



# House of Representatives

General Assembly

**File No. 168**

February Session, 2018

Substitute House Bill No. 5136

*House of Representatives, April 4, 2018*

The Committee on Higher Education and Employment Advancement reported through REP. HADDAD of the 54th Dist., Chairperson of the Committee on the part of the House, that the substitute bill ought to pass.

***AN ACT CONCERNING THE DEVELOPMENT AND IMPLEMENTATION OF A STATE-WIDE STRATEGIC PLAN TO ENSURE RACIAL AND ETHNIC DIVERSITY AT PUBLIC INSTITUTIONS OF HIGHER EDUCATION.***

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Section 10a-11 of the general statutes is repealed and the  
2 following is substituted in lieu thereof (*Effective July 1, 2018*):

3 (a) The [Office of Higher Education] Board of Regents for Higher  
4 Education and the Board of Trustees for The University of Connecticut  
5 shall [, in consultation with the institutions of the state system of  
6 higher education and the constituent unit boards of trustees,] jointly  
7 develop a state-wide strategic plan, consistent with the affirmative  
8 action plan submitted to the Commission on Human Rights and  
9 Opportunities in accordance with section 46a-68, to ensure that  
10 students, faculty, administrators and staff at each institution are  
11 representative of the racial and ethnic diversity of the total population

12 of the state. [For each institution, there shall be an approved] Each  
13 public institution of higher education shall implement the state-wide  
14 strategic plan, which shall include goals, programs and timetables for  
15 achieving those goals, and a procedure to monitor annually the results  
16 of these programs and a procedure to take corrective action if  
17 necessary. The [Office of Higher Education] Board of Regents for  
18 Higher Education and the Board of Trustees for The University of  
19 Connecticut shall also develop policies to guide equal employment  
20 opportunity officers and programs [in all constituent units and at each  
21 institution of public higher education] at each public institution of  
22 higher education that each board governs.

23 (b) The [Office of Higher Education] Board of Regents for Higher  
24 Education and the Board of Trustees for The University of Connecticut  
25 shall each report annually, in accordance with the provisions of section  
26 11-4a, to the Governor and [General Assembly] the joint standing  
27 committee of the General Assembly having cognizance of matters  
28 relating to higher education on the activities undertaken by [the office]  
29 each board in accordance with subsection (a) of this section. The report  
30 shall include institutional goals and plans for attaining such goals, as  
31 well as changes in enrollment and employment at [the state's  
32 institutions of public higher education] each public institution of  
33 higher education that each board governs. If it is determined that an  
34 institution has failed to achieve the goals set out pursuant to this  
35 section, such institution shall develop a plan of corrective procedures  
36 to ensure that such goals are achieved, subject to the approval of the  
37 [Office of Higher Education. The Office of Higher Education] board by  
38 which such institution is governed. The Board of Regents for Higher  
39 Education and the Board of Trustees for The University of Connecticut  
40 may establish a minority advancement program to reward and  
41 support efforts by [institutions within the state system of higher  
42 education] the public institutions of higher education that each board  
43 governs towards meeting the goals established in the strategic plan  
44 developed pursuant to subsection (a) of this section.

This act shall take effect as follows and shall amend the following sections:		
Section 1	July 1, 2018	10a-11

**Statement of Legislative Commissioners:**

In Section 1(b), "each" was added for clarity.

**HED**      *Joint Favorable Subst.*

The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.

---

**OFA Fiscal Note****State Impact:** None**Municipal Impact:** None**Explanation**

The bill shifts certain diversity policy, planning, and reporting requirements from the Office of Higher Education to the higher education constituent units, and results in no fiscal impact. The constituent units are currently required to have certain plans and policies specified in the bill, and are anticipated to have sufficient expertise to carry out the bill's other requirements. There are no savings to the Office of Higher Education, which has not been carrying out the activities shifted under the bill.

**The Out Years****State Impact:** None**Municipal Impact:** None

**OLR Bill Analysis**

**sHB 5136**

**AN ACT CONCERNING THE DEVELOPMENT AND IMPLEMENTATION OF A STATE-WIDE STRATEGIC PLAN TO ENSURE RACIAL AND ETHNIC DIVERSITY AT PUBLIC INSTITUTIONS OF HIGHER EDUCATION.**

**SUMMARY**

This bill transfers, from the Office of Higher Education (OHE) to UConn's Board of Trustees (BOT) and the Board of Regents for Higher Education (BOR), responsibility for developing (1) a strategic plan for ensuring racial and ethnic diversity among students, faculty, administrators, and staff at each of the state's public higher education institutions and (2) policies to guide equal employment opportunity officers and programs at the institutions. Current law requires OHE to develop the strategic plan in consultation with the institutions and their boards of trustees.

Under the bill, BOT and BOR must develop a statewide strategic plan that each of the institutions must implement, rather than an approved plan for each institution. As under current law, the plan must include (1) goals, (2) programs and timetables for achieving the goals, and (3) procedures to annually monitor the programs' results and take any necessary corrective actions. The bill allows BOT and BOR, rather than OHE, to establish a minority advancement program to reward and support efforts by the institutions they govern towards meeting the strategic plan's goals.

The bill similarly transfers from OHE to BOT and BOR responsibility for preparing the annual report on the strategic plan and equal opportunity policies. It requires them to submit the report to the Higher Education and Employment Advancement Committee, in addition to the governor as under current law. By law, the report must

include institutional goals, plans for attaining them, and enrollment and employment changes at each institution. If an institution fails to achieve its goals, the law requires it to develop a correction plan to ensure that the goals are achieved. The bill requires the institution's respective board, rather than OHE, to approve the correction plan.

EFFECTIVE DATE: July 1, 2018

**COMMITTEE ACTION**

Higher Education and Employment Advancement Committee

Joint Favorable Substitute

Yea 20 Nay 0 (03/15/2018)