financial aid when constituting a diverse class.

President Herbst stated that the UConn Foundation has a new president, Joshua Newton. Mr. Newton was a leader at Emory University for many years. He will accelerate philanthropy in schools and colleges. University presidents also spend the bulk of their time fundraising, and President Herbst will be allocating much of her time to this work.

An effort is underway to have University Communications and Alumni Affairs work more closely and gain efficiencies. Print advertisements will be placed in the Hartford Courant to promote the accomplishments of faculty. The university will be victorious in branding if we talk about its academic accomplishments as easily as athletic accomplishments.

Senator Zirakzadeh noted that this is an exciting time, but that rapid change produces anxiety. Some constituencies are concerned that programmatic changes that are part of 21<sup>st</sup> Century UConn will not be revealed until they are rolled out. Senator Zirakzadeh asked President Herbst to describe the lines of consultancy that she is maintaining with faculty or to offer assurance that communication is taking place. President Herbst responded that the question would be better answered by Provost Choi, but that absolutely--the programmatic changes cannot move forward without widespread consultation. She stated that faculty are the "brain power" and that committees have built so that faculty can provide feedback. Provost Choi added that resources have not yet been allocated for Next Generation Connecticut, as the University's leaders are awaiting faculty feedback. The Gant and Torrey buildings are two major reasons 21<sup>st</sup> Century UConn was passed. With Next Generation Connecticut, there are some changes that the University must pursue, including Greater Hartford and Stamford, but otherwise, nothing is set and faculty feedback will play a role in the choices made. President Herbst further added that there is a need to address Gant, Torrey, Monteith, and Arjona.

Senator Love inquired about resources to support the projected increase in the student body. President Herbst answered that the increase can only occur if the operating budget is untouched. New students will need housing, and it is important that they live on or near campus. President Herbst reported that Master Planner and Chief University Architect Laura Cruickshank is reviewing housing needs.

7. Senator Zirakzadeh presented the Report of the Senate Executive Committee.

(Attachment #1)

Senator Zirakzadeh noted that he was honored to be chair of the Senate Executive Committee (SEC) during this time of exciting change and thanked the newly elected Moderator and Secretaries, Senators English, Livingston and Jockusch, respectively. He then provided updates on the activities of the SEC since its last meeting on April 29, 2013.

Senator Love stated that in addition to improving responses when a death occurs in the student body, it would be beneficial to have improved communication when colleagues pass away. This would help to establish community.

8. Moderator English presented the Consent Agenda

- 1) Report of the Nominating Committee.

(Attachment #2)

**The Senate voted to approve the Consent Agenda report as posted.**

9. Senator Gianutsos presented the Report from the Scholastic Standards Committee

(Attachment #3)

Senator Gianutsos presented for vote a motion to revise the By-Laws, Rules, and Regulations of the university Senate, Section II.B.12 as presented at the April 29, 2013 Senate meeting. Senator Gianutsos stated that previously there was no language in the bylaws that addressed readmissions for academic dismissals. The proposed change would make the policy consistent with current practice.

**Motion: Add the following Readmission section to the bylaws as Section II.B.12.**

II.B.12. Readmission

A student seeking readmission to the University must apply through the Office of Student Services and Advocacy. Readmission is not guaranteed. Criteria used in determining readmission include, but are not limited to, academic progress, university discipline history, and criminal history. All applications for readmission must be evaluated through the Office of Student Services and Advocacy who will convene a readmission board **consisting of including** the deans' designees. The standards for academic evaluation can be found at the website of each school/college, Office of Student Services and Advocacy and the Regional Campus Student Services Offices. The attention of such students is called to the following University regulations:

1. A student who wishes to apply toward a degree credits earned more than eight years before graduation must obtain permission from the dean of the school or college concerned and the Office for Undergraduate Education.
2. All readmitted students (except those who are on an official leave of absence returning to their previous school or college) must satisfy the academic requirements of the school or college to which readmitted as stated in the catalog effective at the time of readmission, unless a subsequent catalog is elected

Senator Shultz asked for clarification on the intent of the language change approved at the April 29, 2013 Senate meeting. He asked for verification that the language change was intended to clarify that the readmission board will consist of not only dean's designees, but a broader membership including dean's designees. Senator Gianutsos responded that the readmission board will also include members of the Office of Student Services and Advocacy.

