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MINUTES OF THE MEETING OF THE BOARD OF TRUSTEES

UNIVERSITY OF CONNECTICUT

University of Connecticut
Rome Commons Ballroom
South Campus Complex
Storrs, Connecticut

November 13, 2002

OPEN SESSION

The meeting was called to order at 1:06 p.m. by Trustee Claire Leonardi. Trustees present were: James Abromaitis, Louise Bailey, Philip Barry, Linda Gatling, Roger Gelfenbien, Christopher Hattayer, Lenworth Jacobs, Michael Martinez, Frank Napolitano, David O'Leary, Richard Twilley, and Anne George, who represents the Governor's Office.

Trustees William Berkley and Michael Cicchetti participated by telephone.

Trustees Shirley Ferris, Denis Nayden, Theodore Sergi, and Richard Treibick were absent from the meeting.

University staff and Senate representatives present were: President Austin, Chancellor and Provost for University Affairs Petersen, Executive Vice President for Health Affairs Deckers, Vice President for Financial Planning and Management Aronson, Vice Chancellor for Business and Administration Dreyfuss, Vice Chancellor for Academic Administration Maryanski, Vice Chancellor for Student Affairs Triponey, Vice Provost for Multicultural Affairs Taylor, Vice Provost for Research and Graduate Education Greger, Assistant Attorney General Shapiro, Dr. Schurin, Faculty Senate Representatives Gregory Anderson and Stanley Biggs, and Ms. Locke.

OPEN SESSION

Reconvene in Open Session at 1:00 p.m.

1. Public Participation

2. Chairman's Report

(a) Minutes of the meeting of October 1, 2002

On a motion by Dr. Jacobs, seconded by Mr. Berkley, **THE BOARD VOTED** to approve the minutes of the meeting of October 1, 2002.

(b) Consent Agenda Items:

Trustee Leonardi directed Trustee attention to a revised contract, item 6, which deals with Davis, Brody, Bond LLP. This item was removed from the contract list for approval and should be noted for information only.

On a motion by Mr. Berkley, seconded by Dr. Jacobs, **THE BOARD VOTED** to approve the following items listed on the Consent Agenda.

(1) Contracts and Agreements for the Storrs-based programs (Attachment 1)

Trustee Ferris joined the meeting at this time.

(c) Personnel matters (Storrs-based programs) (Attachment 2)

On a motion by Ms. Bailey, seconded by Mrs. Gatling, **THE BOARD VOTED** to approve the personnel action recommendations.

(1) Promotion, Tenure, and Reappointments

(2) Emeritus Faculty Retirement

(3) Sabbatics

(4) Informational matters

3. President's Report

President Austin directed attention to the 2002 President's Annual Report and expressed his appreciation to the University Communications staff. He also directed Trustee attention to the most recent letter to the University community, which highlighted several important issues.

President Austin provided the Board with an update on the operating budget and noted that the Governor was expected to meet with the Legislative leadership to establish parameters. He noted that he would update the Board periodically on the status of the budget.

President Austin noted that several Trustees have asked him about the status of the search for Vice President Allenby's successor as President of the UConn Foundation. This afternoon the search committee will pare down the applicant pool to a smaller interview group and begin interviews shortly. President Austin felt confident that a suitable successor will be found and will work in collaboration with Vice Presidents Amyot and Kessler to continue the momentum.

President Austin reported that a Trustee-Administration-Faculty-Student (TAFS) meeting was held today at noon. The topic of discussion was alcohol use on campus, primarily by undergraduates. He noted that this is a topic of national concern and not just one at the University. Although the administration has addressed this issue for several years, it was only last year that a mandatory seminar for incoming freshmen was developed to deal with alcohol abuse. Since that time residence halls and University police have become more attentive to the enforcement of University regulations in an effort to secure a safer environment for students and visitors. Many good suggestions came from the meeting, including support for the President's suggestion to implement a task force that will include many who have expertise on this issue and the problems faced on the Storrs campus. President Austin noted that he will assemble a task force and give the charge. The Board will receive periodic progress reports.

Trustee Napolitano raised concerns about the events over the past weekend regarding the goalpost incident at the conclusion of the Kent State football game on November 9. He felt that the police incident subjected the University to embarrassment. He asked why a celebration or some kind of an event was not planned to commemorate the final season. He also asked what kind of decision-making process occurred the week prior to the event that allowed this incident to happen.

