

Senate Diversity Committee Meeting

Minutes of April 1, 2015

Wilbur Cross room 110

11:00 -2:30 pm

**In attendance:** Mun Choi (Provost) Elizabeth Conklin (ODE), Cathy Love, Manisha Desai, Alice Fairfield, Maria-Luz Fernandez (Chair), Diane Lillo-Martin (representative, Faculty Standards), Cathleen Love, Margo Machida, Shayla Nunnally (representative, C&C Committee), Willena Price, Gene Salorio, Pamela Schipani, Bill Stwalley, Susana Ulloa (representative, Enrollment Committee), Dan Weiner (Task Force), Dana Wilder (Task Force).

1. In this meeting we met with Provost Choi as a follow up to the presentation from the Senate Diversity Committee to the University Senate on March 2<sup>nd</sup>. The Provost shared some very important information regarding how favorably UConn compares to the top 30 Public Universities in terms of percentages of under-represented faculty. The Provost also showed some hard data on the percentage of faculty who leave the University. From the years 2000 to 2010, 57% faculty were awarded tenure and are still at UConn. From the rest (43%), 20% left the University before the tenure process, 7% left after tenure, 6% were not reappointed and 9% were not awarded tenure. He also showed that there were no differences in these percentages when compared to under-represented faculty.
2. Some concerns and issues were brought up to the Provost regarding the need of having someone in the upper Administration as a resource person to provide the needed support in solving incidents related to uncivility or alleged discriminations. This way if immediate actions are taken, escalation of problems can be avoided.
3. The Task Force discussed with us some of the strategies that they will be proposing at the end of their charge including the creation of a Diversity Office and a Diversity Council, strategies that are in complete agreement with what the Senate Diversity Committee proposed for retention of under-represented faculty on the March 2<sup>nd</sup> presentation.
4. It was also discussed to have the final meeting of the semester in the first week of May where the Task Force will share with us the final recommendations for implementing diversity agendas at UConn.
5. The minutes from the previous meeting were approved after the Provost left
6. The meeting was adjourned at 12:20 pm

Respectfully submitted

Maria Luz Fernandez, PhD  
Chair, Senate Diversity Committee