# UCONN
### UNIVERSITY OF CONNECTICUT

April 28, 2021

TO:       Members of the Board of Trustees

FROM:    Thomas Katsouleas

RE:       Naming Recommendation for the Vergnano Institute for Inclusion in the
School of Engineering

## RECOMMENDATION:

That the Board of Trustees approves naming the Engineering Diversity and Outreach Center as the Vergnano Institute for Inclusion. The Director of the Institute will report to the Dean of the School of Engineering.

## BACKGROUND:

Mark Vergnano has documented his intent to provide philanthropic support to the Foundation for the development of an endowed institute in the School of Engineering to enhance and oversee diversity and outreach efforts, as well as providing scholarships for underrepresented engineering students.

The Vergnano Institute will provide programming, mentoring, and outreach to students through alumni, staff and faculty, as well as community programming and K-12 outreach. The Institute will also help obtain internships and co-op placements. The Vergnano endowment will make it possible for the EDI (equity, diversity, and inclusion) activities in the School of Engineering to go beyond disciplinary boundaries, and through integration of undergraduate EDI, graduate EDI, faculty scholarship and pedagogy, and community programing create a radically new paradigm for broadening participation. The Institute's programs will be also coordinated and connected with the Office for Diversity and Inclusion, as well as the EDI efforts of industry across the state, which are ultimately the employers of our graduates.

Mr. Vergnano received his bachelor's degree in chemical engineering from UConn in 1980 and began working for the DuPont corporation while earning an MBA at night. This combination allowed him to have a very successful career at DuPont, eventually becoming the first President and CEO of the Chemours Company when DuPont created the spinoff. His wife, Betsy Reddington Vergnano, also received her bachelor's degree from UConn in communications in 1981.

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The philanthropic support of Mr. Vergnano provides endowed support for the Institute at a level consistent with that required to name the Institute in his honor under the University's *Named Gift Guidelines*.

At its April 20, 2021, meeting, the Institutional Advancement Committee recommended approval to the full Board. The Academic Affairs Committee will consider this recommendation at its April 28 meeting.

# Vergnano Institute for Inclusion

**<u>Mission Statement:</u>**
The Vergnano Institute for Inclusion is a proactive and adaptive organization with distributed governance that will nurture and sustain an anti-racist and anti-discriminatory culture. The Institute will create a powerful and cohesive force for change in the School of Engineering and the communities we serve where differences empower us all. Inspired by the power of diversity and inclusion, we will be an equity-minded community where engineers innovate and change the world for the better.
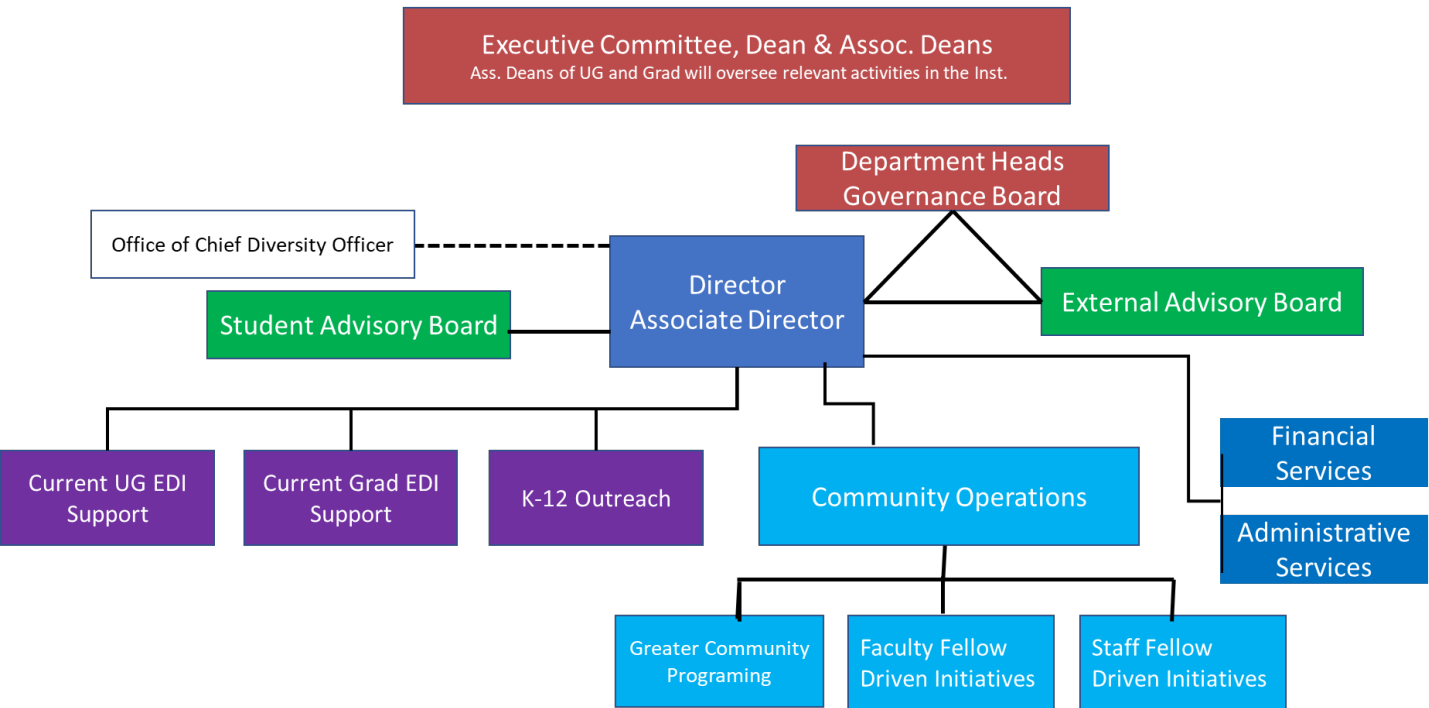
**<u>Our Community:</u>**
- Undergraduate Students
- Graduate Students
- K-12 Students & Teachers
- UConn Faculty & Staff
- Community Partners (Alumni, Industry, Donors, etc.)