President Austin expressed his dismay about the goal post incident. He stressed that public safety was paramount, especially after Yale University suffered a catastrophic event in which a female student was severely injured several years ago. He also noted that it was critical to address the alcohol issue more forcefully. He further noted that the images that were conveyed were most unfortunate and that they will try to prevent other incidents in the future, but it is very difficult to contain over 25,000 students at any time.

Trustee Napolitano reiterated that he was not accusing anyone of wrongdoing by preventing the goal posts from being torn down. He noted that the police did the right thing. Trustee Napolitano asked why the Division of Student Affairs was not brought in the planning process.

Chairman Gelfenbien joined the meeting at this time.

President Austin responded that the responsibility of the police was to protect the safety of the students and the other members of the community.

Trustee Napolitano also noted that he felt that there was a breakdown in communication in deciding what to do with the situation. He clarified that he was not blaming anyone in particular, especially the President.

Trustee Leonardi noted that Trustee Napolitano's comments should be reflected in the minutes. She also noted that the administration has been working hard to address the root causes for alcoholism and that they have developed some creative outlets for students in dealing with spring weekend.

4. Academic Affairs Committee Report

(a) Committee Chairman's report on Committee activities

Vice-Chair Jacobs reported that the Academic Affairs Committee met this morning. Chancellor Petersen presented a powerpoint presentation on Faculty Resource Utilization. He identified that the student body is rapidly approaching 25,000, which is the goal set by the Board. Vice-Chair Jacobs also noted that faculty numbers are somewhat less than several years ago. Chancellor Petersen also outlined the University's historic progress of teaching, research and productivity. Vice-Chair Jacobs stated that this type of presentation will set the example for future reports.

5. Financial Affairs Committee Report

(a) Committee Chairman's report on Committee activities

Vice President Aronson gave the report of the Financial Affairs Committee on behalf of Vice-Chair Nayden. She reported that the Financial Affairs Committee met this morning and discussed the year-end financial closeout for the University for both the Storrs-based programs and the Health Center. At Storrs, the University ended approximately $500,000 ahead of the projections for the operating budget and approximately $100,000 ahead at the Health Center.

Vice President Aronson also noted that the Committee held a discussion on the Deferred Maintenance List, which the administration will bring back to the Board information for further discussion in terms of how priorities are set from year-to-year given the constrained resources and the long list of needs.

She directed Trustee attention to UCONN 2000 Book #15, which is one of a series of reports that is completed every six months and forwarded to the Governor and the General Assembly. It is noted for information only.

(b) UCONN 2000 Book #15 (Separate cover)

6. Health Center Board of Directors Report

(a) Committee Chairwoman's report on Committee activities

Trustee Leonardi reported that the Finance and Audit, Academic Affairs, and Clinical Affairs subcommittees of the Health Center Board of Directors have met between October 30 and November 12, 2002.

She noted that the auditors reported no material weaknesses in financial controls for the clinical operations. The audited financials were issued very close to what the year-end data had anticipated.

The Health Center Board of Directors received an update on the Surgery Center, which is still in the planning and negotiations stages. The Board also reviewed the new clinical compensation plan, which provides for incentive compensation that is linked to the profitability of the practices. The plan places a certain percentage of the salary of the faculty member at risk if performance goals are not met. They reviewed continuing expense control and revenue enhancement opportunities, which are outlined in the Health Center's Opportunity Register. This has been an ongoing effort for cost control and revenue improvement over the last several years.

The Board reviewed a draft of the self-study report for the School of Medicine, which was recently prepared by a 71-member task force including members of the faculty, students, department chairs, and administration. This is related to the upcoming School of Medicine accreditation process. It outlines the strengths, concerns, and recommendations related to the School.

The Committee also reviewed and approved a recommendation to the full Board of Directors regarding the annual Human Resources report. They also discussed and approved recommendations related to the credentialing process as well as performance improvement in the clinical operations.

Vice-Chair Leonardi noted that the next meeting of the Board of Directors will be held on December 9, 2002. A workshop is being planned in early April to address capital planning, which includes space planning and policy, 21st Century UConn, sequencing, prioritization, information technology, and overall capital expenditures. This meeting will tie the mission and strategic priorities of the Health Center to the expenditures in the areas of renovation, construction, equipment, and information technology, which will form the basis of what the Board of Directors will submit to the Board of Trustees for approval of the capital budget.

