



Summary of Actionable Items:

1) Action Item 1A-C: The 2010-2011 Promotion & Tenure Committee (P&TC) recommends three changes to the form letter that comes from the Provost’s Office to the candidate regarding optional meetings with the P&T.

- A) The email currently says “...you are entitled to appear before the Promotion and Tenure Committee to summarize your case and/or present any new data that may help this committee to arrive at an appropriate decision.”

The Committee recommends the letter read “... you have the option to appear before the Promotion and Tenure Committee to summarize your case and/or present any new data that may help this committee to arrive at an appropriate decision.”

- B) The email for the form letter that comes from the Provost’s Office to the candidate that currently has a title: “Interviews with Promotion and Tenure Committee.”

The Committee recommends the title of the email simply reads “Optional Interview with the Promotion and Tenure Committee.”

- C) The last sentence currently says, “The Committee members welcome this opportunity to speak with you in person and hope that you make an appointment.”

The Committee recommends that sentence be struck from the letter.

<i>Before revision:</i>	<i>After suggested revision:</i>
TO: Faculty Members Applying for Promotion and/or Tenure FROM: Courtney McDavid CSU Administrative Assistant Office of the Provost DATE: January 4, 2010 SUBJECT: Interviews with Promotion and Tenure Committee	TO: Faculty Members Applying for Promotion and/or Tenure FROM: Courtney McDavid CSU Administrative Assistant Office of the Provost DATE: January 4, 2010 SUBJECT: Optional Interview with the Promotion and Tenure Committee
According to Article 4.11.13 of the CSU/AAUP-BOT Collective Bargaining Agreement, you are entitled to appear before the Promotion and Tenure Committee to summarize your case and/or present any new data that may help this committee to arrive at an appropriate decision. The Committee members welcome this opportunity to speak with you in person and hope that you make an appointment.	According to Article 4.11.13 of the CSU/AAUP-BOT Collective Bargaining Agreement, you have the option to appear before the Promotion and Tenure Committee to summarize your case and/or present any new data that may help this committee to arrive at an appropriate decision.
We are scheduling 10-minute interviews for Wednesday, February 3 and Thursday, February 4 between 9:00 am and 4:00 pm. If you are interested in appearing before the Committee, please contact me at 832-2228 to arrange an appointment.	We are scheduling 10-minute interviews for Wednesday, February 3 and Thursday, February 4 between 9:00 am and 4:00 pm. If you are interested in appearing before the Committee, please contact me at 832-2228 to arrange an appointment.

Reasoning: The member of the faculty who suggested these three amendments was not on the P&TC; however, the Committee realizes the proposed wording is more in line with the contract. The member of the faculty who suggested this amendment also felt that “Candidates should also be explicitly told that not appearing before the P&T Committee will have no effect (e.g. formulation of a negative view) on their application for promotion or tenure.” The P&TC feels that wording is not accurate since on occasion a candidate’s file may have an ambiguity, an omission, or an update. The contractually optional meeting is the ideal time for a candidate to choose to clarify or to add to their file. The right to appear, or to not appear, is the sole right of the candidate; however, things occasionally happen at these optional meetings that the Committee does take into consideration during deliberation. (Note: It would be equally incorrect to

tell a candidate that appearing before the Committee will have no effect on their promotion or tenure decision. It simply is not true.)

2) Action Item 2A-B: The 2010-2011 Promotion & Tenure Committee (P&TC) recommends two changes to the Promotion and Tenure Committee by-laws.

- A) The current P&T By-Laws state: “No department may have more than two members serve on the committee in a given year.”

The Committee recommends this be changed to limit the Committee to one member per Department for the sake of equity and to bring it into alignment with Item I of the long-standing Senate document “Functions and Responsibilities of Standing Committees of the CCSU Faculty.” Item I states:

“Any committee with five (5) or more elected members must have representation from at least two schools. For operational efficiency, it is recommended that Standing Committees of the Faculty hold elected membership to seven (7) or fewer in most cases. No department shall have more than one member per committee where that committee's business directly impacts that department.”

It doesn't seem logical that one Department should make up such a large proportion of the P&T Committee during any given year. Even though the current by-laws reflect a recent change to allow more than one member, this committee feels the recent change was a mistake.

- B) The current P&T By-Laws state: “Nominations shall be solicited and elections shall be held as soon as practicable in the fall semester, with elections to be completed no later than October 31.”

This year, the committee had less than a week once convened to review Fall candidate files. The Committee recommends a change of date to allow ample time for Fall candidates: “...with elections to be completed no later than October 16.”

