

9-8-2014

2014 September 8

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MINUTES OF THE UNIVERSITY SENATE
September 8, 2014

1. The regular meeting of the University Senate of September 8, 2014 was called to order by President Herbst at 4:01 pm.
2. President Herbst opened the floor for nominations for Moderator of the University Senate for the 2014-2015 academic year. Senator Makowsky nominated Senator von Hammerstein. The motion was seconded. Senator von Hammerstein was elected as Moderator of the University Senate for the 2014-2015 academic year. President Herbst yielded the floor to Moderator von Hammerstein for the election of Secretary.
3. Moderator von Hammerstein opened the floor for nominations for Secretary of the University Senate for the 2014-2015 academic year. Senator Livingston nominated Professor Long. The motion was seconded. Professor Long was elected Secretary of the University Senate for the 2014-2015 academic year.
4. Moderator von Hammerstein offered a brief explanation of the seating arrangements for Senate meetings noting the specific areas for senators, administrators, and guests. Following custom for the first meeting of an academic year, Moderator von Hammerstein requested that all senators and administrators rise to introduce themselves and state their department affiliation.
5. Approval of the Minutes

Moderator von Hammerstein presented the minutes of the meeting of the May 5, 2014 for review. Senator Sanner moved approval; Senator Cantino seconded.

The minutes were approved as written, with one abstention.

6. Report of the President

President Herbst welcomed everyone back. She shared that she is grateful for the leadership activities that so many participated in over the summer and noted that this is an exciting time at UConn. Several new staff will be introduced following her report.

Summer sessions were very solid with over 10,000 student taking classes. This number is up from summer 2013. These are important classes as they help students to graduate in a timely fashion.

There are major constructions projects ongoing and others in planning stages. The supermarket at Storrs Center is now open and several other businesses have opened, as well. A new STEM residence is planned. The UConn Technology Park is coming. Construction for the new road being created for the tech park has started. The design is being completed for the Hartford campus. A new residence hall for the Honors Program students is planned as well. The Gant complex plan is coming along and Monteith will become the new home for math. The Master Plan drafts are expected by the end of the month. This will create a more attractive and cohesive campus infrastructure.

The UConn Foundation has raised 81.4 million dollars in its major gifts campaign. President Herbst thanked Josh Newton and his staff for their tremendous efforts. While 60 million was our goal in the past, our current fundraising goal is 100 million. The hope is to maintain our State support, building endowment and protect the University from future economic shocks.

President Herbst was pleased to share that the freshman class has a record average SAT score at 1234. There are 505 newly admitted Honors Program students. One-third of the incoming class is minority. She noted that this class is very qualified to be at this University.

Faculty hiring continues with 160 tenure or tenure track faculty. The 18:1 student/faculty ratio in 2011 has improved to 15.9:1 for this year.

President Herbst announced David Galloway as the new Chief Operating Auditor. James Halpert is the new Dean of Pharmacy. Rich Schwab is the Dean of the Neag School of Education. President Herbst then called upon VPSA Michael Gilbert to introduce the new Dean of Students, Eleanor Dougherty.

President Herbst shared how pleased she was with the newly reinvented Freshman Convocation. She commented that Michael Gilbert and his team created a joyful event. The formality of the past was replaced by a more engaging event for students, faculty and staff only.

Senator Caira asked President Herbst about the faculty and lab space plans for the Honors Program given that the incoming class is 505. President Herbst noted that more staff and faculty members are needed to support this program and to not overload classes. This is a university-wide need; not just in STEM. Provost Choi commented that

there is no target number at this point for the Honors Program, but the University will do what it can to expand and bring in new faculty. He also noted the average SAT score for the Honors Program is 1420. Vice Provost Reis added that UConn actually had to turn down some applicants for the Honors Program. With the new STEM Honors there is a need and a plan for additional staff. She noted that Buckley and part of Shippee currently house Honors students. New housing for Honors is planned. The Honors Program will see increased staff and increased budget.

7. Report of the Senate Executive Committee presented by Senator Polifroni
(Attachment #1)

She characterized the function of the Senate as providing robust dialogue and discussion and explained the role of the Senate Executive Committee. She reported on the committee's work over the summer in recruiting, interviewing, and selecting a new administrative assistant for the Senate, announcing the selection of Cheryl Galli and thanking Senators Kendall, De Grazia, and Makowsky for serving on the search committee and Senators Hamilton, Hubbard and Livingston for their participation in the interview process. She reported on meetings the Senate Executive Committee had with the administration. She reported on replacements among senators. Senator Brown noted that University Communications has hired three research writers to promote faculty research and asked how they could be contacted. President Polifroni will refer the question to Tysen Kendig.

The Senate adopted the resolution for Tammy Gifford Day to honor the Senate's previous administrative support staff.

8. Consent Agenda Items presented by Moderator von Hammerstein
1) Report of the Curricula & Courses Committee (Attachment #2)

The Senate voted to approve the Consent Agenda report as posted, with one abstention.

9. Senator Livingston presented the Report from the Scholastic Standards Committee, but noted that the committee is withdrawing the proposed by-laws revisions at this time.
(Attachment #3)

10. Associate Vice President for Diversity Elizabeth Conklin presented the Annual Update on the Diversity Plan

(Attachment #4)

Following the presentation Provost Choi commented that the data shed an important light on diversity. He announced that in the coming weeks a diversity task force will be developed to help define diversity on this campus, establish goals, and determine what is needed to increase diversity. Vice Provost Dan Weiner and Assistant Vice Provost Dana Wilder have been asked to lead the task force. Provost Choi noted that there is a lot of work to do. The pool of candidates representing diversity is small and it is not going to improve without action. He shared that we are #13 in the country for number of African American faculty. If we hired just 30 more African American faculty, we would be in the top 5. Vice Provost Weiner stated that he is delighted to have the opportunity to have this conversation. He believes we must look forward, not back, and redefine how we think. As demonstrated in the presentation, we are in the middle of the pack. We need to do more than just count numbers; we need to redefine how we think. Assistant Vice Provost Wilder echoed those thoughts and stated that this is a job for all of us. To accomplish the goals set, participation is needed from everyone.

Senator Fernandez thanked the previous speaker for recognizing the issue. She noted that we have all seen the numbers but suggested that this problem is about retention as well as recruitment. Provost Choi stated that this task force will look at retention and why faculty may choose to leave. They will look at ways to develop a more diverse pool of candidates and focus on recruitment as well as retention. Senator Rios reiterated Senator Fernandez's comment and agrees that retention is an often over-looked piece. Recruitment and retention should be arm in arm. She challenged all to support recruitment and retention and for all to take responsibility for this problem. Senator Makowsky suggested that improvement should start from the top level. She noted that diversity at the senior level is not very much different than that among faculty. Provost Choi agreed and stated that the data shared today are available to all search committees. There needs to be support to expand the pool, when necessary, and perhaps even delay hiring until the pool is expanded.

Senator Lillo-Martin stated that diversity should include those with disabilities, as well. She suggested that systemic changes are needed.

Senator Nunnally challenged us to pursue diversity at the undergraduate level. She suggested that we can build the pool ourselves by recruiting from the undergraduate to graduate level.

Senator Polifroni is gratified that Provost Choi and Vice Provost Weiner are looking at the hiring structures and processes. She asked if we have looked at tenure and if that makes a difference in recruitment.

11. Moderator von Hammerstein inquired if there was any new business. There was none.
12. Senator Spiggle moved to adjourn.

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

The meeting was adjourned at 5:24pm.

Respectfully submitted,

Thomas Lawrence Long
Associate Professor in Residence
School of Nursing
Secretary of the University Senate

The following members and alternates were absent from the September 8, 2014 meeting:

Accorsi, Michael	Ego, Michael
Ammar, Reda	English, Gary
Armstrong, Lawrence	Freake, Hedley
Becker, Loftus	Gianutsos, Gerald
Brenick, Alaina	Libal, Kathryn
Bushmich, Sandra	Love, Cathleen
Chazdon, Robin	MacKay, Allison
Chinchilla, Rosa	Siegle, Del
Clark, Christopher	Teschke, Carolyn
Clausen, John	Yelin, Susanne
Cobb, Casey	
Coundouriotis, Eleni	
Darre, Michael	
Dey, Dipak	

**Senate Executive Committee Report
to the University Senate
September 8, 2014**

Prefatory remarks:

I am honored to have been elected as Chair of the Senate Executive Committee for 2014-2015 and will work with you to meet your expectations. My hope for this year is that we have robust dialogue and discussion about the challenging issues we face as a university. Our strength is that we are a university senate with faculty, staff and students working and deliberating side by side with administrators to create a university of which we are proud and which meets the needs of our state, region nation and world through our collective scholarship, teaching, learning and service. Per the university by-laws, the SEC is the voice of the senate and our voice will be ever stronger when we know your thoughts, beliefs and concerns channeled through direct communication with the SEC, through committee work and through our dialogue on the floor of the senate.

The 2014-2015 SEC is Keith Barker, Jason Charrette, Michael Darre, Lauren DiGrazia, Gary English, Douglas Hamilton, Peter Kaminsky, Veronica Makowsky, Claire Price and Susan Spiggle. Katharina von Hammerstein as our moderator will guide us through our work using Robert's Rules of Order to encourage the voice of all without the domination of any one individual. Our dialogue and decisions will be forever noted through Tom Long's secretarial prowess. We are all grateful for their willingness to fulfill and their commitment to these roles.

Report:

Since the last meeting of the Senate as a whole in May 2014 when we thanked Ernie Zirakzadeh for his service as SEC chair. He and I met throughout June for an orientation and smooth transition effective July 1st when my term officially began. On June 30th, Tammy Gifford the support person for the Senate submitted her resignation effective August 15th. I will return to this in a few minutes but consequently the SEC members met 7 times for interviews with candidates for the role over the summer.

Additionally, the SEC has met twice over the past three weeks to address our activities for the year, receive updates, conduct orientation sessions and work on policy questions. On August 29th, the SEC met alone to discuss priorities for the coming year, to review Senate procedures, and to fill vacancies on standing committees. We welcomed new USG leadership to the SEC and affirmed the 2013 order of official annual reports to the Senate for use in 2014-2015. This year, like last, the reports will cluster around themes for each meeting:

- Report on Diversity today
- Reports on the development of the University's physical plant (including the regional campuses) on October 6
- Reports on the University's budget on November 3
- Reports on athletics and the status of student athletes on December 1
- Reports on Enrollment Policies and Practices on February 2
- Reports on Research and Graduate Education on March 2
- Report on Undergraduate Education on April 13
- Report on Commencement on May 4

We appointed Distinguished Professor William Stwalley to fill the vacancy on the Academic Affairs Committee of the Board of Trustees Committee created due to a teaching conflict of the original appointee Distinguished Professor Cheryl Beck. Dr. Beck will resume her service on this committee in the Spring. Senator English, Distinguished BOT Professor, will be returning to the Palestine for artistic work as soon as *Olives and Bloods*, his latest US production for which he is the director opens. Mark Boyer will fill his seat while Senator English is away this semester.