7. Student Life Committee Report

(a) Committee Chairwoman's report on Committee activities

(b) Item requiring Board discussion and approval:

(1) Daily Campus and Undergraduate Student Government Fees (Attachment 3)

Vice-Chair Bailey reported that the Student Life Committee has requested that the Board of Trustees approve the recommendation to continue to assess the Daily Campus fee at a rate of $7 per semester for FY04 and FY05 and to increase the Undergraduate Student Government (USG) fee on the Storrs Campus to $21 per semester in FY04 and $30 per semester in FY05.

On a motion by Ms. Leonardi, seconded by Mr. Berkley, **THE BOARD VOTED** to approve the recommendation to continue to assess the Daily Campus fee at a rate of $7 per semester for FY04 and FY05 and to increase the Undergraduate Student Government (USG) fee on the Storrs Campus to $21 per semester in FY04 and $30 per semester in FY05.

8. Institutional Advancement Committee Report

(a) Committee Chairman's report on Committee activities

Trustee Napolitano presented the report of the Institutional Advancement Committee on behalf of Vice-Chair Treibick. He directed Trustee attention to the Progress Executive Summary in Attachment 4. He noted that Campaign UConn is on target. As of September 30, $217.3 million has been raised, which represents 72% of the goal. As of October 31, new gifts and commitments total $6.2 million, which brings the Campaign total to $223.5 million.

Trustee Napolitano also reported that the most challenging situation that the UConn Foundation faces is to get the full subscription of the $7.5 million State Matching Grant for this calendar year. He noted that another $5.3 million must be raised in gifts by December 30, 2002 in order to subscribe to the remaining $2.63 million. He also noted that the State Matching Grant applies to endowment funds only.

(1) Development Progress Executive Summary (Attachment 4)

9. Presentations on University Objectives

President Austin noted that since the last diversity and affirmative action report, it might be more useful to update the Board either quarterly or semi-annually.

Dr. Taylor noted that this powerpoint presentation was designed to provide an overview of the structural diversity at UConn. He noted that the information presented today will begin to establish a baseline for where the University is with respect to student, faculty, and staff diversity. He explained that structural diversity of an education institution referred primarily to the racial/ethnic composition of the student, faculty, and staff on campus and in some cases to women. Vice Provost Taylor stressed that the first essential step in the process of creating a diverse learning environment is to increase the representation of various racial and ethnic groups particularly among faculty and staff. He noted that back in April, he reported that the University's record of success in this area over the past 10-15 years has been uneven. In some areas progress has been steady and strong and in other areas much work is needed. This report will show current and projected figures in which they hope to strike a balance between where we are now and where we hope to be in the near future. Vice Provost Taylor stressed that since he appeared before the Board in April, we have moved aggressively to make change happen by taking a number of steps that will be illustrated in the following presentation.

Vice Provost Taylor briefly discussed the first diversity plan developed twenty years ago and noted the Board's commitment to diversity in principle and as policy. The policy was reaffirmed in the University's Strategic Plan in 1995 and again last April when the Board accepted the report of the Diversity Action Committee. The Board's policy and commitment to diversity reflects its awareness that diversity brings a certain benefit to the community as a whole and creates the best possible educational environment for all our students. Experiences with diversity within the University community and the classroom are critically important for the preparation of students to assume leadership positions in all sectors of society. Research shows that students learn more and think in more deep and complex ways in diverse environments. They

will also be better prepared to participate in a pluralistic society by considering and understanding multiple perspectives that deal with complex issues.

Vice Provost Taylor noted that a few days ago an article appeared in the Chronicle of Higher Education reporting the results of a national survey of 135,000 freshmen and seniors at 613 four-year colleges. This survey was conducted to assess the degree of student engagement in academic work and college life. An important finding was that students who experienced diversity or those who attended diverse institutions or participated in diversity-related activities, such as assignments that incorporated diverse perspectives, showed "more progress in personal and educational growth, more involvement in active and collaborative learning, and reported greater satisfaction with the college experience."