3) Action Item 3A: The 2010-2011 Promotion & Tenure Committee (P&TC) recommends one change to the document “CCSU Promotion and Tenure Policy for Tenure-track Teaching Faculty”

- A) Section IV.C. (Communication between levels regarding disagreement) of the document currently states:
- “In the case of disagreement at a higher level, consultation shall occur with the previous level before the recommendation is forwarded. That is, if a Dean disagrees with a Department recommendation, that Dean shall meet with the Department Evaluation Committee and Department Chair before forwarding a recommendation to the Promotion and Tenure Committee; if the Promotion and Tenure Committee disagrees with a Dean's recommendation, the committee shall meet with that Dean before forwarding a recommendation to the President. Finally, if the President (or designee) disagrees with the Promotion and Tenure Committee recommendation, the President (or designee) shall meet with that committee before issuing a final decision. In the case of disagreement with or need for clarification from any other level, consultation is permitted.”

The Committee recommends that a sentence be added to the end of IV.C. that helps facilitate the discussion over areas of concern for the candidate and reflects current practice. The suggested sentence can read, “As a general courtesy prior to the meeting, the higher level having concerns (or seeking clarification) should communicate in writing which of the five contractual areas will be under discussion for each candidate.”



Summary of Other Items of Interest:

1) The required open forum about the Promotion and Tenure process at CCSU will take place early next academic year in the Fall semester.

This year's P&T Committee is reporting a lot of data (current year, 3-year, and 5-year stats for promotion and tenure versus gender and race & ethnicity) as well as suggested changes to three documents in May.

Additionally, the Board of Trustees do not verify the current batch of promotion and tenure candidates until mid-May—too late to hold an open forum in which a large number of the campus community can be involved.

Therefore, we felt it best to hold the open forum at a time when last minutes routine business doesn't cloud the important issue of faculty promotion and tenure.

2) On the following pages, we have included the raw data for this year for promotion and tenure decisions by gender and race. In addition to the data for this year's process, we have added 3-year and 5-year cumulative data as well. The tables were generated by the Office of the Provost and Human Resources. The open forum will include a more detailed statistical breakdown of the data.

"The Promotion and Tenure Committee shall each April present to the Senate and faculty a statistical summary of the year's promotion and tenure cases, including breakdowns by gender and by race and ethnicity, and an evaluation of the year's process. The Committee shall use data provided by the University administration, including the gender and race and ethnicity categories used by the administration, in preparation of the report."