The SEC then 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. While only the first week of classes, there are several issues requiring follow through from Spring 2014 and emerging issues as well. Some examples are:

- the Master Plan
- enrollment
- focus of the regional campuses
- PTR
- SET
- Intellectual property
- campus diversity
- student athletes and conference schedules
- civility
- operationalization of the Academic Vision

I remind all senators, administrators and committee chairs, that communication will flow best with outcomes and process documented when ideas are channeled through SEC and then brought to the appropriate committee and/or administrative office.

Due to a funeral, we were not able to meet with President Herbst as planned on September 5. However, we did meet with members of her leadership cabinet on September 5th. This year, we have invited Laura A. Cruickshank *University Master Planner and Chief Architect* and Kent Holsinger, Vice Provost for Graduate Education and Dean of The Graduate School to join this discussion. We are grateful that Michael Gilbert Vice President Student Affairs, Tysen Kendig Vice President for Communications, Wayne A. Locust Vice President Enrollment Planning & Management and Jeffrey Seeman Vice President for Research were also present. We had the privilege of meeting Eleanor (Elly) Daugherty, Dean of Students and Associate Vice President Student Affairs.

We received updates on the following:

- Environmental Health & Safety
- the status of UConn negotiations with UAW-GEU
- the Master Plan
- progress on initiatives related to Sexual Assault Education/Prevention
- Student Health and Welfare
- Civility & Campus Climate
- the developing of a non-credit certificate in college teaching for graduate students and postdoctoral scholars

- new initiatives in career and professional development for graduate students and postdoctoral scholars
- National Postdoc Appreciation Week: September 15-19.
- soon to be released report on the economic impact of the research, service and engagement activities of our faculty and staff which will be publicly disseminated 9/17
- the hiring of three research writers to write stories of human interest about the scholarship of faculty in all disciplines throughout the sciences, humanities and arts
- the 8th day of the semester report on students numbers.
 - The Storrs class of 2018 numbers 3550
 - 33.8% diverse
 - SATs greater than 1 point over 2017
 - 39% international and or out of state
 - regional campus enrollment of new students reached its goal of 1400 with SATs higher than last year as well
- UConn, like other universities experienced challenges with the Common Application even though we received greater than 31,000 applications - will also use Xap for application for the class of 2019.

Returning to Tammy Gifford and her decision to resign from UConn, effective this past Friday Cheryl Galli is our new support staff. Cheryl comes to us from the Student Health Services. She is housed in Hall Dorm and she welcomes meeting you and working with all of us in the University Senate. She may be reached at the senate office number 2236. Debra Kendall, Distinguished BOT Professor and former SEC chair, chaired the search committee along with SEC members Lauren DiGrazia and Veronica Makowsky. I thank them for presenting a quality pool of candidates to the SEC for their consideration. Given that it was summer, I also thank Doug Hamilton, Andrea Hubbard and Jill Livingston who participated in interviewing the seven candidates in the pool and helping to finalize the pool to three. Thank you to all of them.

In recognition of Tammy's work, the SEC offers this resolution to the senate for your consideration. Once acted upon, Tammy will receive a framed copy of the resolution in commemoration of her work with us.

Tammy Gifford Day

Whereas Tammy Gifford served the University Senate as the Administrative Services Assistant IV for the past 11 years, and

Whereas Tammy addressed items from the fundamentals of teaching faculty how to plug in their computers to the details of researching the history of the Committee of Three, and

Whereas she was THE go-to person for *any* information related to Senate by-laws, procedures, and committees, and

Whereas Tammy Gifford brought the University Senate office into the 21st Century by digitalizing the election process, and

Whereas she transferred all files to the digital platform and volunteered to be UConn's beta site for FileNet, and

Whereas over the eleven years she effectively managed and assisted nine SEC chairs, ten or more committee chairs for every year of her service, hundreds of committee members annually, and 92 senators every year, and

Whereas it was achieved with accuracy, timeliness, skill, a high level of professionalism, grace, empathy, and a smile;

Whereas life is filled with compost and we hope you have a sufficient amount to nourish all your flowers and plants which you so dearly love;

Therefore be it resolved that we formally recognize today September 8th 2014 as Tammy Gifford Day at the University Senate of the UConn, and

Be it further resolved that Tammy receive a copy of this resolution along with our good wishes for her success and happiness as she pursues her entrepreneurial spirit and ventures, and

Be it further resolved that we passed this resolution unanimously and with a standing ovation.

I ask that our minutes so reflect adoption of the resolution. Thank you.

Respectfully submitted,
E. Carol Polifroni

**University Senate Curricula and Courses Committee
Report to the Senate
September 8, 2014**

I. The Curricula and Courses Committee recommends approval to ADD the following new 1000- or 2000-level courses:

- A. SOCI 2701 Sustainable Societies
Proposed Catalog Copy

SOCI 2701 Sustainable Societies

Three Credits. Prerequisite: Open to sophomores or higher. Recommended preparation: SOCI 1001, SOCI 2709. Sociological perspectives on the concepts of sustainability, focusing on issues of climate change mitigation and adaptation, including questions of social transitions based on concepts of social justice, biomimicry, permaculture and the future of life on earth.

II. The Curricula and Courses Committee recommends approval to REVISE the following 1000- or 2000-level courses:

- A. DMD 2010 Digital Culture (format, pre-req, title change)

Current Catalog Copy

DMD 2010 Digital Culture

Three credits. Two 1 1/2-hour classes per week. Prerequisite: DMD 1000; open only to Digital Media & Design majors and Digital Arts minors; others by instructor consent.

Examines the development and use of digital media and technology in social and cultural contexts. Digital technology is treated as a cultural construct, the characteristics and impact of which are analyzed through social science theories of the interplay between technology and society.

Revised Catalog Copy

DMD 2010 History of Digital Culture

Three credits. Key episodes in the history of digital technology and digital media; values and norms that adhere to digital culture. C.A. 1.

Respectfully Submitted by the 14-15 Senate Curricula and Courses Committee: Pamela Bedore – Chair (Fall 2014), Eric Schultz – Chair (Spring 2015), Marianne Buck, Marie Cantino, Michael Darre, Douglas Hamilton, Dean Hanink, Andrea Hubbard, Kathleen Labadorf, Samuel Martinez, Daniel Mercier, Shayla Nunnally, Maria Ana O’Donoghue, Jaci Van Heest

09/8/14

The Scholastic Standards committee is withdrawing the Proposal to change the By-Laws regarding terms for "unclassified students." This proposal put forth changes to section Section II.A. and subsections II.A.6 and II.G.2. The proposal made at the April 7, 2014 will be revised and resubmitted at a future Senate meeting.

The Scholastic Standards committee is withdrawing the Proposal to change By-Laws Final Examinations/Assessments, Section II.E.12. The proposal made at the April 7, 2014 will be revised and resubmitted at a future Senate meeting.

FACULTY AND STAFF DIVERSITY UPDATE

SEPTEMBER 8, 2014



Office of Diversity & Equity

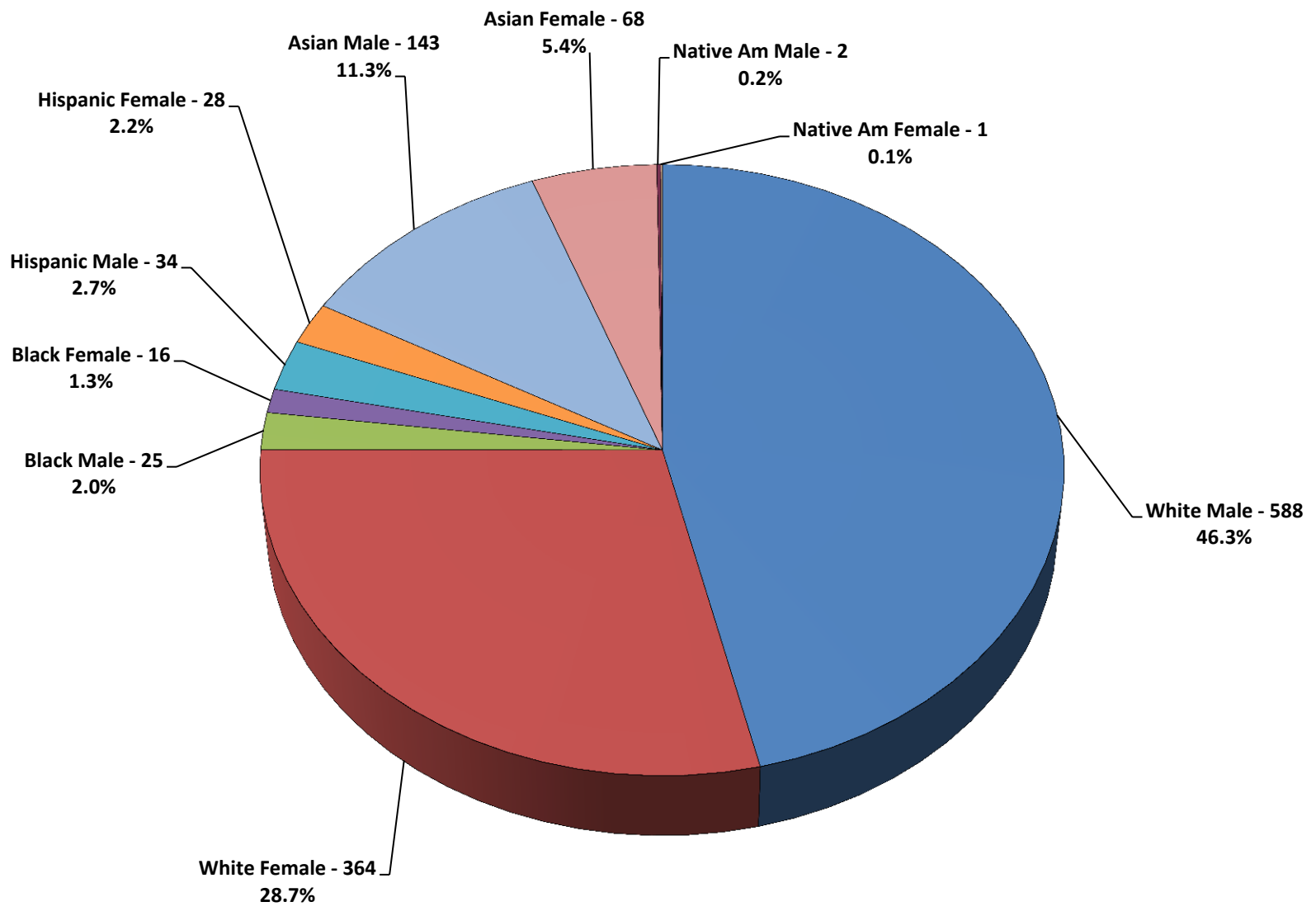
www.ode.uconn.edu

UConn Faculty Diversity at-a-glance

- 25% total of UConn Professors, Associate Professors, Assistant Professors, Instructors and Clinical Faculty from minority populations:
 - Asian: 16.6%
 - Hispanic: 4.9%
 - Black: 3.2%
 - Native American: 0.2%
- UConn Rankings within Top 30 Public Institutions (U.S. News) for Tenure/Tenure-Track Faculty diversity: 13/30 overall
 - Native American: 10/30
 - Hispanic: 11/30
 - Black: 13/30
 - Asian: 16/30
 - Total underrepresented minority (excludes Asian): 11/30
- 37.6% Female
 - Underrepresented female: 10/30
 - Underrepresented male: 12/30