Senator Mannheim inquired whether the Office of Student Services and Advocacy is an office that advocates for students; he further inquired whether their responsibility is to help students get readmitted or, alternatively, whether they report to administration. Senator Clokey responded that the Office of Student Services and Advocacy works with students to help clarify processes. They do not take a side. Rather, they try to understand where the students are coming from and then work with students to ensure they understand and can work through the process themselves.

Senator Mannheim asked whether the Office of Student Services and Advocacy is the same office involved in process of dismissing students and, if so, whether there may be a conflict of interest if one office were involved in both dismissal and readmission of students. Senator Clokey responded that the office is not involved in the dismissal process.

**The motion carried.**

10. Vice Provost for Diversity Jeffrey Ogbar presented the Annual Update on the Diversity Plan  
(Attachment #4)

Senator Ogbar provided an update from the Office of Diversity on initiatives to build new programs. The presentation was supported by PowerPoint slides.

All new academic plans will include a statement on diversity. Initiatives will cover all stages of the academic career. New initiatives include the Provost's Commission on Institutional Diversity (PCID) and a Leadership Institute that will provide opportunities for professional development for faculty and staff. Dana Wilder, Assistant Vice Provost for Academic Affairs & Diversity, has assembled a task force and will proposed models to President Herbst in the spring. A partnership was launched in late summer between the Office of Diversity and the Office of Diversity and Equity to create an ambassadors program. This program will support candidates who have questions that they are uncomfortable asking of search committees. Recruitment ambassadors will provide information about the community (for example, religious options.) This program was modeled after a program at the University of Iowa.

The Diversity Strategy Planning Committee has the goal of creating diversity language for a new Strategic Plan for Diversity for the University of Connecticut. This effort is being co-headed by Senator Ogbar and Elizabeth Conklin, Associate Vice President of Diversity and Equity. It is being chaired by Mark Overmyer-Velázquez, Director of El Instituto.

The Diversity Commission Report looked at diversity numbers and set five-year goals. UConn met the previously established goals by 2010 but has not yet set new goals. The new goals will be department-specific; they will not be set for the University-at-large, as the previous goals were. The new goals will be created via conversation with deans, department heads, and members of the UConn community. The opening meeting will be held on October 30, 2013 in the Konover Auditorium at 4 PM. Its purpose will be to share information on diversity with the larger community and to invite conversation.

Elizabeth Conklin created a snapshot of faculty hires, which she presented to the Council of Deans in the spring. Elizabeth Conklin and Senator Ogbar also met with each dean in spring. During these meetings, each dean was provided with a large binder containing information about the full-time faculty, instructors, and lecturers in their school. Binders were created for all schools, but not for the UConn Health Center. In brief, tenure-track faculty member numbers for diversity are not as high for females. 36 men and 36 women were hired last year, a ratio that roughly represents the student body. Regarding professional staff hires, over the past 6 years there has been an increase in diversity but it is not where we would like it to be.

Past annual reports on diversity have included census data, but the census information will not be published until September 10, 2013.

Senator Goodheart asked whether information about the regional campuses is available. Senator Ogbar responded that he did not bring the information with him but that it is collected. Senator Ogbar reported that Greater Hartford has greater diversity than Storrs; however, diversity numbers vary by campus. Avery Point and Torrington have lesser diversity numbers. Regarding graduation rates, there were particular challenges with black males in the past. Senator Ogbar stated that the University could see record high graduation rates for African American and Latino students. The six year graduation rate for Latinos may be 80%.