Vice Provost Taylor raised concerns that the vast majority of students who come to UConn have very limited experience with racial and ethnic diversity. Most students reside in segregated neighborhoods and attend segregated schools and then majority and minority students receive their first real exposure to diversity within the college environment. Despite the opinion of many who believe otherwise, students of color have the most experience with diversity during their time at UConn. Because these students are in the minority, they have no other choice but to interact in significant and substantive ways with students, faculty, and staff with backgrounds different from their own. It is critical that the University address more and better opportunities for the majority of students to reach beyond their circle and expose them to more diverse perspectives. The cultural centers often provide the only opportunities on campus where students can talk, share, study, and relax with individuals who have similar racial and ethnic backgrounds as themselves. Both classroom and informal interactions come from having a representative and critical mass of diverse students on campus, which is critical for educating students. Many are hopeful that the relocation of the cultural centers to the new student union will help to create more opportunities for greater interaction over time, which will serve to raise student comfort level about the importance of extending themselves beyond their own group.

Vice Provost Taylor also reported that minority enrollment has more than doubled since 1986 and has reached nearly 17% this year. To ensure that the University continues its efforts to increase the number of minority students, the Enrollment Management Office has distributed portfolios of marketing materials that reflect the institution's commitment to diversity in all aspects of campus life. He directed Trustee attention to the packets at their places. In addition to such materials, the Chancellor has appointed a task force on retention and graduation that has been working for a year to address the retention rate and to improve overall graduation rates for students of color. The task force has found that 89.2% of minority freshmen are retained after one year compared to 88.5% of white students. The minority six-year graduation rate increased from 57% to 65% for the freshmen classes of 1990 and 1995, while the white student six-year graduation rate is 71% for the class of 1995. The University's minority and all student six-year graduation rates rank UConn in the top 20 nationally. He expressed his appreciation to the Board whose commitment to recruitment, retention, and graduation rates has supported incremental increases to financial aid over the next several years. Financial aid enhancements include $4.5 million in 2003 to $3.6 million in 2005, which represents approximately$12 million over the next three years. Vice Provost Taylor stressed that competitive financial aid packages are critical to compete for and attract diverse and high quality students to UConn.

Vice Provost Taylor reported he also provided the Board with data in April that illustrated how UConn compares to a number of other institutions with respect to minority student undergraduate enrollment as a percent of the total. As he indicated earlier, the University has already improved its position with respect to other institutions, but minority enrollment must keep pace with the growing representation throughout the

State and the nation and particular attention must be directed toward increasing the number of African-American and Latino first time freshmen.

With respect to the faculty, certain data was also presented to the Board in April absent data for 2002 for both Storrs and the Health Center. In 2000, minority faculty members represented less than 16% of the total faculty. That percentage has increased only slightly over the past two years. Three African-American and two Asian professors have joined the faculty, but the University lost one Latino faculty member in the past two years. Over the past decade, the University has seen modest increases in the number of female faculty. In 1992, female faculty represented 25.3% of the faculty and in 2000 they represented 29.5%. As he noted in April, the comparative data make it apparent that while we are no worse off than our peers, we need to identify institutions with better percentages as our target benchmark.

Trustee Leonardi asked for more information on the University's progress related to minority faculty rank. She emphasized the importance of creating an environment that enables minority faculty to grow and want to stay, which will impact our position. She asked if Vice Provost Taylor had data.

Vice Provost Taylor responded that his staff is working on tracking that data. He noted that one way to do that is to develop a better system for exit interviews, so we can gather data on why faculty are leaving the University. They are working to collect the kind of data that will allow us to get a better sense of how well we have done in retaining faculty of color over the past few years. He hopes to have that data available for the next report in six months.

Trustee Leonardi asked if that data would include information on junior and tenured faculty and also show the progression.

Vice Provost Taylor agreed that it would. He indicated that data would be very useful in tracking the University's progress.

Vice Provost Taylor noted that the Diversity Action Committee was charged to prepare a diversity plan, which would recommend initiatives to be taken over the next five years. The initiatives include: 1) create a welcoming campus environment, 2) enhance recruitment and retention of a diverse student population, 3) enhance recruitment and retention of a diverse workforce, 4) diversify University leadership and management, and 5) assign accountability to achieve the recommended action. Three implementation committees were appointed to review more carefully the 130 recommendations that were made, which deal with the above topics. The committees' charge is to report back those recommendations that could be achieved for the short term and for the long term. The three committees were appointed to address student issues, faculty and staff issues, and oversight concerns. He hopes to have a report soon.