University of Connecticut - Storrs and Regional Campuses

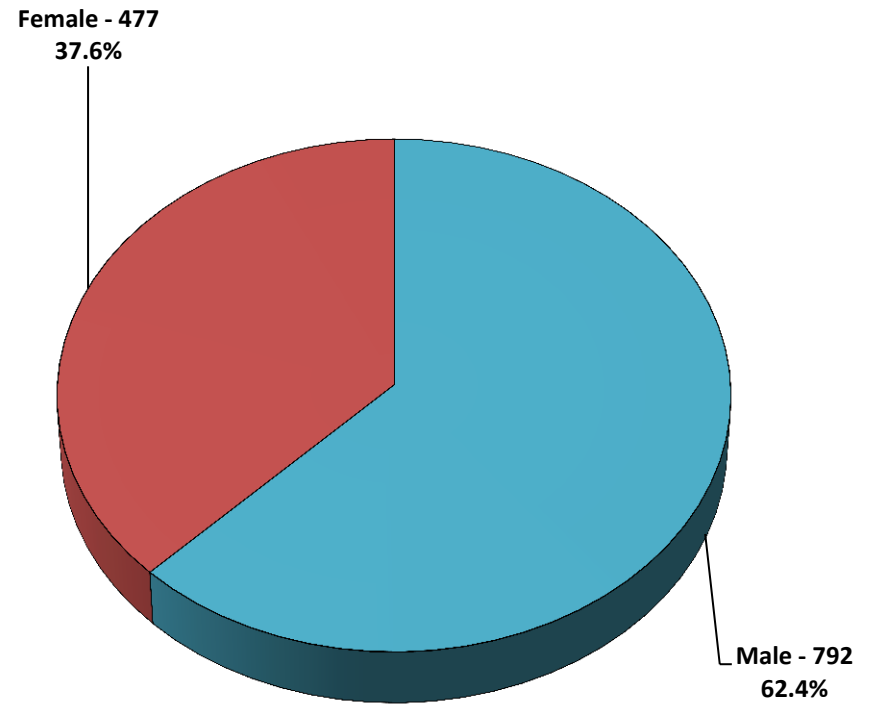
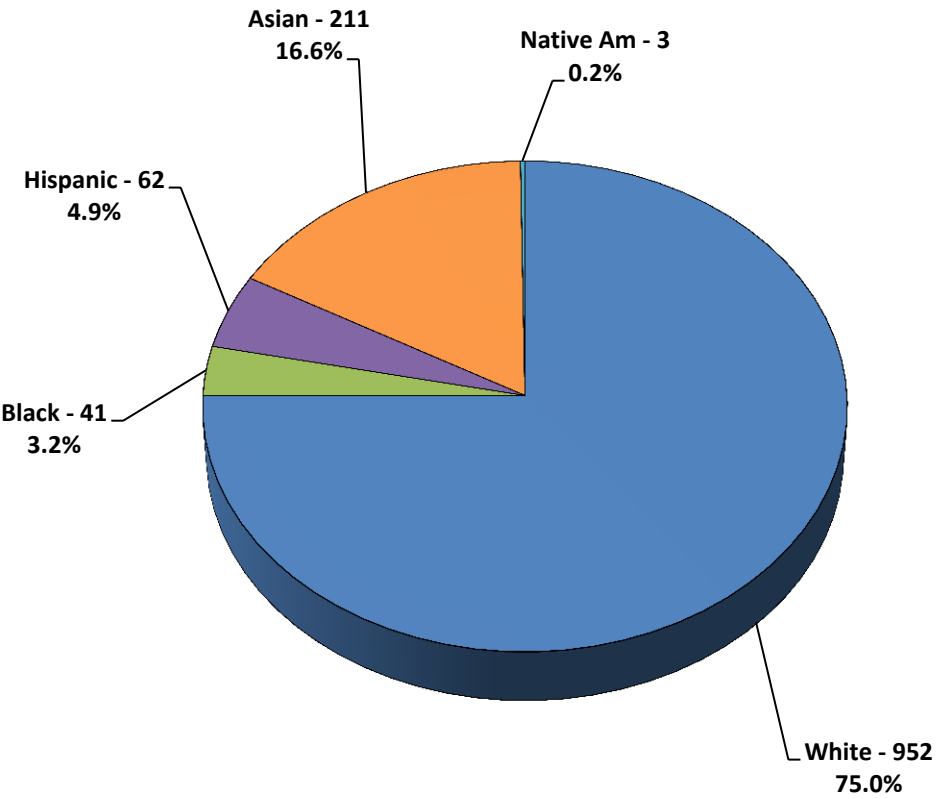
Total Faculty Workforce by Race and Gender Combined
as of August 23, 2014