Senator Moiseff inquired about the availability of policies or initiatives that address spousal hires. Senator Ogbar acknowledged the challenges and opportunities of trailing spouses and stated that the university belongs to the Higher Education Recruitment Consortium (HERC) for Connecticut and New York. The university has also been communicating with “corporate friends” about ways to create policies beyond HERC. Provost Choi added that the university does not have a separate line item budget to support spousal hiring. He encouraged hiring committees to inform the dean’s office of trailing spouses as soon as possible so that they can begin to make arrangements. UConn has a limited budget with critical hiring needs, and the sooner deans and department heads are informed, the faster they can begin to find other resources—not only at UConn but with HERC and other opportunities within the region. Senator Reis further added that she recently met with the new President of the Board of Regents where new hires and spousal hires were discussed. The state system will now provide another set of opportunities.

Senator Rios thanked Senator Ogbar for his presentation and noted her participation on a diversity committee this coming year. She inquired about whether faculty can acquire and use the data for publications; specifically whether it would be possible for faculty to obtain and disaggregate the data. Senator Ogbar responded in the affirmative. He stated that although much of the information is online, more robust information can be requested via the Office of Institutional Research and Effectiveness (OIRE).

Senator Hussein asked whether graduation statistics could be broken out not only by diversity, but socioeconomic, as there are now many socioeconomic classes among African Americans and Latinos. He stated that the university needs to provide support to students who come from lower socioeconomic backgrounds. He also inquired whether data on faculty could be broken out by native born versus immigrants. Senator Ogbar responded that non-resident alien is a category on the OIRE website. The data doesn’t break out citizens born other places. He was uncertain whether OIRE captures foreign-born U.S. nationals. Senator Locust has looked at socioeconomic class as a predictor of graduation rates. Selected universities had graduation rates that were very high. Our predicted 80% rate is on par with such schools as UC-Berkeley, UVA, and University of Michigan, but these schools have higher average

socioeconomic status. UConn's Latino and African American graduation rate now is higher than all students in 2002, but the average 2002 student had a higher socioeconomic status than black and Latino now.

Senator Makowsky asked whether data is available on diversity rates for upper administration. Senator Ogbar responded that OIRE has information about upper administrators on its website. The vision for the Leadership Institute is that it will promote and groom leadership throughout the University. Participation in the Leadership Institute will be initiated through self-nomination by faculty and staff.

Senator Lillo-Martin asked whether diversity statistics include disabilities and shared a recommendation that disability statistics be recorded. Senator Ogbar replied that UConn has not done so yet. Data is collected on race and gender, but not disabilities or sexuality. There are certain programs that do include these groups for faculty, staff, and students.

Senator Zirakzadeh inquired whether comparisons are made across institutions and, if so, how UConn fares in relation to peer and aspirant institutions. He specifically asked about rates within higher administration. He also expressed concern about the small and slightly declining number of African American scholars at UConn. Senator Ogbar stated that diversity within higher administrative levels is a concern and that UConn should look aggressively at ways to address this and other problems we identify. The last goals were established in 2002 and there has been stasis for about five years across all groups. The current percentage for African America faculty members as a portion of the entire UConn faculty is about 3.4-3.5. As a comparison, Penn State is at about 3.8. Senator Ogbar has not seen the information about upper administration. The binders presented to deans have useful information; they include comparative information for peer, but not aspirant, institutions.

Senator Goodheart stated that the Greater Hartford campus has a lot of first-generation students and inquired whether there is a mechanism to track their admission and graduation rates. Senator Ogbar replied that the university adopted the Common Application a few years ago. The Common Application includes a question on the educational attainment of parents. This is the third year the Common Application has been in place, thus the University is behind other institutions in capturing first-generation data but should be able to capture graduation data at the end of this academic year. One initiative in the Office of Diversity is first-generation students. The University of Kentucky has an office on first-generation students. Senator Locust shared that one of the ways UConn tracks student from low-income families is by their PELL grant eligibility. Approximately 36% of UConn students are PELL-eligible, which is relatively high compared to peer institutions. Senator Locust stated that the University's graduation rates for PELL-eligible students are tracked for peer institutions and put us into good standings.

