

Honors DEIJ Standing Committee Proposal

Updated in Fall 2024

Charge:

The Honors DEIJ Committee was voted on and established in spring 2022 by the Honors Board for implementation in fall 2023. The committee functions independently from Honors Board and progress is shared with Honors Board regularly. The standing committee, which includes students, faculty, and staff from multiple campuses, provides strategic oversight on the implementation of inclusive and equitable priorities, practices, and programming in all areas of the Honors Program. The committee seeks to foster a sense of belonging for all students in Honors and improve access and support for minoritized, marginalized, and underserved students on all UConn campuses.

Objectives:

- To identify initiatives, projects, programs, priorities, and opportunities for implementation of inclusive and equitable practices in all areas of the Honors Program.
- To establish sub-committees as necessary to make progress on those initiatives in between full standing committee meetings; pulling in additional experts as needed who are not members of the standing committee but are instead subject matter experts who can help with progress on that particular initiative.
- To assess Honors practices, procedures, and policies from a DEIJ lens.
- To regularly report to Honors Board with an annual report each January.

Membership of the committee:

- Members will be appointed by the Honors Program Director after a nomination process. All members must have ties to the Honors Program (i.e. teaching an Honors course, advising Honors students, mentoring Honors students, supervising theses, etc.).
- Co-Chairs of the Committee (2):
 - Honors staff member (currently Associate Director, Honors at Regionals; potential for other Honors staff members to serve in this role, as appointed by Director, Honors Program)
 - Faculty member with Honors ties (advising, teaching, thesis supervision, etc.).
- Honors staff (6):
 - Director, Honors
 - All Honors Associate and Assistant Directors
 - 1 additional member from the “Honors Advising Team” beyond Associates
 - 1 additional member from the “Honors Student Life” or “Honors at Regional campus” team
- Students (3):
 - 2 DEI Specialists (typically Storrs students)
 - 1 additional Honors student employee from a regional campus (if not already represented in DEI Specialists)
- 3 faculty members (3):
 - Representing at least 3 departments
 - Ideally representing Honors teaching, advising, thesis supervision
- 3 staff members (3):

- Representing at least 3 departments
- Ideally representing Student Success, Enrollment Management, and Enrichment Programs beyond Honors
- Overall:
 - At least 3 campuses must be represented at all times through at least one member (Storrs + 2 regional campuses)
- Total ~17 members at any given point

Terms:

- Staff and faculty member terms: four semesters (spring, fall, spring, fall)
 - We will reassess membership at the end of each semester and offer continued terms or fill any vacancies. We will also extend terms, at least initially, to ensure the committee does not turn over entirely after the first four semesters.
- Student employee terms: based on terms of their employment. Student employee committee members will continue to serve if they continue to be employed by Honors.
 - We will reassess student employee membership as needed and particularly at the end of each spring semester when employment for the next academic year is confirmed.
- Subcommittee members: additional members who are determined to be important for progress on particular initiatives will be identified in standing committee meetings, with input from the standing committee. Terms will vary for subcommittees based on the needs of the initiative. Subcommittee chairs will be identified as members of the Standing committee and will report out on progress at monthly standing committee meetings.