University of Connecticut – Storrs and Regional Campuses

14/15 - A - 10

Total Faculty Workforce by Race and Gender
as of August 23, 2014

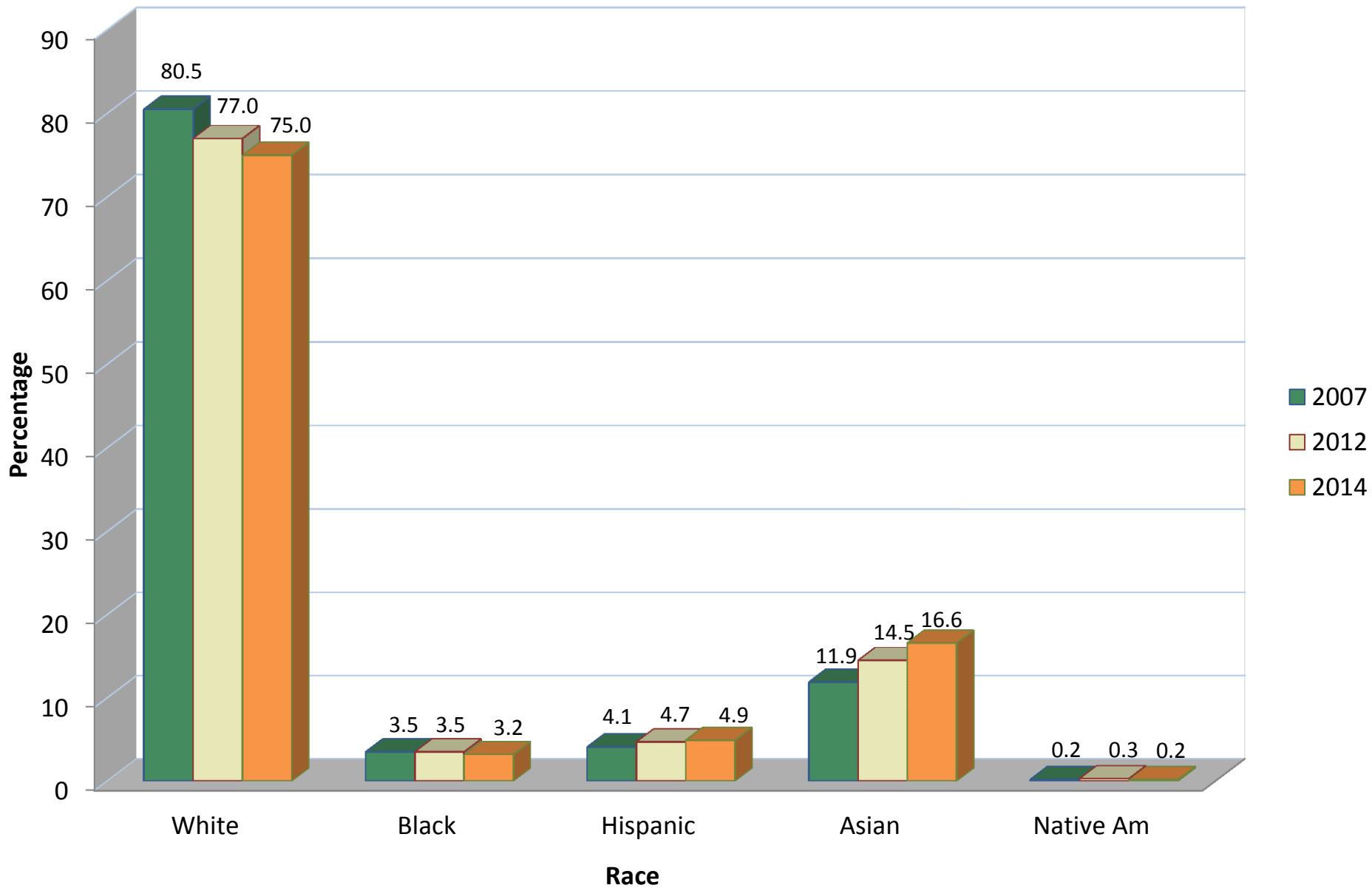


University of Connecticut – Storrs and Regional Campuses

Total Faculty Workforce by Race

2007, 2012 and 2014

14/15 - A - 11

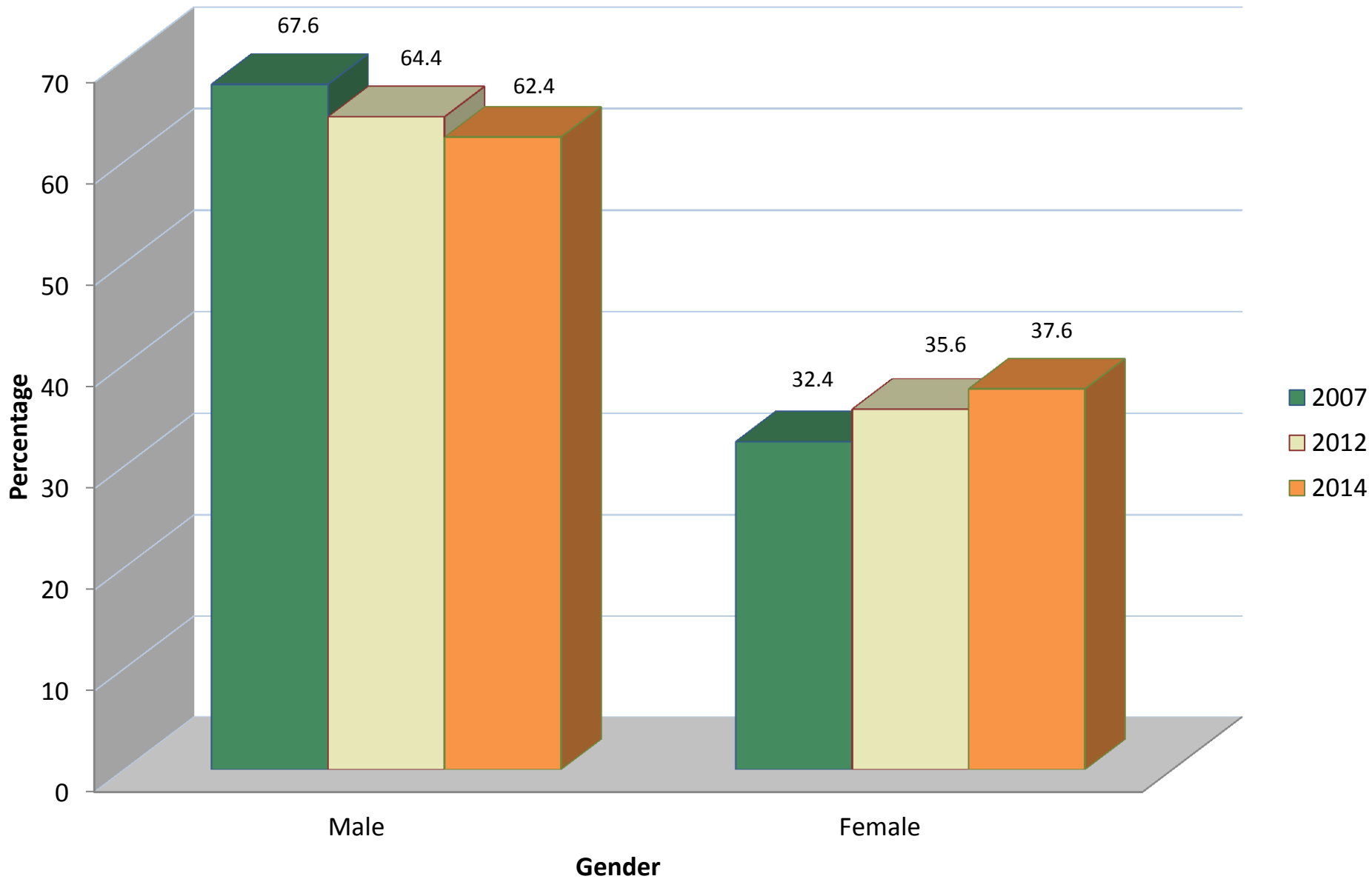


University of Connecticut – Storrs and Regional Campuses

Total Faculty Workforce by Gender

2007, 2012 and 2014

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2014 Faculty Hires and Applicants

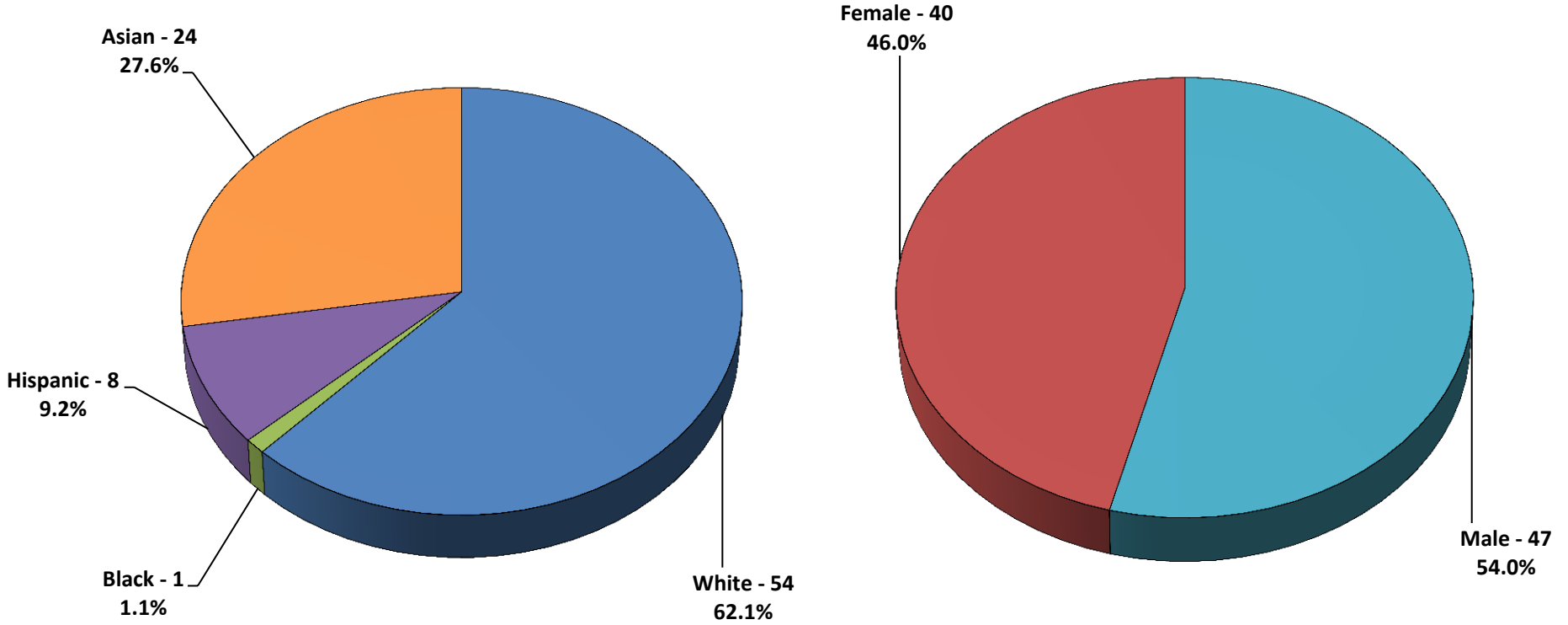
- **87 total*** faculty hires (tenure/tenure-track/clinical)
 - *Professor*: 10
 - *Associate Professor*: 12
 - *Assistant Professor*: 57
 - *Clinical Faculty*: 8
- Strongest **diversity within Assistant Professor** rank
- **27.6% of hires were Asian Males and Females**
- **2014 Female hiring up** as compared to 2013
- **2014 Hispanic hiring up significantly** (9.2% of total) as compared to 2013 and 2012
- **1 Black Male hired; no Black Females** hired in the 2014 cycle (compare to 5 total in 2013)
- **No Native American Males or Females** hired in the 2014 cycle (compare to 1 in 2013)