Vice Provost Taylor noted that beginning with faculty hires over the next five years the diversity plan calls for hiring goals for women and faculty of color based on the percentage of the total number of faculty of color and female faculty already on staff. In meeting these goals, the University will reflect the level of the faculty diversity commensurate with national norms. We are fortunate that over the next five to ten years or so more than 800 faculty will retire and this will create more opportunities to replace many vacant positions with female faculty and faculty of color. This represents an opportunity to diversify the faculty without incurring additional costs. He noted that last summer President Austin met with the deans and stressed the importance of diversity.

Vice Provost Taylor noted that since 1999, the percentage of female faculty has increased slightly from 29.2% to nearly 30% in 2002. The number of female administrators shows a similar increase from 31.7% in 1999 to 32.5% in 2002. He expects that once the University becomes more focused and systematic in its efforts, we will see more results.

He also reported that he has made several significant hires within the last several months to assist in implementing the diversity agenda. He introduced Dr. Damon Williams as Assistant Vice Provost for Multicultural and International Affairs, Ms. Dana McGee, Esq. as the Director of the Office of Diversity and Equity (who was not present), and Dr. Carlian Dawson as the Director of Diversity Education, who will provide diversity training mandated by the State of Connecticut.

Since April, the diversity team has been working hard to gather baseline data from the Storrs Campus and from the Health Center. Because the University is so large, it has taken considerable effort to compile this information from various units across the University. Once these data are more carefully scrutinized, then they should be in a better position to measure the degree of progress at any point in time. Vice Provost Taylor stressed that the University is not yet in a position to do that.

In the meanwhile, they have taken a number of steps to enhance efforts to recruit and to retain more faculty of color; they include: 1) efforts by the Office of Diversity and Equity to help search committees cast a broader net for potential candidates by using more aggressive recruiting tactics; 2) help committees to utilize conferences, meetings, and ethnic professional groups more effectively as recruitment tools for establishing more personal recruiting relationships; 3) develop more aggressive search criteria to be applied to the search review process; 4) explore major funding sources to organize a consortium of peer institutions in the region for the purpose of sharing information and identifying a pool of potential candidates for faculty positions. Vice Provost Taylor noted that consortiums are widely used by institutions in the mid-West. He has also been made aware that the Health Center recently organized a committee to revise their search criteria as well.

With respect to retention, Vice Provost Taylor noted that they have begun discussions about the faculty orientation program and how they might incorporate ways to enable new faculty, particularly faculty of color, to cope with the University environment. A staff orientation program will be discussed as well. He noted that a crucial part of an effective retention strategy is mentoring and they have begun to deal with those types of issues.

The campus cultural centers and area studies institutes have provided a variety of programmatic initiatives designed to enrich the sociocultural and intellectual life on campus. Every year they sponsor a host of world-class speakers who come to share their unique perspectives and multicultural/multiracial experiences with the entire University community. Over the past year, the cultural centers and institutes have hosted more than a dozen speakers. In addition, the *Advance* recently featured an article on a multicultural diabetes intervention project that has been designed to raise awareness about the disease and prevention among our students, particularly African-American and Latino students. The project is funded by the CIGNA Foundation and is the product of the collaboration between the African-American Cultural Center and the Puerto Rican/Latino American Cultural Center in partnership with the School of Allied Health. This project is an example of the kind of collaboration that has the potential of producing important benefits for students and their families. He acknowledged the important role that Dr. Cindy Adams played in the development and success of this project.

Another important development is the initiation of the Diversity Training Program, which is scheduled to begin in January 2003. He noted that Dr. Dawson has been working hard to develop a curriculum tailored to the special requirements of administrators, faculty, and staff. In addition, a diversity website will be developed to provide a comprehensive electronic resource that will serve as both a hub for information as a point of departure allowing students, faculty, and staff to connect with other electronic environments relating to issues of diversity on campus. Vice Provost Taylor also noted that they are developing an instrument for conducting ongoing climate assessments, which will enable them to identify issues and areas of campus life that undermine a sense of community.

He noted that one example of broadening implementation of cultural center efforts to reach majority of students is to build alliances with other units on campus. One such alliance is between the students in the Honors Program and the cultural center directors and it involves the planning and execution of "International Night." This event was developed several years ago by students in the Honors Program who went out and secured their own funds to put on an elaborate event, which included international cuisine, entertainment, and a scholarship award of one thousand dollars to a student who has done the most to advance diversity on campus. It is an extraordinary effort on the part of a group of students who cared enough about this issue. They are now in a position to invite other constituent groups to become involved in what they hope will be an even better effort in the future.

