

The President's Steering Committee on Diversity, Equity, and Inclusion

A Steering Committee on Diversity, Equity, and Inclusion was created in 2019. The following article prepared by the co-chairs of the committee, Christine Grant, Assistant Vice President of Diversity, Equity, and Community Engagement; and Jane Horvath, Associate Professor of Economics and Senior Advisor to the President on LBGTQ+ Issues, outlines the work of the group.

Diversity is important to the University of Hartford community. This is illustrated by the prominence it holds in the University's Values Statement, which, in part says: "Enriched by our diversity and our engagement with one another, we take pride in our shared traditions and experiences. We are dedicated to building a culture that respects all of its members and celebrates their contributions as we work together to strengthen our community."

In August 2019 President Woodward created the President's Steering Committee on Diversity, Equity, and Inclusion to promote our values and help fully realize our aspiration to become a safe, equitable, and inclusive campus community. The mission of the Steering Committee is to: provide leadership in advocating and advancing diversity initiatives and inclusive excellence throughout the University community; serve as a resource to senior leadership as the University seeks to embed and layer diversity, equity, and inclusion into its culture and in all University-wide activities and initiatives; support and enhance our University's identity as a welcoming and inclusive community that celebrates and draws strength from its diversity; and advocate for the development and implementation of programs and initiatives for students, faculty, and staff in order to support campus-wide efforts relating to diversity, equity, and inclusion.



In keeping with its objective, the Steering Committee, from its inception, has focused on systemic change by identifying and eliminating impediments proven to be deleterious to our strategic goals of fostering an equitable and inclusive campus community.

Members of the Steering Committee are appointed by the president and reflect the full spectrum of the University community and includes students, staff, and faculty.

To advance this work, the Steering Committee works in collaboration with the Office of Diversity, Equity, and Community Engagement, the Faculty Senate, the President's Commission on the Status of Women, the Office of the Provost, the Student Government Association, the Staff Council, Human Resource Development, and the Division of Student Success. In September, Scott Page, an expert on the importance of diversity in complex systems, will address the UHart community. Page is the John Seely Brown Distinguished University Professor of Complexity, Social Science, and Management at the University of Michigan and his message is that organizations can, in fact, be strengthened through diversity. This is especially timely and supports the University's strategic plans to foster a campus community that is welcoming and inclusive.



In 2022–23 the Steering Committee will focus on more effectively embedding diversity, equity, and inclusion into all University policies and procedures while engaging the community in conversations designed to enhance a campus-wide sense of community and belonging. The Steering Committee plans to survey the faculty and staff to assess the University's current strengths in these areas and identify new opportunities. The first report of the Steering Committee can be found at: hartford.edu/about/diversity-inclusion/about/steering-committee-report.aspx.

Improving diversity, equity, inclusion, and justice (commonly referred to as DEI/J) is a continual journey that requires everyone to work together, and to hold each other accountable to commit to the process. We invite you to join us!

2022 Scholarship Awardees

The Emeriti Association is pleased to announce the recipients of Emeriti Scholarships for the academic year 2022–23. Emeriti scholarships have been awarded annually to exceptional students since 2008. Three students have been selected this year from a pool of 30 applicants to receive \$3000 scholarships. The process of choosing recipients was very challenging this year due to the significant accomplishments of all applicants. Profiles for the three students selected are below, with an expanded version available at hartford.edu/faculty-staff/faculty/emeriti/scholarships.aspx. The profiles provide a good opportunity to learn about these exceptional individuals and their impressive credentials. To make a donation please visit hartford.edu/faculty-staff/faculty/emeriti.

2022 Walter Harrison Scholarship Award

Megan Bainbridge, a junior at the University of Hartford with a cumulative GPA of 3.96, is enrolled both as a sociology major in the College of Arts & Sciences and as a photography major in the Hartford Art School.

She traces the foundation of her work to a fascination with the interactions between people which she captures using various methods of observation and creative interpretation. Megan hopes to forge a career producing artwork based on these interactions and interpretations. Her skills in visual art include painting, woodworking, and fiber art.