**subject to additional 2014 hires reflected in coming weeks as processed by HR's Genesys system*

University of Connecticut – Storrs and Regional Campuses 14/15 - A - 14

Total New Faculty Hires: September 1, 2013 – August 23, 2014

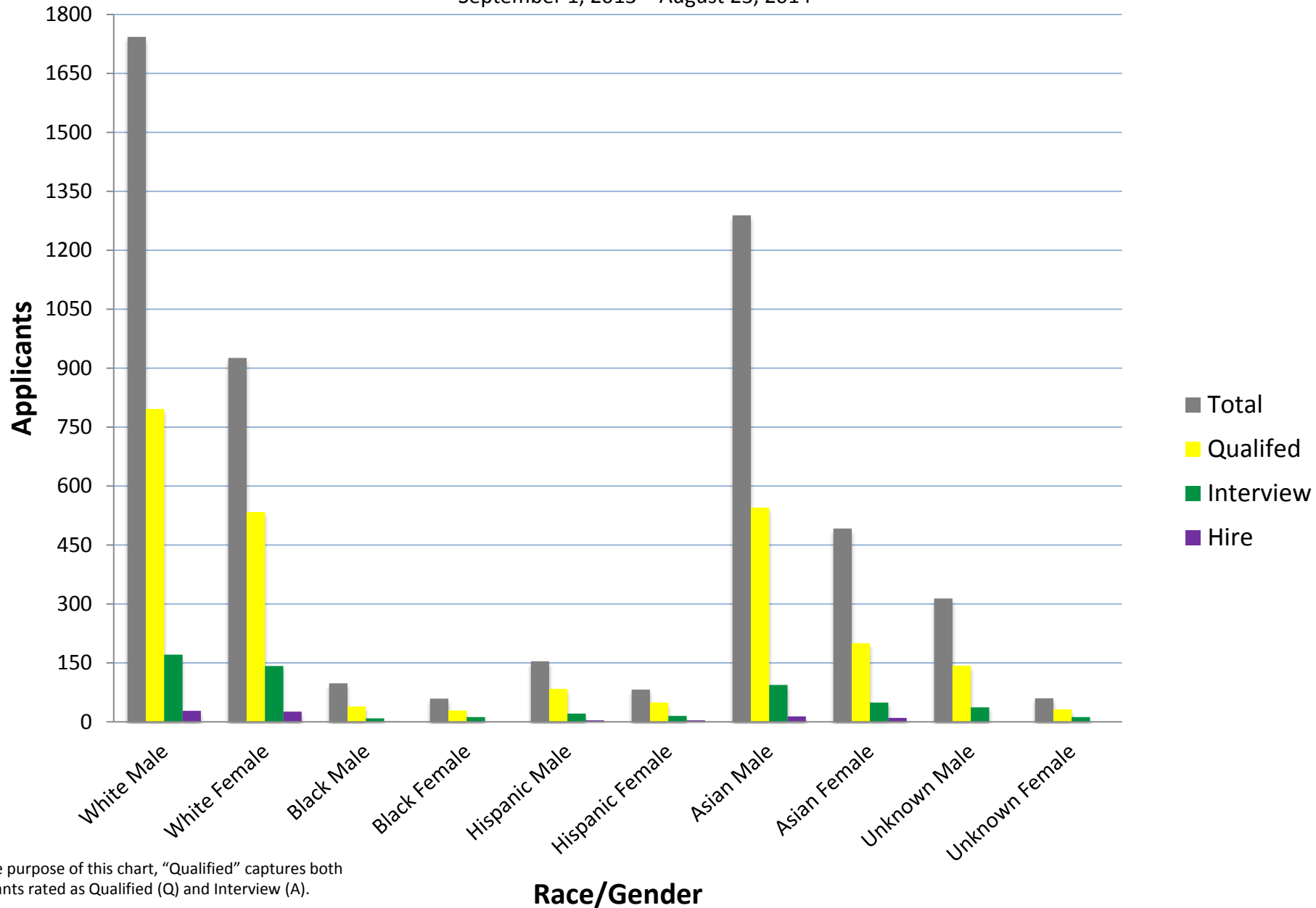
by Race and Gender



University of Connecticut - Storrs and Regional Campuses 14/15 - A - 15

Applicants for **New** Faculty Hires by Race and Gender

September 1, 2013 – August 23, 2014



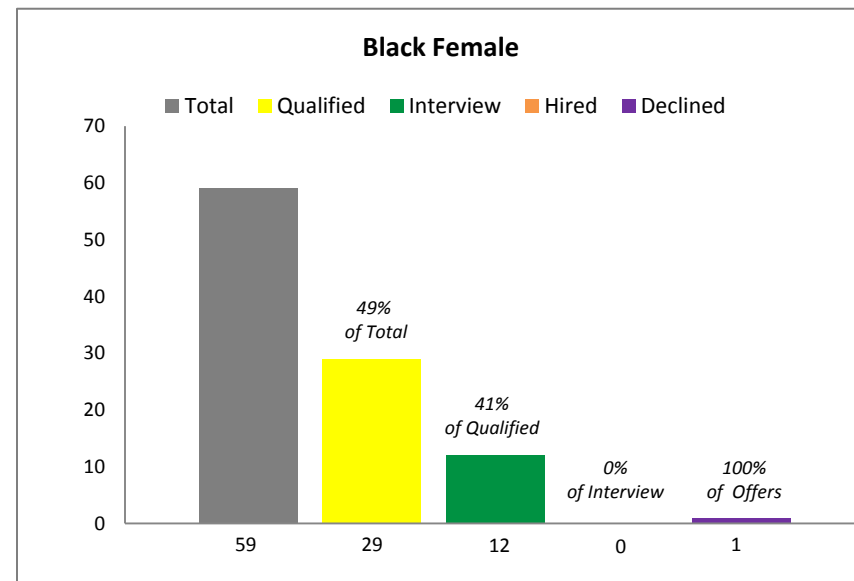
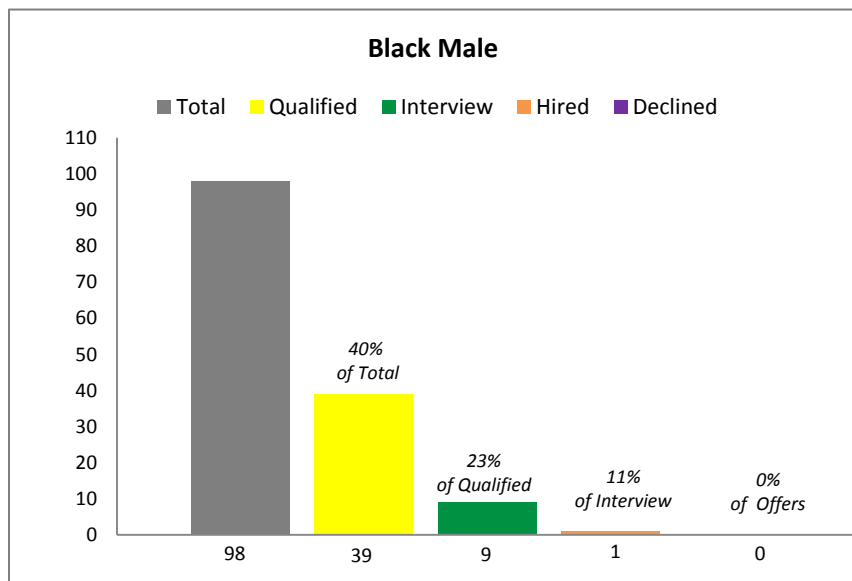
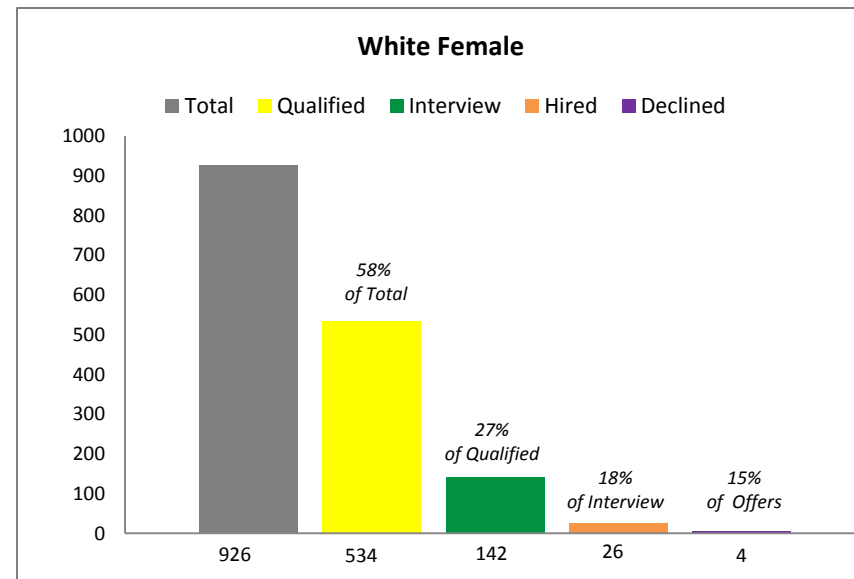
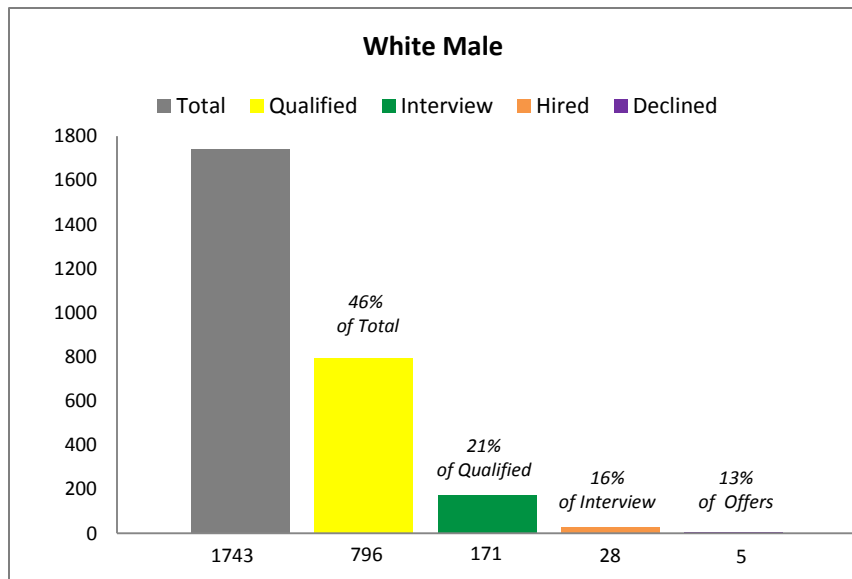
For the purpose of this chart, "Qualified" captures both applicants rated as Qualified (Q) and Interview (A).

University of Connecticut - Storrs and Regional Campuses

Applicant Pools for **New** Faculty Hires: September 1, 2013 – August 23, 2014

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By Individual Race/Gender Category with Applicant Rankings



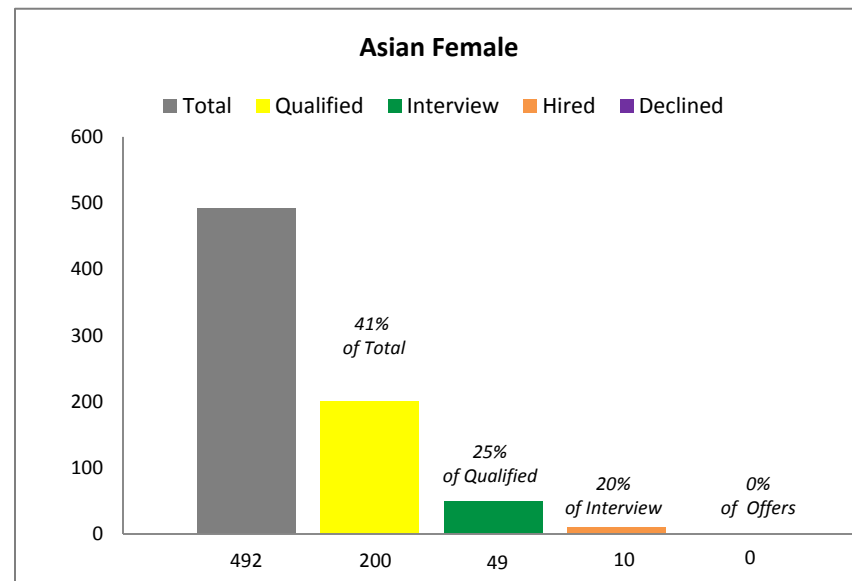
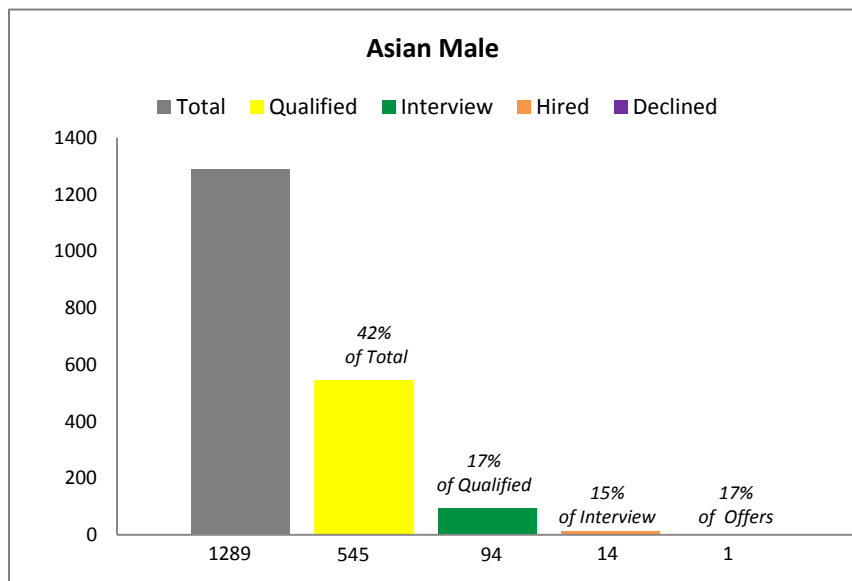
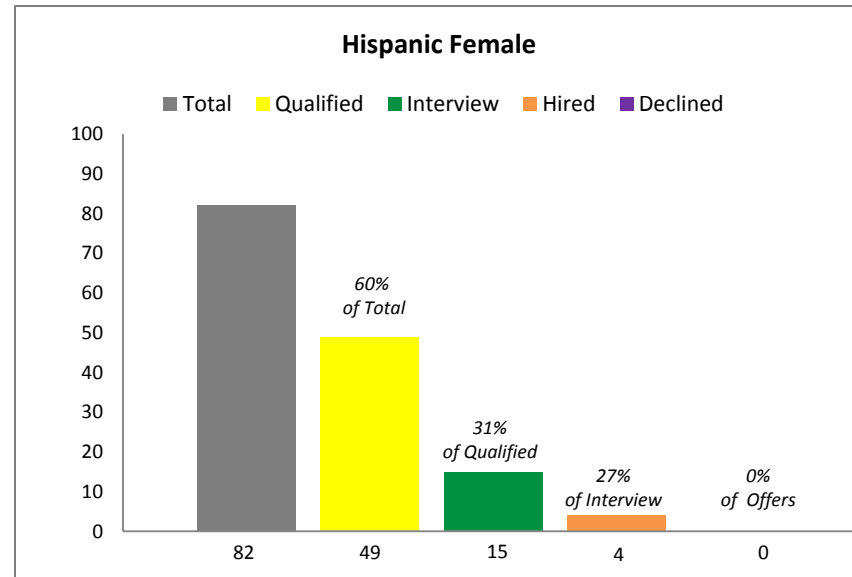
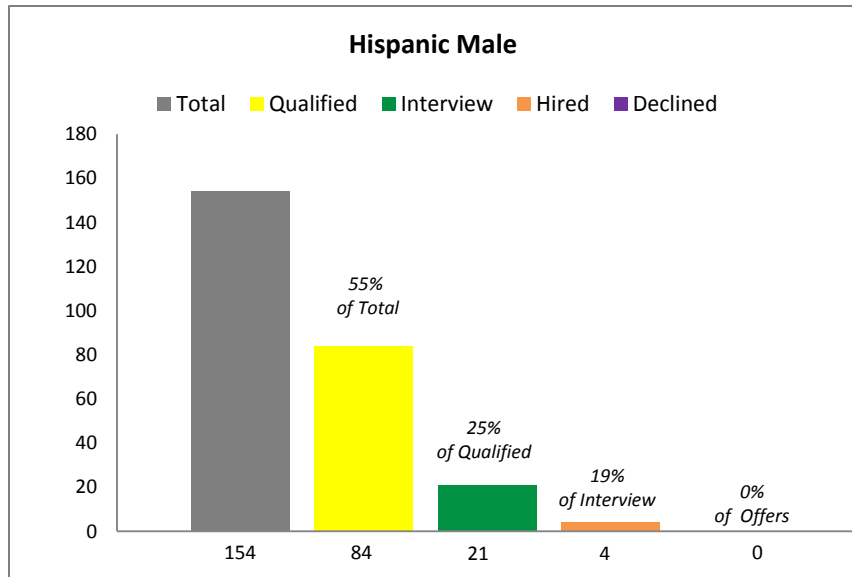
For the purpose of this chart, "Qualified" captures both applicants rated as Qualified (Q) and Interview (A).