Senator Bramble inquired how diversity in faculty hires relates to diversity within the applicant pool. Senator Ogbar stated that pertinent information is in the binders provided to the deans. The Diversity Office examined the number of people who applied and the number given "A" or "U" designations, as well as who was interviewed, received offers, and accepted offers. There has been a misconception that university extends offers to diverse candidates but that they do not accept. Senator Ogbar stated that was not the case with this year's hires. Last year there were no black women hired; one offer was made and turned down. The position was ultimately accepted by a Latino woman. Provost Choi added that we received approximately 5,000 applications for positions this year. Within the "A" and "U" pool, there was nothing noticeably out of the norm for minorities. The pool of applications by underrepresented minorities was very low. The university needs to encourage hiring committees to

increase representation of underrepresented minorities in applicant pools. Senator Ogbar added that the university has a new advertising contract in place for the purpose of increasing candidates.

Senator Mannheim asked whether UConn would be able to check the progress of students from underprivileged backgrounds; is it possible to track the number who transfer from community colleges or the regional campuses. Senator Ogbar replied that the University does track these items. Senator Reis added that we track SSS students and have one- and two-year retention data for SSS (Student Support Services (SSS) is a TRIO program that increases access to the University of Connecticut for first-generation, low-income and/or underrepresented students with the goal of their retention and graduation. <http://cap.uconn.edu/ss/about/index.html>). In the fall of 2011, UConn had a one-year retention rate of 88%. This number is available for Storrs and the regional campuses. The second-year retention rates decrease, which is largely due to financial need. Senator Ogbar further added that the SSS students at UConn have higher graduation rates than all students at the Connecticut state schools.

Senator Nunnally inquired whether there is data to track tenure and promotion and whether exit interviews are conducted with faculty. Senator Ogbar answered in the negative. The University does not formally conduct exit interviews. Ranking information is available on the OIRE website.

11. Moderator English inquired if there was any new business. There was none.
12. There was a motion to adjourn.

The motion was approved by a standing vote of the Senate.

The meeting adjourned at 5:30 PM.

Respectfully submitted,

Jill Livingston  
Health Sciences Librarian  
Secretary of the University Senate

The following members and alternates were absent from the September 9, 2013 meeting:

Accorsi, Michael	Hamilton, Douglas	Sanner, Kathleen
Barreca, Regina	Harris, Sharon	Schwab, Richard
Becker, Loftus	Holz-Clause, Mary	Scruggs, Lyle
Bedard, Martha	Kaminsky, Peter	Skoog, Annelie
Bradford, Michael	Libal, Kathryn	Teschke, Carolyn
Brown, Scott	Lynch, Rachael	Torti, Frank
Chazdon, Robin	Mackay, Allison	Van Heest, Jaci
Chinchilla, Rosa	Markus, Etan	Visscher, Pieter
Cobb, Casey	Naples, Nancy	Weiner, Daniel
DeFranco, Thomas	Raheim, Salome	Volin, John
Ego, Michael	Salamone, John	von Hammerstein, Katharina



**Senate Executive Committee Report  
to the University Senate  
September 9, 2013**

Prefatory remarks:

It is an honor to be chair of the Senate Executive Committee early in this period of dramatic change at the University of Connecticut.

Allow me to say at the outset that the Senate Executive Committee is very grateful to Senator Gary English for serving as Moderator for Senate meetings this academic year and to Jill Livingston and Elizabeth Jockusch for serving as Recording Secretaries this year.

Report:

Since the last meeting of the Senate as a whole on April 29, the members of the SEC have met on 11 occasions. Eight of the meetings occurred during the summer, when the SEC met with candidates for the positions of Vice President for Student Affairs, Vice Provost for Library Services, and Chief Information Officer.

In addition, the SEC has met three times over the past three weeks to work on policy questions.

I.

On August 23<sup>rd</sup>, the SEC met alone to discuss priorities for the coming year and to review Senate procedures. Three changes were voted on and passed during the meeting.

First, the SEC approved a change in the order of official annual reports to the Senate. This year, the reports will cluster around themes for each meeting:

- Report on Diversity on Sept. 9
- Reports on the development of the University's physical plant (including the regional campuses) on October 14
- Reports on the University's budget on November 11
- Reports on athletics and the status of student athletes on December 9
  
- Reports on Enrollment Policies and Practices on February 3
- Reports on Research and Graduate Education on March 3
- Reports on Undergraduate Education on April 7
- Report on Commencement on May 5

The reason for the change in the schedule of annual reports is to focus discussion of Senate member and thereby facilitate more in-depth reflection on these important aspects

of the University of Connecticut. Also, there is a desire to avoid receiving a large number of reports at the final Senate meeting of the year, when several action items normally are pending.