Megan is an active member of the highly selective LEAD program (Leadership, Education, and Development) for undergraduate women at the University of Hartford. The program helps students recognize their strengths, explore opportunities, and overcome challenges. She has volunteered to mentor first-year students who join the LEAD program. Her encouraging personality and ability to listen to people and help uplift them has been a keystone of her mentoring success. Megan has helped with numerous community service clean-ups at Hog River and coastal beach towns. She has facilitated numerous paint nights to help students release their creative energy and build an inclusive creative space for participants to enjoy. She is also in her second year as a Residential Assistant (RA) on campus.

2022 Humphrey Tonkin Scholarship Award.

Alecsander Boyd is a junior in the Barney School of Business with a double major in the Business Analytics and Managerial Economics program, and the Finance program. He currently has a 4.0 GPA.

During the 2020 academic year Alecsander and a fellow undergrad proposed and created a new student organization called Q² (quantitative and qualitative) that allows students to utilize business analytics outside of the classroom. The purpose of Q² is to promote and facilitate both quantitative and qualitative student research. Alec led several effective presentations that described for UHart faculty and school administrators the plans and purpose of Q² which now allows students from Barney and other UHart schools to work on a wide variety of research projects.



Another significant activity in which Alec is involved is his volunteer membership in the Kycia farm committee. He works with residents and government officials from Wethersfield to create a plan for the mixed-use development of 33 acres at Kycia.

At UHart Alec has been a member of the soccer team as well as a student Ambassador for Barney, where he meets with students to help with their transition to university life. He also gives presentations to visiting students as part of the school's admissions activities. Alec's enthusiasm consistently generates excitement and active engagement by most attendees.

2022 Emeriti Scholarship Award

Alexander Hartofelis is majoring in music education at the Hartt School and currently enjoys a GPA of 3.97.

As a member of two music-related executive boards, he has made important contributions to the school. One is the National Association for Music Education (NAfME), for which he assisted in organizing fundraisers, social events, professional development sessions, and a conference trip to Pennsylvania in the spring of 2022. The other is the Hartt Choirs Student Association, which he co-founded to represent participating students.

For an honors course at the University, Alexander conducted autoethnographic research that was part of a presentation given at the Connecticut Music Educators Association annual in-service conference in the spring of 2022. This is the largest music educators conference in Connecticut.

Alexander has also participated in several music-related events at the University. This year alone he was part of the opera *La Divina* at the Handel Performing Arts Center, put on his own Junior Voice Recital, worked as a stagehand and Assistant Stage Manager for The Hartt School's mainstage opera production of *Hansel and Gretel*, and helped organize an upcoming musical theater cabaret through NafME.

As a volunteer in the PRISM Autism Project, Alexander served as a buddy to a student with autism spectrum disorder. In addition to other activities he guided the student in making the most of music and dance education courses, and was very pleased to witness his buddy's growth.



Former Scholarship Recipient—Anna Pan

It is hard to believe that this year marks seven years since I graduated from the University of Hartford. Seven years ago, I was about to begin an entry-level role as an actuarial analyst at The Hartford. I spent the next five years at the company and experienced a range of business functions—including pricing, reserving, and data science. While in the Property and Casualty Actuarial Student rotational program, I completed requirements for a Fellowship in the Casualty Actuarial Society (FCAS). After some time in that program I was eager for a big-life change and a greater challenge, so I decided to take a career break and pursue an MBA at University of California, Berkeley's Haas School of Business. I jumped headfirst into exploring interests in healthcare, entrepreneurship, tech, and other endeavors in the Bay Area. This led me to Nike, where I interned during the summer of 2020 and become a full-time consumer insights analytics manager following my Haas graduation in May 2022. As a sports enthusiast and runner for many years, I felt that Nike felt was a perfect fit for me to continue growing my career as I work on using data and analytics to drive strategy on consumer products.



I am also a classical pianist and spend some time as a freelance performer and instructor. I have spent several idyllic years of studying piano at The Hartt School's Community Division. My latest project is performing Gershwin's "Rhapsody in Blue." If you would like, check out some of my work at [youtube.com/watch?v=6X-WuwuGvmA](https://www.youtube.com/watch?v=6X-WuwuGvmA).