University of Connecticut - Storrs and Regional Campuses

Applicant Pools for **New** Faculty Hires: September 1, 2013 – August 23, 2014

14/15 - A - 17

By Individual Race/Gender Category with Applicant Rankings



For the purpose of this chart, "Qualified" captures both applicants rated as Qualified (Q) and Interview (A).

School-Specific Analyses

- In addition to University-wide figures, for the past three years, ODE has conducted school-specific faculty analyses of faculty workforce, hires, and applicants
 - Entire reports available online:
www.ode.uconn.edu (Net ID/Password Required)
- Full printed binders available at ODE (email us at: ode@uconn.edu)

Staff Diversity Report – New!

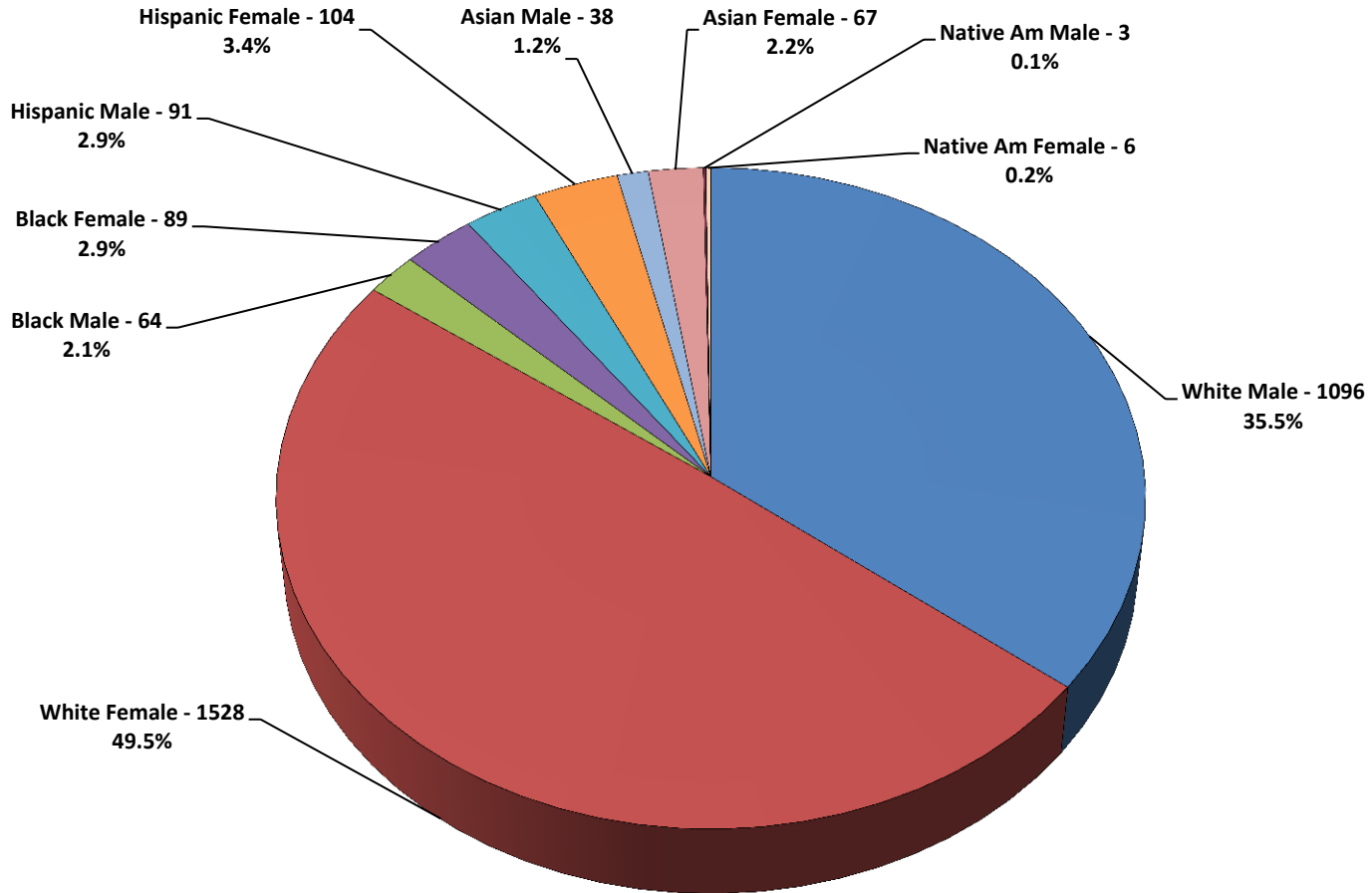
- **Comprehensive Analysis of permanent staff workforce**
 - as of February 2014, with university-wide update as of August 2014
 - Includes 5-year and 10-year comparisons; analysis of 2013-2014 applicants
- Report lives online: www.ode.uconn.edu
- Analysis includes:
 - By bargaining unit (or management-confidential/exempt)
 - By MUD table
 - President's Offices
 - Provost's Offices
 - Schools and Colleges
 - Regional Campuses
 - Student Affairs
- Staff at-a-glance:
 - 3086 (as of February 1, 2014)
 - 15.2% Minority
 - 58.4% Female
 - 2013-2014: stronger hiring for Black, Hispanic and Asian new staff members

University of Connecticut - Storrs and Regional Campuses

Total Staff Workforce by Executive Level with Race and Gender Combined

14/15 - A - 20

as of **February 1, 2014**

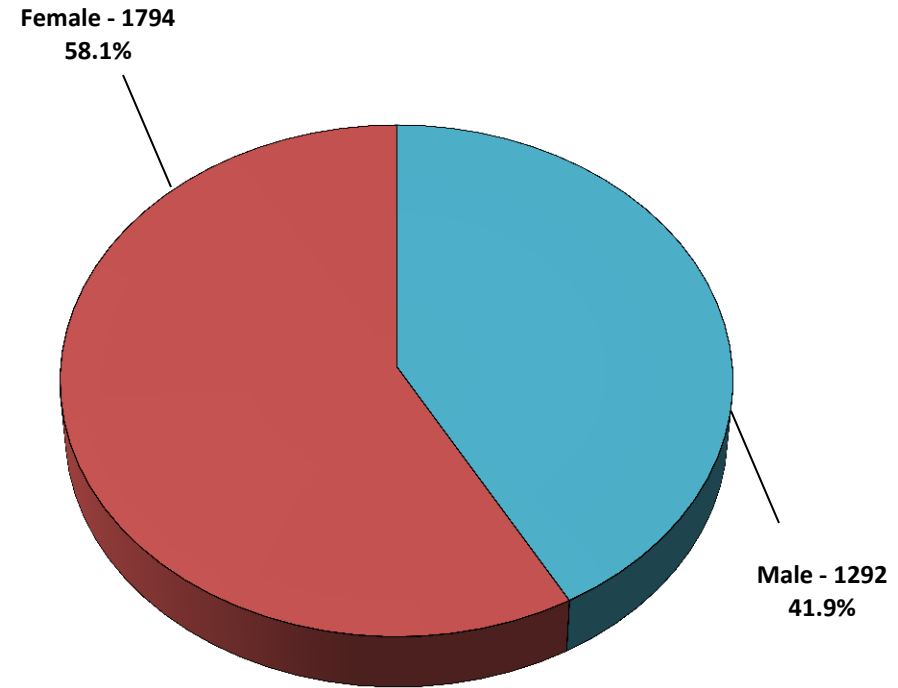
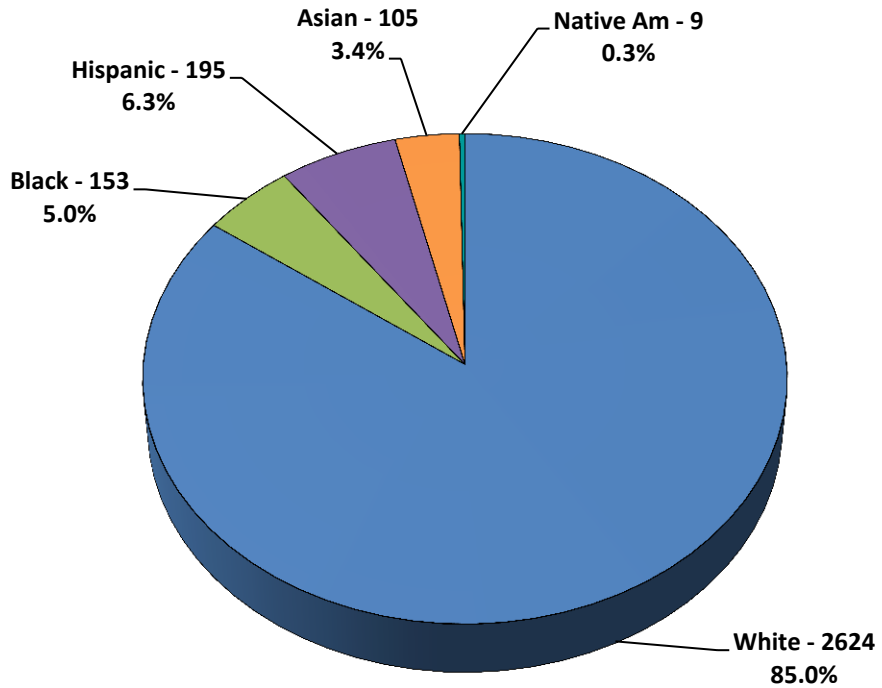