TABLE A: PROMOTION- THIS YEAR & CUMULATIVE DATA

Year	FROM	TO	Sex	Race *	DEC	DEAN	P&T	PRES
2006-2007	ASSOC.	PROF.	M	1	N	N	N	N
2006-2007	ASSOC.	PROF.	F	1	Y	Y	N	N
2006-2007	ASSOC.	PROF.	M	1	Y	Y	Y	Y
2006-2007	ASSOC.	PROF.	M	3	Y	N	Y	N
2006-2007	ASSOC.	PROF.	M	1	Y	Y	Y	Y
2006-2007	ASSOC.	PROF.	M	6	Y	Y	Y	Y
2006-2007	ASSOC.	PROF.	M	1	Y	Y	Y	Y
2006-2007	ASSOC.	PROF.	M	3	Y	Y	Y	Y
2006-2007	ASSOC.	PROF.	M	1	Y	Y	Y	Y
2006-2007	ASSOC.	PROF.	M	2	Y	Y	Y	Y
2006-2007	ASSOC.	PROF.	F	3	Y	Y	Y	Y
2006-2007	ASSOC.	PROF.	M	1	Y	Y	N	N
2006-2007	ASSOC.	PROF.	F	1	Y	Y	Y	Y
2006-2007	ASSOC.	PROF.	M	1	Y	Y	Y	Y
2006-2007	ASSOC.	PROF.	F		N	N	WA	
2006-2007	ASSOC.	PROF.	F	1	Y	Y	Y	Y
2006-2007	ASSOC.	PROF.	F	1	N	N	N	N
2006-2007	ASSOC.	PROF.	F	1	Y	Y	Y	Y
2006-2007	ASSOC.	PROF.	M	1	Y	Y	Y	Y
2006-2007	ASSOC.	PROF.	M	1	Y	Y	Y	Y
2006-2007	ASSOC.	PROF.	F	1	Y	N	N	N
2006-2007	ASST.	ASSOC.	M	1	Y	Y	Y	Y
2006-2007	ASST.	ASSOC.	M	3	Y	Y	Y	Y
2006-2007	ASST.	ASSOC.	F	1	Y	N	N	N
2006-2007	ASST.	ASSOC.	M	1	Y	Y	Y	Y
2006-2007	ASST.	ASSOC.	M	1	Y	N	N	N
2006-2007	ASST.	ASSOC.	M	1	Y	Y	Y	Y
2006-2007	ASST.	ASSOC.	M	1	Y	Y	Y	N
2006-2007	ASST.	ASSOC.	F	1	Y	Y	Y	Y
2006-2007	ASST.	ASSOC.	M	1	Y	N	N	N
2006-2007	ASST.	ASSOC.	F	1	Y	N	N	N
2006-2007	ASST.	ASSOC.	M	4	Y	Y	Y	Y
2006-2007	ASST.	ASSOC.	M	1	Y	Y	Y	Y
2006-2007	ASSOC.	PROF.	F	1	Y	Y	Y	Y
2006-2007	ASSOC.	PROF.	F	4	Y	Y	Y	Y
2006-2007	ASSOC.	PROF.	M	1	Y	Y	Y	Y
2006-2007	ASST.	ASSOC.	F	1	Y	Y	Y	Y
2006-2007	ASST.	ASSOC.	M	1	Y	Y	Y	Y
2006-2007	ASSOC.	PROF.	M	1	Y	Y	N	N
2006-2007	ASSOC.	PROF.	F	1	Y	Y	Y	Y
2006-2007	ASSOC.	LIBRARIAN	M	1	Y	Y	Y	Y
2006-2007	ASST.	ASSOC.	F	1	N	N	N	N
2006-2007	ASST.	ASSOC.	F	1	Y	Y	Y	Y
2006-2007	COACH III	COACH IV	M	1	Y	Y	Y	Y
2006-2007	A.T. I	A. T. II	M	1	Y	Y	Y	Y
2007-2008	ASST.	ASSOC.	F	1	Y	Y	Y	Y
2007-2008	ASST.	ASSOC.	F	1	Y	Y	Y	Y
2007-2008	ASST.	ASSOC.	F	1	Y	Y	Y	Y
2007-2008	ASST.	ASSOC.	F	1	Y	Y	Y	Y
2007-2008	ASST.	ASSOC.	F	1	Y	Y	Y	Y
2007-2008	ASST.	ASSOC.	F	1	Y	Y	Y	Y
2007-2008	ASST.	ASSOC.	F	1	Y	Y	Y	Y
2007-2008	ASST.	ASSOC.	F	1	Y	Y	Y	Y
2007-2008	ASST.	ASSOC.	M	1	Y	Y	Y	N
2007-2008	ASST.	ASSOC.	M	1	Y	Y	Y	Y
2007-2008	ASST.	ASSOC.	M	1	Y	Y	Y	Y

2007-2008	ASST.	ASSOC.	M	1	Y	Y	Y	Y
2007-2008	ASST.	ASSOC.	M	1	Y	Y	Y	Y
2007-2008	ASST.	ASSOC.	M	1	Y	Y	Y	Y
2007-2008	ASST.	ASSOC.	M	1	Y	Y	Y	Y
2007-2008	ASST.	ASSOC.	M	3	Y	Y	Y	Y
2007-2008	ASST.	ASSOC.	M	6	Y	Y	Y	Y
2007-2008	COACH II	COACH III	M	1	Y	Y	Y	Y
2007-2008	COACH III	COACH IV	F	1	Y	Y	Y	Y
2007-2008	COACH III	COACH IV	M	1	Y	Y	Y	Y
2007-2008	ASSOC.	PROF.	F	1	Y	Y	Y	Y
2007-2008	ASSOC.	PROF.	F	1	Y	Y	Y	Y
2007-2008	ASSOC.	PROF.	F	1	Y	Y	Y	Y
2007-2008	ASSOC.	PROF.	F	1	Y	Y	Y	Y
2007-2008	ASSOC.	PROF.	F	1	Y	Y	Y	Y
2007-2008	ASSOC.	PROF.	F	1	Y	Y	Y	Y
2007-2008	ASSOC.	PROF.	F	2	Y	Y	Y	Y
2007-2008	ASSOC.	PROF.	M	1	N	N	N	N
2007-2008	ASSOC.	PROF.	M	1	Y	Y	Y	Y
2007-2008	ASSOC.	PROF.	M	1	Y	Y	Y	Y
2007-2008	ASSOC.	PROF.	M	1	Y	Y	N	N
2007-2008	ASSOC.	PROF.	M	1	Y	Y	Y	Y
2007-2008	ASSOC.	PROF.	M	1	Y	Y	Y	Y
2007-2008	ASSOC.	PROF.	M	2	Y	Y	N	N
2007-2008	ASSOC.	PROF.	M	3	Y	Y	Y	Y
2007-2008	ASSOC.	PROF.	M	3	Y	N	Y	N
2007-2008	ASSOC.	PROF.	M	3	Y	Y	N	N
2007-2008	ASSOC.	PROF.	M	4	N	N	N	N
2007-2008	ASSOC.	PROF.	M	4	Y	Y	Y	Y
2007-2008	ASSOC.	PROF.	M	4	Y	Y	N	N