As I reflect on what the University of Hartford has done for me, I am overwhelmed by the generosity of the Emeriti Association and its unwavering commitment to students. They made it possible for so many students to be able to complete college and reach for their professional goals. I would love to give back and am more than willing to speak with anyone who is interested in actuarial or data science MBA programs, the insurance or retail industries, pipe organs, backpacking, or running. Feel free to reach out. You can find me on [LinkedIn](#).

Highlighting the Career of Dr. Dee Hansen—Professor Emerita of Music Education

I earned a Bachelor of Music Education degree and a Master of Music History and Literature degree from Southern Methodist University, and a Doctor of Musical Arts degree, in 1991, from The University of Missouri at Kansas City Conservatory of Music. During these years of study, I also raised two children, Michael and Shawn, while working full-time as the Director of Education at Young Audiences, Inc. My love for the arts, and its positive social and emotional impact on children from diverse cultural and economic backgrounds, has always been apparent to me, but became more so during the course of my education.



From 1994 to 2002 I served as the fine arts consultant for the Kansas State Department of Education. I traveled extensively across both the state and the nation guiding the development and implementation of national standards and effective student-centered instructional strategies. This prompted my desire to write and publish. I authored *The Handbook of Music Supervision* in 2002, published by the Music Educators National Conference (MENC), and initiated and served as primary author of *The Music and Literacy Connection* (2004). This book, now in its 2nd edition (Rowan and Littlefield, 2014), is the primary text for preservice music educators in the nationally-required reading and literacy course for all education majors. I continue to teach this course, EDR 335, in retirement.

In 2002, I was offered a position as associate professor of music education at Baker University. Here I taught multiple courses in music history, music education, music appreciation, and music form and analysis. I was elected president of the Kansas Music Educators Association (KEMA), which has a membership of over 1,000 music teachers and pre-service students. My involvement with KMEA has continued and I was proud to have been inducted into its Hall of Fame in 2020. I also served as chair of the Executive Committee for The National Council for Music Program Leaders.

My husband, Eric, and I moved to Connecticut in 2006 when I accepted a position as chair of graduate studies in music education and director of The Hartt School Summerterm graduate program. During my tenure as Summerterm director (2006–2014), the program nearly tripled in size. I continue to help my former students advance through their lives and careers in any way I can. Eric retired in 2019 as the electronic resources coordinator for the Connecticut State Library. His love and support have made life a joy for me and our family. In 2010, I received a promotion and was tenured to full music professorship. I am the first female to have been so merited at the Hartt School, and am very proud of the distinction.

Over the years, I presented professional development training internationally and nationally (including at the Kennedy Center for the Arts) on curriculum design and assessment, applications of learning theory, brain research and effective pedagogy, and literacy connections between language, reading, and music. I regularly publish articles for the National Association of Music Educators, the U.S. Department of Education, as well as chapters and scholarly articles for the International Society of Assessment in Music Education, Oxford, and GIA Publications, Inc. I created several new graduate music education courses including MED 515 Curriculum Design, MED 625 Learning Theories, and MED 625 Music and Literacy Connection.

In addition, I served as a member of The Hartford Symphony Education Committee and The Julius Hartt Foundation Board of Trustees, and am immediate past-president of The Connecticut Arts Administrators Association, an organization that provides professional development and networking support for the state's fine arts supervisors and program leaders.

In 2017, I accepted the opportunity to create and chair the Hartt Centennial Committee. This very productive and vibrant committee created a list of potential celebratory events including dance and music performances, plays, concerts, presentations, and a book. Former music librarian and University Archivist Ethel Bacon created a very helpful timeline of Hartt's history, yet no comprehensive document existed to capture its long history. I visited the University archives and discovered the overwhelming treasure-trove of Hartt materials stored there. With the generous help of Sean Parke, University

archivist, and after hundreds of hours of personal time (after teaching full-time), I wrote *One Hundred Years of Hartt: A Centennial Celebration of the Hartt School*, published by Wesleyan University Press in 2019. Integral to my contract is the stipulation that all proceeds go directly to The Hartt School. The Hartford Foundation for Public Giving provided the funding for publication expenses as part of the HartfordBooks Series. I view the work as a gift to Hartt's founders and to those who have dedicated their personal and professional lives to the school.