**<u>Programs:</u>**
We are committed to investing in the success of our community by providing support, accessibility, leadership and professional skills, academic guidance, financial assistance, mental wellness outlets, and communication expertise, through programming and organizations.

# Vergnano Institute for Inclusion –
## *(Proposed Organizational Structure)*

**Executive Committee, Dean & Assoc. Deans**
Ass. Deans of UG and Grad will oversee relevant activities in the Inst.

**Department Heads Governance Board**

Office of Chief Diversity Officer

**Director Associate Director**

**External Advisory Board**

**Student Advisory Board**

**Current UG EDI Support**

**Current Grad EDI Support**

**K-12 Outreach**

**Community Operations**

**Financial Services**

**Administrative Services**

**Greater Community Programing**

**Faculty Fellow Driven Initiatives**

**Staff Fellow Driven Initiatives**

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### Undergraduate Support and Growth
- BRIDGE
- Student Organization Advising and Mentoring
- LSAMP
- Scholarships
- *(new) Industry-Specific Programs*
- *(new) Undergraduate Research Connections*
- Engineering for Impact Class – EA & EATG,EWB, NSBE, SHPE, SWE
  - BOSS LADI
  - Science of Happiness
  - EA Comm. Class

### Graduate Student Support and Growth
- *(new) BRIDGE+*
- John Lof Leadership Academy
- Grad NSBE
- *(new) Grad SHPE and SWE*
- SAGE
- Bridge to Doctorate Fellows
- GE Fellows
- SOE Poster Sessions
- Fellows support
- Entrepreneurship & Innovation
- Diverse grad student recruiting
- *(new) "FYE" for Grad Students*
- Alumni connections
- Scholarships

### K-12 Outreach & Access
- Pre-Engineering Program
- Multiply Your Options
- Engineering Your Future
- Sisters in STEM
- *(new) EngiQueer*
- *(new) Soy Ingeniera*
- Explore Engineering
- SPARK
- Connecticut Invention Convention
- Science Bowl
- School Science/Career Fairs
- Individual School Programs
- The DaVinci Project
- Joule Fellows

### Greater Community Programing
- Community Conversations
- Equity and Justice Seminars
- Inclusive Excellence Program: Justice, Equity, Transformation
- Students' CAN
- *(new) "Holistic Engineer" Courses*
  - Data Feminism
  - Environmental Justice
  - Inclusive & Effective Scientific Communication

### Faculty Fellow Driven Initiatives
- *(new) Self organized by faculty who chose to be members "Fellows" of the Institute*
- Support for supplements on diversity to research grants
- Support for educational grants with EDI focus
- Support for EDI pedagogy
- Creating and assessing research positions and mentoring for URM students

### Staff Fellow Driven Initiatives
- *(new) Self organized by staff members who chose to be members "Fellows" of the Institute*
- *Subject to approval of supervisors, staff members will get up to 10% of their work assigned to programs in EDI that they are interested and passionate about.*
- Equity-minded and culturally responsive engineering advising