Second, the SEC approved a change in appointment policy. Starting this year, term renewal for Senate appointments (for example, to Alumni Relations or to the Board of Trustees or to the position of Moderator) will be capped at two consecutive terms (akin to the “Wymanized” policy for serving on Senate). The purpose is to provide more opportunities for Senators wishing to experience some of these roles and to cultivate future generations of campus leaders.

Third, the SEC proposed changing the format of the monthly meeting of the SEC with the executive administrative leadership of the campus. To focus the conversation, which sometimes can be rambling and diffuse, the SEC has asked each member of the executive-administrative team to focus on two points and to share relevant documents and information beforehand. These should be issues or concerns that are immediately pressing. The SEC believes that by having less comprehensive overviews of the each administrator’s activities over the past month, the collective deliberation can be more efficient and productive.

## II.

On August 30<sup>th</sup> SEC met for an hour in closed session with Provost Mun Choi.

Afterwards, the SEC met with the Chairs of the various Standing Committees to discuss the agenda for this meeting and to coordinate committee activities.

Already, there are numerous issues pending in committees, as well as new topics. These include:

- credit rules for transfer students,
- procedures and duties of the Committee of Three and, more broadly, the intended role of the Senate’s representatives to the Board of Trustees,
- enrollment targets, bottlenecks, and policies at all campuses,
- integrating the University’s athletic and academic goals,
- the faculty’s possible upcoming roles in the evolution of the University’s physical plant,
- integration of previous university commitments to newly established academic programs and centers into the newest strategic plan,
- and alternative ways of understanding, defining, and assessing the notion of academic excellence.

These are only some of the issues that are bubbling within committees this year. Senators who wish to learn more about the committees’ agendas for the year should feel free to contact the committee chairs or chat with committee members.

### III.

September 6 the SEC met for an hour in closed session with President Susan Herbst.

Afterwards, the SEC met for 90 minutes with five members of the administration's executive leadership: Wayne Locust (Vice President of Enrollment Planning and Management), Jeff Seemann (Vice President for Research), Tysen Kendig (Vice President for Communications), Richard Grey (Executive Vice President for Administration and Chief Financial Officer), and Michael Gilbert (Vice President for Student Affairs).

Discussion topics included:

- the causes and implications of enrollment declines at the regional campuses,
- current housing pressures for undergraduates,
- the need for additional and appropriate classroom space, at least in the short run
- the promotion of diversity in undergraduate and graduate student populations,
- the promotion of funded research,
- support for faculty members' research-related travel,
- future coordination of publicity among different arms and units of the university (such as the activities of the Office of Public Engagement to inform the state Legislature of UConn's many service activities),
- recent and upcoming efforts to assess the economic impact of University initiatives,
- Prioritizing Next Gen funds across different academic needs, including start ups
- Blending the capital-intensive focus of the Next Gen program with the University's tiny operating budget
- Developing protocol for dealing with campus tragedies, such as student deaths

In my eyes (my vision based on my love of American movies), each of the five administrators resembled that quintessential academic hero on screen: Indiana Jones.

- They know that they are leading UConn into unknown territory for the sake of a rare prize.
- They are enthusiastic and daring.
- But they also are appropriately cautious; they are aware that wrong steps that can easily be taken; and they are sensitive to the need for adjustment as the confusing financial and political terrain becomes more visible and predictable.

Respectfully submitted,

“Ernie” Zirakzadeh

**Nominating Committee Report  
to the University Senate**  
September 9, 2013

1. We move the following faculty and staff deletions from the named standing committees:

Mark Aindow from the Student Welfare Committee  
Kim Chambers from the Scholastic Standards Committee and the Student Welfare Committee  
Margaret Lamb from the Scholastic Standards Committee  
Alexandria Roe from the Growth & Development Committee  
Michelle Williams from the Enrollment Committee

2. We move to appoint the following faculty and staff members to the named committee effective immediately with a term ending June 30, 2014.