Currently, I perform as a Baroque and Renaissance flautist, Baroque guitarist, and Celtic harpist with the *Entwined Early Music Trio*. During the pandemic, the trio presented numerous virtual concerts and our President's College project in the spring of 2022 was called *The Old is New*, and included the premiere of a piece for solo theorbo and the first half of a composition entitled, "entwined, entwined," both by Hartt composer Ken Steen.

Highlighting the Recent Career of Stephen Gryc

Because of the pandemic, the 2020-21 concert season was a somber time of limited opportunity for music-making. I was happy to be able to hear several online concerts that featured my music at various universities around the country. The following academic year, 2021–22, was one of promise for the concert season, and actually turned into what seemed like a true renaissance.

September saw six Connecticut performances of my works which ranged from string quartet and other chamber music to full band and orchestra. The Hartt School had commissioned me to compose an orchestral work in celebration of its 100th anniversary in 2020, but the pandemic put a halt to the school's plans. On September 25, my *Concerto for Horn and Orchestra* was given its premiere performance by the Hartt Orchestra under the direction of Edward Cumming, with soloist Barbara Hill, who is a horn professor at Hartt and principal player with the Hartford Symphony.

October brought another premiere of my *Tree of Life* composition for trombone, harp, and string orchestra at the University of Rhode Island. Written in 2019, *Tree of Life* is dedicated to the 11 people who died in the mass shooting at the Tree of Life Temple in Pittsburgh in 2018. On October 24, the United States Coast Guard Band performed my bassoon concerto, *Guignol*, in a concert broadcast from the Coast Guard Academy in New London. Two days later, the band recorded the work and included my orchestration of a Debussy piano prelude, *General Lavine-eccentric*, which was scored for the same small wind orchestra as the bassoon concerto. Those were the first two of six recordings that will make up a complete compact disc of my compositions. October ended with my first performance on the African continent when my work for oboe and string quartet, *Fantasy Variations on a Theme of Bela Bartok*, was played by the Cairo Classical Ensemble in the Malak Gabr Theater in Cairo. I was able to view the live-streamed concert as it took place.

In November, I travelled to Topeka, Kansas to be composer-in-residence at Washburn University. While there, I coached the young student musicians during rehearsals of my music, and met one-on-one with student composers to review their recent work. The residency ended with a performance in White Concert Hall in which the Wind Ensemble, conducted by Dr. J. Thomas Seddon IV, played four of my compositions.

The fall ended with a December 3 performance of my *Evensong* at the McAfee Concert Hall in Nashville, featuring trumpet soloist Joel Treybig and the Belmont University Wind Ensemble. It is very gratifying to see how *Evensong* has become standard repertoire for the trumpet. There were five more performances of *Evensong* throughout the spring in Nashville; Cleveland; Barea, Ohio; and Tyler, Texas. My *Masquerade Variations on a Theme of Sergei Prokofiev* for wind ensemble has had dozens of performances throughout the U.S.. In March, the U.S. Coast Guard Band performed the work in concert in New London, Conn., and later recorded it for a compact disc. The Coast Guard Band's performance will be the third recording of this piece. The Washburn University Wind Ensemble performed it at the Southwest Regional Conference of the College Band Directors National Conference on March 30. I was



The percussion section of the Washburn University Wind Ensemble poses with the composer after the all-Gryc concert of November 21, 2021 in Topeka.

pleased to attend and participate in a composer panel at the conference.

In May, the New World Trio premiered my *Sweet Prospect* commissioned by the group. *Sweet Prospect* is based on tunes from a uniquely American repertoire known variously as Sol-Fa, Shape Note, or Sacred Harp singing. In addition to the official premiere at St. John's Episcopal Church in West Hartford, Conn., on May 15, the group will also perform it at four other venues around the state.