	TOTAL	WM	WF	BM	BF	HM	HF	AM	AF	NM	NF
President	514	162	285	22	14	6	10	5	9	0	1
CFO	858	448	265	20	11	58	35	6	11	2	2
Provost	478	171	226	7	12	8	17	15	18	1	3
Schools & Colleges	782	193	498	3	29	10	22	10	17	0	0
Regional Campuses	117	23	66	8	12	0	5	1	2	0	0
Student Affairs	337	99	188	4	11	9	15	1	10	0	0
Grand Total	3086	1096	1528	64	89	91	104	38	67	3	6

University of Connecticut – Storrs and Regional Campuses

14/15 - A - 21

Total Staff Workforce by Executive Level and Race and Gender
as of February 1, 2014



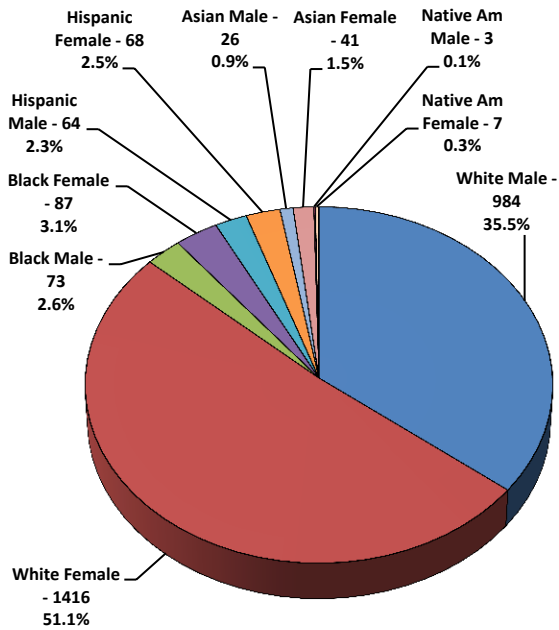
	TOTAL	White	Black	Hispanic	Asian	Native Am	Male	Female
President	514	447	36	16	14	1	195	319
CFO	858	713	31	93	17	4	534	324
Provost	478	397	19	25	33	4	202	276
Schools & Colleges	782	691	32	32	27	0	216	566
Regional Campuses	117	89	20	5	3	0	32	85
Student Affairs	337	287	15	24	11	0	113	224
Grand Total	3086	2624	153	195	105	9	1292	1794

University of Connecticut – Storrs and Regional Campuses

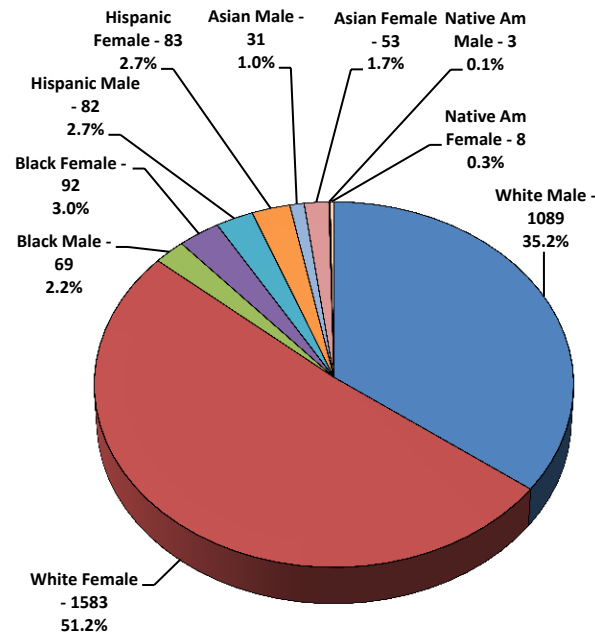
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Comparison of Total Staff Workforce by Race and Gender

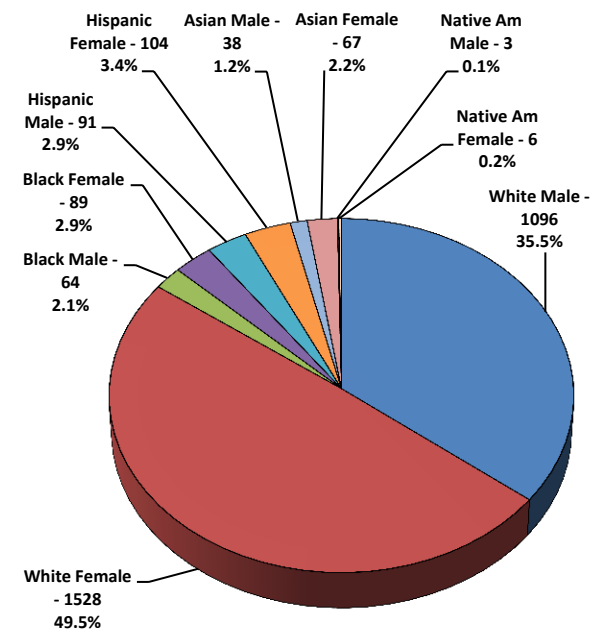
February 2004, 2009 and 2014



2004



2009



2014

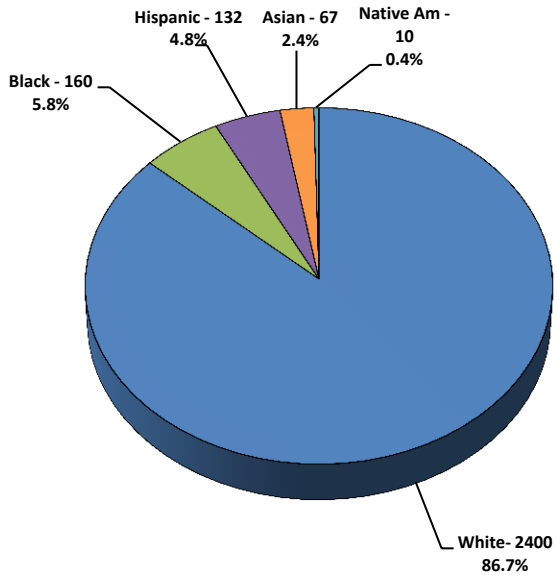
	TOTAL	WM	WF	BM	BF	HM	HF	AM	AF	NM	NF
2004	2769	984	1416	73	87	64	68	26	41	3	7
2009	3093	1089	1583	69	92	82	83	31	53	3	8
2014	3086	1096	1528	64	89	91	104	38	67	3	6

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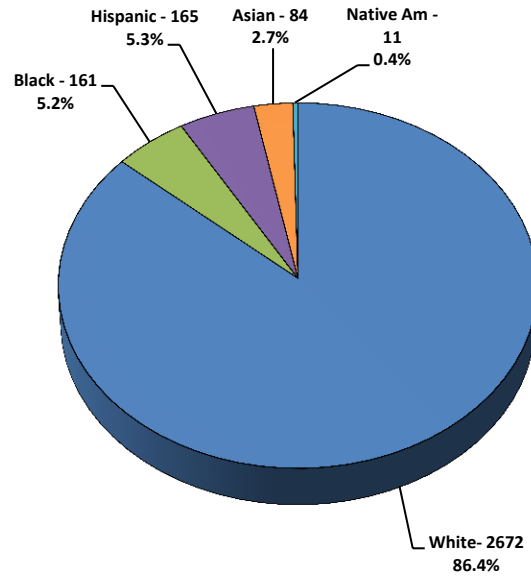
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Comparison of Total Staff Workforce by Race