Vice Provost Taylor began a brief discussion regarding diversification of the curriculum. He noted that last spring, the University Senate approved the inclusion of two diversity courses as part of the general education requirement for all students, which will take effect in Fall 2004. Accordingly, members of his staff intend to work with the general education oversight committee to ensure that these courses are of the highest quality. Similarly, they have also begun working with the Institute for Teaching and Learning to enhance their capacity to provide support for faculty who aspire to teach for inclusion.

In conclusion, Vice Provost Taylor noted that institutions that focus on diversity provide important educational benefits for all students and that a continued emphasis and prioritization of resources on diversity is essential for the best results. He thanked the Board of Trustees for its support.

Trustee Leonardi expressed her gratitude to Vice Provost Taylor and his colleagues.

Dr. Jacobs thanked Vice Provost Taylor for the presentation. He noted that several years ago a Commencement speaker noted that there will not be a majority population in the United States by 2050. Dr. Jacobs asked if there was a way to track the national trends and then compare them to University data. He stressed that our student body and faculty should reflect society. He also expressed concerns about other institutions that will set goals similar to ours and make it difficult for us to recruit and retain faculty. He suggested that the University develop an aggressive strategy and implement it as quickly as possible.

Vice Provost Taylor responded that they are in the process of developing an assessment model, but it is critical to obtain the correct data in order to establish a solid baseline and then compare that data with the national trends. This model will also serve as a benchmark over time. He noted that the interest in diversity has dramatically increased and a number of institutions have begun to think creatively about how to attract the best students, faculty and staff.

Trustee Napolitano suggested that Dr. Taylor consider a more collaborative relationship with the Alumni Association. He felt that this collaboration would make an impact over time on retention and recruitment of minority students, because the Alumni Association faces many of the same challenges post-graduation.

Vice Provost Taylor agreed and noted that they have considered those types of issues, but have been preoccupied in getting a number of agenda items in place. He noted that his staff has had some discussions with colleagues in the Alumni Association, but not at great depth.

Trustee Gatling referred back to the issue of ongoing climate assessment. She noted that it is very important to attract and to retain people of color. She asked for specific types of things they are doing to assess this issue.

Vice Provost Taylor responded that they have conducted an assessment. One of things that he did when he accepted this position was to contract with Penn State. Penn State received a federal grant to conduct a national survey and we were able to use their services for a small fee. He was interested in finding out where

the University was ranked on a number of issues, such as the campus environment. He raised concerns that UConn was viewed as having an environment that was either hostile or indifferent to students of color, women, and other segments of the community, so that those concerns could be addressed. They canvassed nearly 3,000 faculty, administrators, and students on campus and this information will be used as a benchmark to develop more creative ways to counteract the attitudes and perceptions on campus.

Trustee Gatling asked how the 3,000 individuals were selected.

Vice Provost Taylor responded that they were selected randomly, but some of them were considered convenient samples, such as professors who taught large classes or whose classes met on Tuesdays and Thursdays, which had approximately 150 students. Vice Provost Taylor had reservations about the methodology for the initial survey, but he assured the Board that a more systematic approach will be developed for subsequent surveys.

Trustee Gatling asked if it was possible to provide a questionnaire in a registration packet, which would provide a wider range of information from students.

Vice Provost Taylor responded that there are different approaches to conducting a more systematic survey, but it is important that all of the students have an equal chance of being included in the sample. He noted that freshmen are not yet acquainted with the University, so data from that group would not be very helpful. They hope to survey the upper class students about their experiences.

Trustee Gatling asked for more information about the Diversity Training Program to be scheduled for January.

Vice Provost Taylor responded that this Program is mandated by the State of Connecticut and all employees are required to undergo a minimum of three hours of diversity training. He noted that many employees have had training, but many have not. It is his intent to make the Program more effective and successful by designing one specifically for administrators, faculty, and staff that address many of their concerns or the issues with which they deal on a daily basis rather than conducting a generic program.

Trustee Gatling asked if the diversity training incorporated one three-hour session or multiple sessions over time.

Vice Provost Taylor responded that it was not yet determined how the training would be implemented, but that it could be spread out over time. The most pressing issue is that there are approximately 4,000 individuals that require this training and that it would be difficult to train everyone in a year. He anticipates that part of the training will include training other staff to help meet the demands and then the process can be accelerated as more people are trained.

Trustee Twilley asked if the administration was trying to make the First Year Experience courses more integrated or if there was a random selection of students. He suggested that a random sampling would be more effective.