I am now composing new works for the next concert season. The U.S. Coast Guard Band has asked me to compose a piece to feature their harpist, Megan Sesma. As a memorial to my friend, colleague and long-time conductor of the University of New Mexico Wind Symphony, Eric Rombach-Kendall, I am composing a three-movement work to be premiered at the 2023 National Conference of the College Band Directors National Association at the University of Georgia in Athens.

I am delighted to remain a member of the faculty at the University of Hartford and provide occasional lectures at The Hartt School, my academic home for my entire teaching career. You can hear recordings of many of my works on the "Listen" page of my website: www.stephengryc.com.

Highlighting the Career of Martin Cohen—Professor Emeritus of Biology

During my early work as a plant biologist, I observed that some fungi—known as plant pathogens—dissolve a complex organic polymer known as cellulose and/or lignin in living plants, and could liquefy low rank coal at essentially room temperature and pressure. I flew to Washington D.C. to inform representatives of the Department of Energy about my work. Several months later, the DOE posted an offer to fund a researcher who would investigate the liquification of coal.

I was awarded my first research grant from the U.S. Department of Energy for a nearly two-year project that began in September 1984. The title of the grant award was Liquefaction of Coal by the Fungi *Polyporus versicolor* and *Poria monticola*. Before I had arrived at the University of Hartford in 1973, no one in the College of Arts and Sciences received a research grant. Many grant applications are unsolicited and have a low probability of funding.

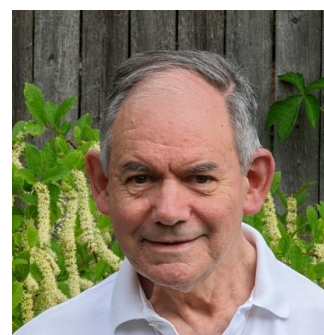
The next five years of research awards came from the Electric Power Research Institute (EPRI) of Palo Alto, California. From December 1985 to December 1990 I was enormously pleased with the handsome amount of funding offered. My last year of research funding was awarded by Rheinbraun Aktiengesellschaft and The Misisterium fur Wirtschaft, Mittelstand und Technologie of North Rhine Westphalia in Germany for a year, beginning in September 1995.

Because the research was unique, I was awarded a U.S. Patent in 1989 for research on the interaction of fungi and coal.

The amount of research grant awards was \$727,916.

From September 1987 to May 1989 I worked alongside a post-doctoral research associate in my laboratory. In addition, Professor Edward Gray also worked on the research for several years. He provided valuable advice and introduced chemical analyses that complemented those of biology.

Following my retirement in the summer of 2011, my wife, Marsha, and I traveled to many places, including France, where we joined a cruise north and south on the Seine River to visit Paris and Normandy. Back home, we drove to Bar Harbor, Maine to celebrate the centennial of Acadia National Park. We flew to Alaska and joined a cruise to Skagway where we hopped a ride on the White Pass and Yukon railroad, listed as one of the engineering wonders of the world. The railroad still rides mostly on the original timbers put in place from 1898 to 1900. We also visited Anchorage, where 33% of Alaskans live. We drove to New Hampshire and rode up Mt. Washington on the Cog Railway. The steam locomotive burns one ton of coal and uses 1,000 gallons of water during the ascent. Its biodiesel locomotive uses 16-18 gallons of fuel per round trip. We drove to Scranton, Pennsylvania to visit Steamtown and rode the local steam train. We flew to Sacramento, California, and rode the Skunk train through a secondary growth redwood forest. We visited Newport, Rhode Island and Portsmouth, New Hampshire several times, and visited St. Louis, Missouri on a number of occasions to see our daughter, son-in-law and grandchildren.



A Project by Sharon Pope and Dana Brooks—2021 Humphrey Tonkin Scholar

In October 2021, scholarship recipient Dana Brooks, a criminal justice major with a 4.0 GPA, spoke to the Emeriti Association to thank everyone and to share her professional goals, one of which was to attend law school. After the presentation, Professor Emerita Sharon Pope approached Dana and asked if she would be interested in an internship with a new pro bono project at Greater Hartford Legal Aid. The following is Sharon Pope's description of the project.