Ellen Tripp to the Student Welfare Committee

3. For the information of the Senate, the following individuals have been appointed as ex-officio members to the standing committees of the University Senate:

Elizabeth Conklin to the Diversity Committee as ex-officio representative of the President's Office  
Michael Gilbert to the Student Welfare Committee as ex-officio representative of the Provost's Office  
Jennifer Lease Butts to the Scholastic Standards Committee as ex-officio representative of the Provost's Office  
Wayne Locust to the Enrollment Committee as ex-officio representative of the Provost's Office  
Jeffrey Ogbar to the Curricula & Courses Committee as ex-officio representative of the Provost's Office  
Sally Reis to the Faculty Standards Committee as ex-officio representative of the Provost's Office  
Katrina Spencer to the University Budget Committee as ex-officio representative of the CFO's Office  
Dana Wilder to the Growth & Development Committee as ex-officio representative of the Provost's Office

4. For the information of the Senate, the Undergraduate Student Government has named Edward Courchaine to membership on the University Senate effective immediately with a term ending June 30, 2014.
5. For the information of the Senate, the Graduate Student Government has nominated Jason Charrette and Steven Mollman to membership on the University Senate effective immediately with a term ending June 30, 2014.
6. For the information of the Senate, the Undergraduate Student Government has appointed Edward Courchaine as its representative on the Senate Executive Committee.
7. For the information of the Senate, the Graduate Student Senate has appointed Jason Charrette as its representative on the Senate Executive Committee.

Respectfully submitted,

Andrea Hubbard, Chair  
Rajeev Bansal  
Pamela Bramble

Marie Cantino  
Cameron Faustman  
Katharina von Hammerstein

Senate Scholastic Standards Committee  
 MOTION: NEW section of By-laws: Section II.B.12  
*Readmission*  
 September 9, 2013

**Background:**

The readmission process is not described or defined anywhere in the University Senate bylaws, and so in response to the by-laws changes regarding dismissal and readmission which the Senate is currently considering, the Office of Student Services and Advocacy and the Office of Community Standards requested that the bylaws be revised to include a description of how the readmission process is to be administered so it is consistent with the admissions process. Essentially that process should indicate that students applying for readmission will be evaluated not only on academic progress but on university discipline history and criminal history.

To that end, the Scholastic Standards Committee submits to the Senate the proposal to add a twelfth point to section II.B of the University Senate bylaws.

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**Motion: Add the following *Readmission* section to the bylaws as Section II. B. 12:**

II.B.12

*12. Readmission*

A student seeking readmission to the University must apply through the Office of Student Services and Advocacy. Readmission is not guaranteed. Criteria used in determining readmission include, but are not limited to, academic progress, university discipline history, and criminal history. All applications for readmission must be evaluated through the Office of Student Services and Advocacy who will convene a readmission board ~~consisting of~~ including the deans' designees. The standards for academic evaluation can be found at the website of each school/college, Office of Student Services and Advocacy and the Regional Campus Student Services Offices. The attention of such students is called to the following University regulations:

1. A student who wishes to apply toward a degree credits earned more than eight years before graduation must obtain permission from the dean of the school or college concerned and the Office for Undergraduate Education.
2. All readmitted students (except those who are on an official leave of absence returning to their previous school or college) must satisfy the academic requirements of the school or college to which readmitted as stated in the catalog effective at the time of readmission, unless a subsequent catalog is elected.