Vice Provost Taylor was unsure how students were selected for these courses. He asked Vice Chancellor Maryanski to respond.

Vice Chancellor Maryanski responded that the students are assigned randomly. He noted that approximately 80% have enrolled this year, but there are some courses, such as in engineering where the courses are discipline specific. The course he teaches includes four minority students out of eighteen, which is a higher percentage than most other classes.

Trustee Twilley noted that slide 8 depicts the University's minority student undergraduate enrollment as a percent of the total for 1999-2000 compared to other institutions, such as Rutgers and the University of Virginia, which represent significantly higher minority student enrollment than UConn. He asked how the racial/gender composition of these state schools compares to the racial/gender composition of the states. He also asked if the percentage of minority students at the University was higher or lower than Connecticut and how that information compares to other states. He noted that the real index is determined if we match or exceed the composition of our state's population.

Vice Provost Taylor responded that the minority student population represents a good match, but that faculty data cannot be compared the same way, because the faculty standard is determined on a national basis. He noted that by implementing a more systematic and more focused approach to the problem, we will yield favorable results as we have seen with student enrollment.

Trustee Leonardi announced that the student life presentation will be postponed until the next meeting to allow time for the Board to meet in Executive Session.

Chairman Gelfenbien noted that he reviewed the data on the growth of diversity among the faculty and asked for continued updates, so that the Board can review the University's progress. He also asked that the Health Center continue to provide data for these presentations.

Chairman Gelfenbien also raised concerns about the lack of progress over the last four years regarding female faculty and administrators. He stressed that the University needs to achieve better results. He asked that Dr. Taylor present data on the administration, faculty, and student enrollment, which are the three most crucial areas. He encouraged continued efforts for the long-term and expected to see the numbers improve substantially. He asked for updated information every six months.

Trustee Hattayer raised questions about slide 7, which represented student recruitment and retention. He noted that the slide represents some growth for minority freshmen retained after one year, which is higher than the white student retention rate, but then it drops at the six-year graduation rate when the two demographic groups are compared. He asked Vice Provost Taylor if he knew why the minority retention rate was successful after the first year and then declined after five years. Trustee Hattayer also asked if he was aware of the cause of this trend.

Vice Provost Taylor responded that he did not know the answer, but noted that the retention and graduation committee was working to identify the issues. He anticipated that the committee would be able to share its findings within the next few months.

Chancellor Petersen also referenced the data in slide 7 in which he noted that the minority and white six-year graduation rates rank in the Top 20 nationally. He stressed that the differential is a national one and although we want to raise our numbers as high as possible, the issues that are prevalent in those number differences are national issues and not necessarily University issues. He stressed that the University is doing better than many of its peers.

Trustee Leonardi announced that the next regular meeting of the Board of Trustees is scheduled for Tuesday, January 14, 2003 at 1:00 p.m. at the University of Connecticut, Rome Commons Ballroom (South Campus Complex), Storrs, Connecticut.

10. Other

EXECUTIVE SESSION

1. Discussion of personnel matters, collective bargaining, and pending litigation.

On a motion by Ms. Bailey, seconded by Mrs. Gatling, **THE BOARD VOTED** to go into Executive Session at 2:35 p.m. to discuss matters that would result in the disclosure of public records described in Section 1-19 (b) of the Connecticut General Statutes. The Chairman noted that on the advice of counsel only staff members whose presence was necessary to provide their opinion would be permitted to attend Executive Session.

Trustees present were: Abromaitis, Bailey, Barry, Gatling, Gelfenbien, Hattayer, Jacobs, Leonardi, Martinez, Napolitano, O'Leary, Twilley, and Anne George, who represents the Governor's Office.

Trustees Berkley and Cicchetti participated by telephone.

President Austin, Chancellor and Provost for University Affairs Petersen, Vice Chancellor for Business and Administration Dreyfuss, Vice Provost for Research and Graduate Education Greger, Assistant Attorney General Shapiro, Assistant Attorney General McCarthy, Dr. Schurin, Chief Hudd, and Master Sergeant Moshier were also present.

Executive Session ended at 3:05 p.m. and the Board returned to Open Session at 3:06 p.m.

All actions taken were by unanimous vote of the Trustees present.

11. Adjournment

There being no further business, the Board meeting adjourned at 3:07 p.m.

Respectfully submitted,

Louise M. Bailey
Secretary