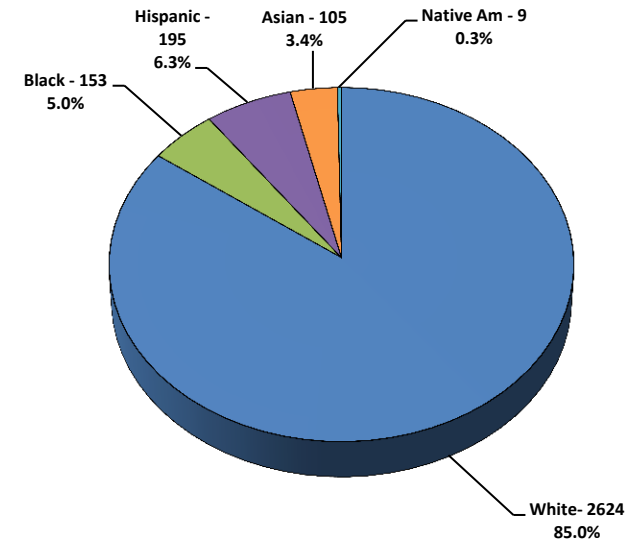
February 2004, 2009 and 2014



2004



2009



2014

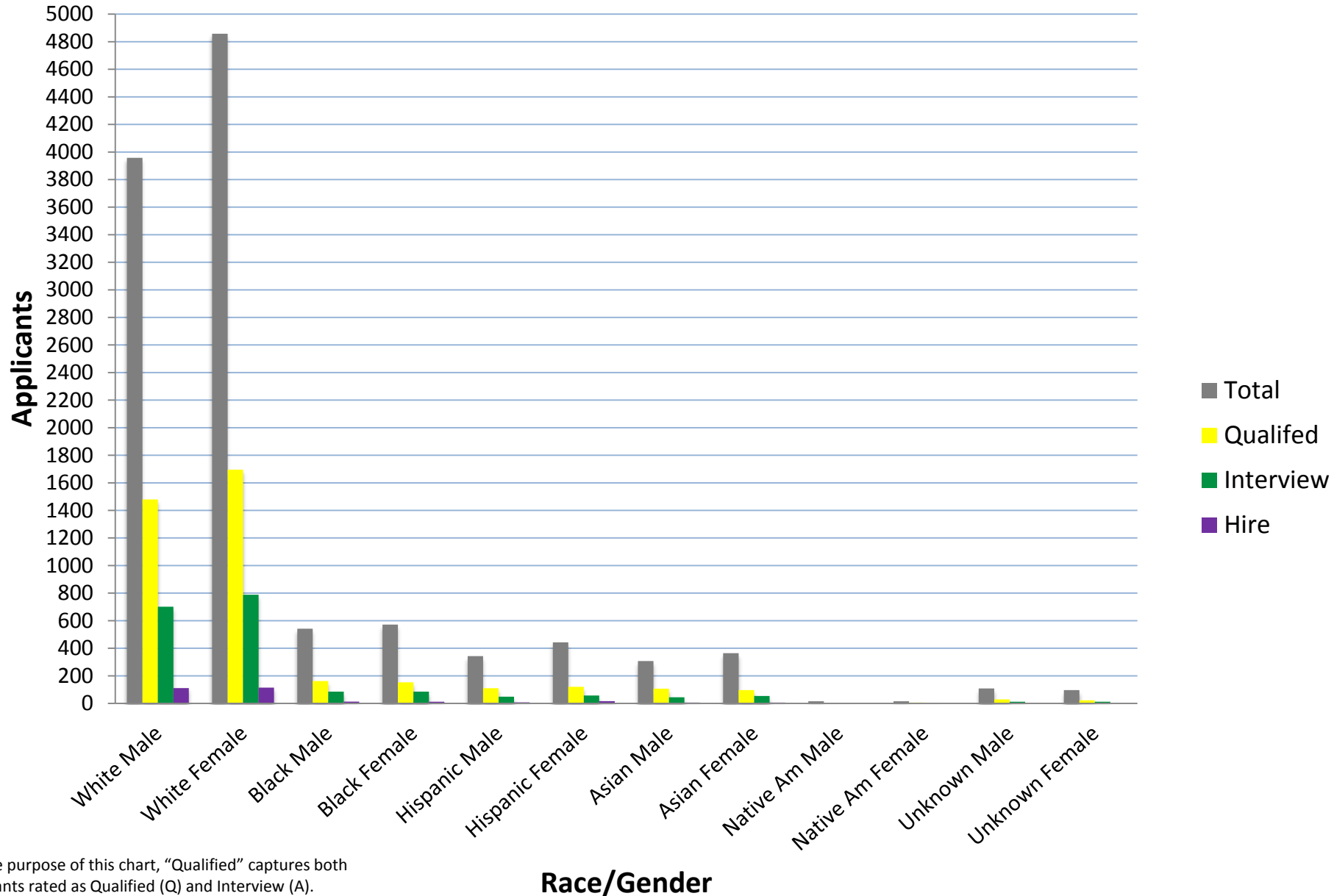
	TOTAL	White	Black	Hispanic	Asian	Native Am
2004	2769	2400	160	132	67	10
2009	3093	2672	161	165	84	11
2014	3086	2624	153	195	105	9

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Applicants for **New** Staff Hires by Race and Gender

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February 1, 2013 – January 31, 2014



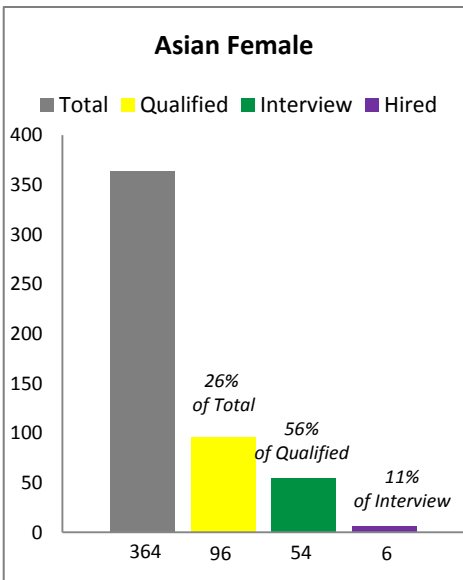
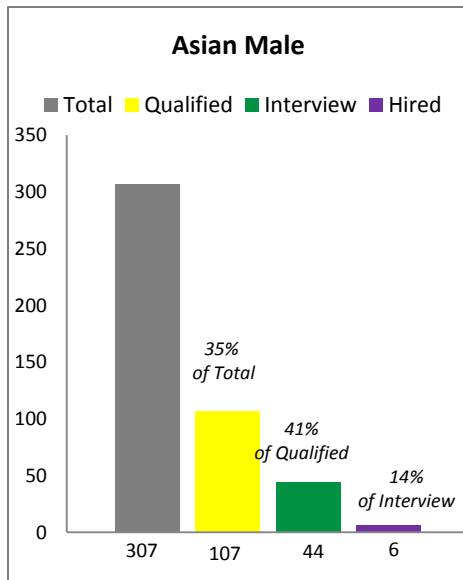
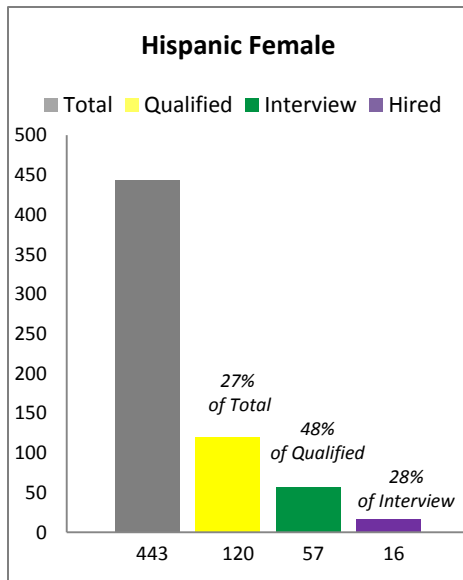
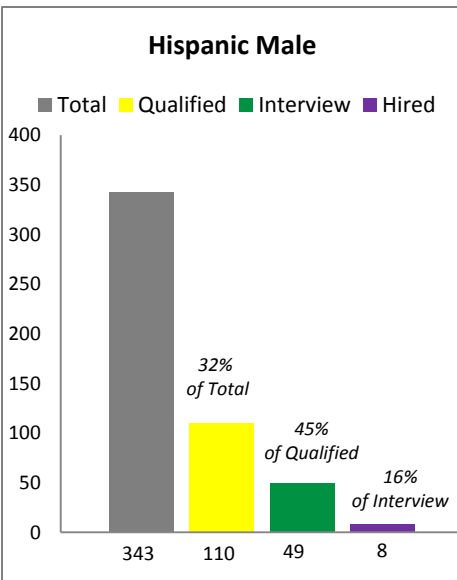
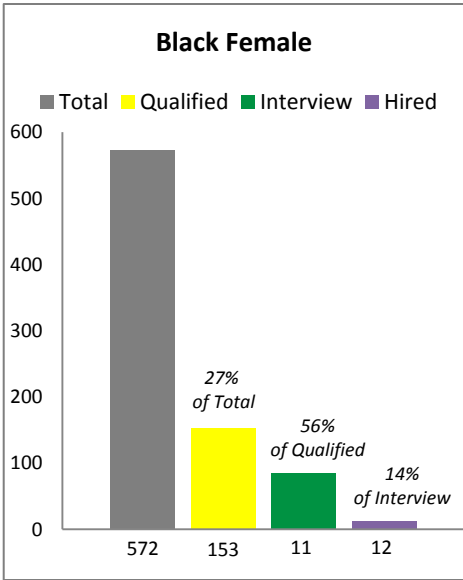
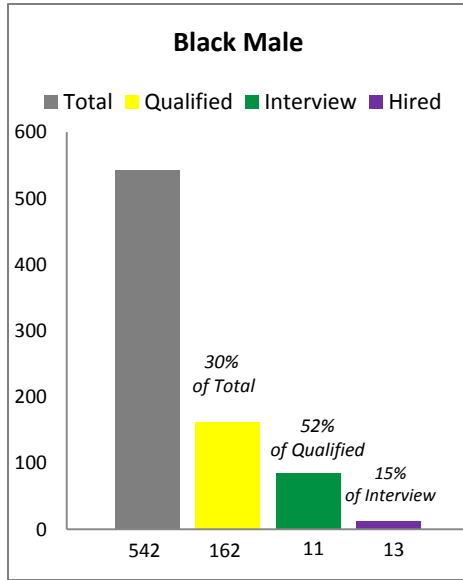
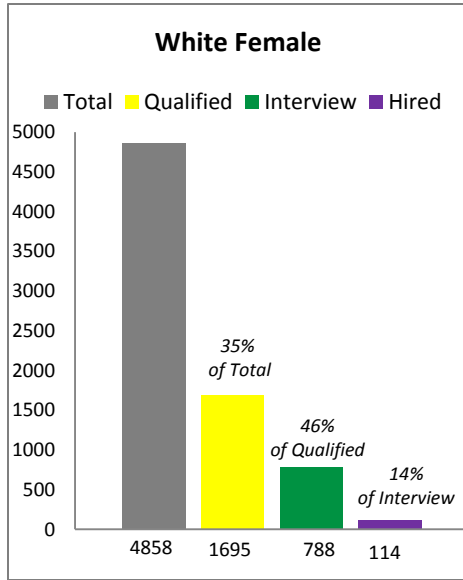
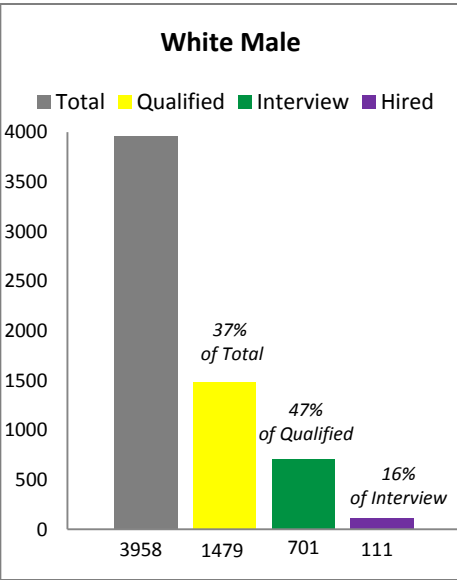
For the purpose of this chart, "Qualified" captures both applicants rated as Qualified (Q) and Interview (A).

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Applicant Pools for **New Staff Hires**: February 1, 2013 – January 31, 2014

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By Individual Race/Gender Category with Applicant Rankings



For the purpose of this chart, "Qualified" captures both applicants rated as Qualified (Q) and Interview (A).

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Total Staff New Hires by Race and Gender

February 1, 2013 – January 31, 2014