# Diversity Report: University Senate

Jeffrey O. G. Ogbar  
Vice Provost for Diversity  
University of Connecticut  
September 9, 2013

# Diversity and UConn

- Vice Provost for Diversity
- Office of Diversity and Equity
  - Schools and Colleges
    - Departments
    - Centers and Institutes
    - Senate Diversity Committee
    - Provost Commission on Institutional Diversity
    - SUBOG

# Vice Provost for Diversity

- Chief Diversity Officer
- Partnership with over a dozen units on campus
- New Initiatives and Programs
- Hiring and Recruitment of Faculty and Staff
  - Higher Education Recruitment Consortium
  - *Diverse Issues in Higher Education*
  - Recruitment Ambassadors Program (Fall 2013)
  - Leadership Institute (Summer 2014)



# Year in Review UConn

- Pipeline Connect (AACC, PRLACC, HCTC)
- Students Engaged in Academic Leadership
- Graduate Recruitment (The Graduate School)
- In-Residence Pre-Doctoral Fellowship (Neag School of Education, CLAS, School of Fine Arts)
- Recruitment Ambassador Program
- Summer Meetings with Deans of each school/college (ODE, VPD)
- Leadership Academy Task Force

# Leadership Institute Task Force

- Professional development opportunities for faculty and staff
- Launch in Summer 2014
  - Reviewing programs at other schools
    - HERS, Harvard MDP, ACE Fellowship, etc.

# Recruitment Ambassador Program

- Partnership with Office of Diversity and Equity, Department of Human Resources, and the Office of the Vice Provost for Diversity
  - Faculty and Staff recruitment training
  - Launched fall 2013 in pilot program

# Diversity Strategic Planning Committee

- The goal is to establish a new strategic plan for the Vice Provost Office for Diversity, which will provide a visionary set of goals and objectives for this office and, in turn, the University. The committee is charged with developing bold ideas and approaches to advance efforts to recruit, retain, and ensure equity of faculty, staff, and students.
- **Co-Heads:** Elizabeth Conklin, Assoc. Vice President, ODE, Jeffrey O. G. Ogbar, V.P. Diversity
- **Chair:** Mark Overmyer-Velazquez, Assoc. Prof. History and Director, El Instituto

# Faculty Diversity (U.S. Citizens)

## Asian Amer. and African Amer.

### Asian American

- 2001: 81
- 2006: 97
- 2012: 163

### African American

- 2001: 32
- 2006: 45
- 2012: 44

## Latino and Native American

### Latino

- 2001: 36
- 2006: 49
- 2012: 57

### Native American

- 2001: 3
- 2006: 3
- 2012: 5

# Faculty Diversity: Women

- 2000-01: 314/727 43.19%
- 2006-07: 418/762 54.85%
- 2010-11: 457/753 60.69%
- 2012-13: 504/790 63.79%

- These numbers include all full-time teaching faculty in the ranks of lecturer, instructor, assistant professor, associate professor and professor. They exclude the UConn Health Center. Source: OIRE

## Professional Staff Diversity: Female/Male

- 2000: 1,053/645
  - 2006: 2,313/2,156
  - 2009: 2,307/2,103
  - 2012: 1,428/818
- 
- Storrs and all campuses

## Professional Staff Diversity: Race and Ethnicity

- 2000: 186/1,698 10.95%
- 2006: 283/2,073 13.65%
- 2012: 347/2,246 15.45%

▫ Storrs and all campuses



# Student Diversity: Students of Color

## Undergraduate

- 2004: 17%
  - 2006: 19%
  - 2008: 19%
  - 2010: 20%
  - 2012: 24%
- 
- Since 1995 a 213% increase in minority freshmen

## Graduate/Professional

- 2004: 12%
- 2006: 14%
- 2008: 14%
- 2010: 16%
- 2012: 17%

# Student Diversity Challenges: Graduation Rates

## African American Males

- 2007: 4-year 24% (54%)
- 2008: 4-year 14% (56%)
- 2009: 4-year 27% (61%)
- 2010: 4-year 35% (66%)

## Latino Males

- 2007: 4-year 35%
- 2008: 4-year 30%
- 2009: 4-year 40%
- 2010: 4-year 50%

# Town Hall Meeting on Diversity Strategic Plan

- **October 30, 2013 4:00 PM**
  - Konover Auditorium Thomas J. Dodd  
Research Center

# New vice provost website with helpful resources

- [diversity.uconn.edu](http://diversity.uconn.edu)
- [ode.uconn.edu](http://ode.uconn.edu)