This is a Social Justice and Equity project designed to assist those seeking an absolute pardon from their earlier Connecticut criminal convictions. Individuals granted an absolute pardon can legally state they do not have a criminal record and have not been convicted in Connecticut. This can be life-altering for these applicants. A criminal record can negatively affect housing choices, the availability of childcare services, and business loans, to name just a few.

In order to apply for an absolute pardon, applicants cannot have a felony in the last five years or a misdemeanor in the last three. Our clients have limited financial means and therefore qualify for free legal services.

Dana was quick to say yes to the offer, and we started meeting in January 2022. Throughout the semester, we worked with five clients, one of whom has already been approved for an absolute pardon. We are steadily working to get pardons granted for the other four clients.

Greater Hartford Legal Aid is thrilled with our work, and thanks to Dana we have been able to handle more cases than any other pro bono attorney group. Dana assists with the client interviews, follows up with them to gather the documents we need, fills out the complex online applications for the Board of Pardons and Paroles (BOPP), and conducts any legal research we need for each case.

Our clients are people who have made mistakes but have engaged in multiple efforts to become better members of society. One of our clients, Ms. B, is 32 years old and has been convicted of possession of narcotics and violation of probation. Ms. B had been abandoned by her abusive father when she was nine-years-old and her mother left to be with a boyfriend when she was 13. Ms. B and her siblings went into survival mode, doing what they could to feed and clothe themselves. Unfortunately, they resorted to selling narcotics in order to make some money. Though these actions were strictly for survival and did not have malintent, Ms. B served time in prison after being arrested. Post-release, Ms. B was able to get a job and work toward turning her life around. She is seeking a pardon because she now has two children and hopes to open her own business one day.

Another client, Ms. S, is 48 years old and was convicted of possession of marijuana. She was dealing with the stress of working toward her bachelor's degree while also coping with the death of her mother. The stress was becoming debilitating, prompting her to obtain marijuana as a stress reliever. She was arrested for possession. Ms. S was not a habitual user and had never been addicted. She has completed her Associate's degree and Bachelor's degree and is currently working toward her Master's degree. She has been working with youth for over 15 years and recently accepted a job with Hartford Public Schools. Ms. S is open with her students about her past and aims to educate them about the consequences of possessing illegal substances. She takes part in various public and community service activities, and also loves to write poetry.

All the clients we have supported this semester are more than deserving of a second chance. Attorney Pope intends to continue the intern program with Greater Hartford Legal Aid to help many clients get their records pardoned in the future. Dana will go on to law school in the fall of 2022. Her experience interning with attorney Pope was a great talking point and résumé builder that led to her acceptance at several schools.



The next plenary meeting will be
on October 25, 2022, at 10 a.m.

Emeriti Matters

UNIVERSITY OF HARTFORD

EMERITI ASSOCIATION

In memoriam Emeriti Association 2021–22

Mary Anderson, Charles Condon, Richard Freund, and Dick Provost

Welcoming Our New Members

The Hartt School—Ira Braus, Robert Black, Patrick Miller, Larry Alan Smith. College of Arts and Sciences—Anne Pidano, Robert Lang, Edward Gray, Robert L. Duran, Robert Decker. College of Education, Nursing and Health Professions—Catherine Certo. Hillyer College—Michael Horwitz.

Emeriti Association Publication Committee:

Ralph Zegarelli, newsletter co-editor; Harry Workman, newsletter co-editor; Michael Kahn, newsletter editor Emeritus; Mary Dowst, Executive Secretary & Treasurer; Randi Ashton-Pritting, Regina Miller; Sandy Morgan; Martin Cohen; and Leo Smith. A special thank you to the Department of Communication and Marketing.

If you would like to join the committee, we would welcome your ideas and participation. If so inclined, contact Ralph Zegarelli (zegarelli@hartford.edu) with your interest in our growing organization.

Please visit the new Emeriti website: hartford.edu/faculty-staff/faculty/emeriti/