2008-2009	ASST.	ASSOC.	M	1	Y	Y	Y	N
2008-2009	ASST.	ASSOC.	M	6	Y	Y	N	N
2008-2009	ASST.	ASSOC.	M	1	Y	Y	Y	Y
2008-2009	ASST.	ASSOC.	M	1	Y	Y	Y	Y
2008-2009	ASST.	ASSOC.	M	1	Y	Y	Y	Y
2008-2009	ASST.	ASSOC.	F	1	Y	Y	Y	Y
2008-2009	ASST.	ASSOC.	F	1	Y	Y	Y	N
2008-2009	ASST.	ASSOC.	M	1	Y	Y	Y	N
2008-2009	ASST.	ASSOC.	F	1	Y	Y	Y	Y
2008-2009	ASST.	ASSOC.	F	1	Y	Y	Y	Y
2008-2009	ASST.	ASSOC.	M	1	Y	Y	Y	Y
2008-2009	ASST.	ASSOC.	F	1	Y	N	N	N
2008-2009	ASST.	ASSOC.	F	1	Y	Y	Y	Y
2008-2009	ASST.	ASSOC.	M	1	Y	Y	Y	Y
2008-2009	ASST.	ASSOC.	M	1	Y	Y	Y	Y
2008-2009	ASST.	ASSOC.	F	1	Y	Y	Y	Y
2008-2009	ASST.	ASSOC.	M	3	Y	Y	Y	N
2008-2009	ASST.	ASSOC.	F	1	Y	Y	Y	Y
2008-2009	ASST.	ASSOC.	M	1	Y	Y	Y	Y
2008-2009	ASST.	ASSOC.	M	1	Y	Y	Y	Y

2008-2009	ASSOC.	PROF.	M	1	Y	N	Y	N
2008-2009	ASSOC.	PROF.	F	1	Y	Y	Y	Y
2008-2009	ASSOC.	PROF.	F	1	Y	Y	Y	Y
2008-2009	ASSOC.	PROF.	M	1	Y	Y	Y	Y
2008-2009	ASSOC.	PROF.	M	1	Y	Y	N	Y
2008-2009	ASSOC.	PROF.	F	5	Y	Y	Y	Y
2008-2009	ASSOC.	PROF.	M	1	Y	N	N	N
2008-2009	ASSOC.	PROF.	M	1	Y	Y	Y	Y

2008-2009	ASSOC.	PROF.	F	1	Y	Y	Y	Y
2008-2009	ASSOC.	PROF.	F	2	Y	Y	Y	Y
2008-2009	ASSOC.	PROF.	F	1	Y	Y	Y	N
2008-2009	ASSOC.	PROF.	M	1	Y	Y	Y	Y
2009-2010	INST.	ASST.	F	1	Y	Y	Y	Y
2009-2010	COACH A	COACH 1	M	1	Y	Y	Y	Y
2009-2010	ASST.	ASSOC.	F	1	Y	Y	Y	Y
2009-2010	ASST.	ASSOC.	M	1	Y	Y	Y	Y
2009-2010	ASST.	ASSOC.	F	1	Y	N	Y	N
2009-2010	ASST.	ASSOC.	F	1	Y	Y	Y	Y
2009-2010	ASST.	ASSOC.	M	1	Y	N	N	N
2009-2010	ASST.	ASSOC.	F	1	Y	N	Y	N
2009-2010	ASST.	ASSOC.	M	4	Y	Y	Y	Y
2009-2010	ASST.	ASSOC.	M	4	Y	Y	Y	Y
2009-2010	ASST.	ASSOC.	M	1	Y	Y	Y	N
2009-2010	ASST.	ASSOC.	F	1	Y	Y	Y	Y
2009-2010	ASST.	ASSOC.	M	1	Y	Y	Y	Y
2009-2010	ASST.	ASSOC.	F	1	Y	Y	Y	Y
2009-2010	ASST.	ASSOC.	M	1	Y	Y	Y	Y
2009-2010	ASST.	ASSOC.	M	4	Y	Y	N	Y
2009-2010	ASST.	ASSOC.	M	3	Y	Y	Y	Y
2009-2010	ASST.	ASSOC.	M	4	Y	Y	Y	Y
2009-2010	ASSOC.	PROF.	M	1	Y	Y	Y	Y
2009-2010	ASSOC.	PROF.	M	5	Y	N	Y	Y
2009-2010	ASSOC.	PROF.	F	1	Y	Y	Y	Y
2009-2010	ASSOC.	PROF.	M	1	Y	Y	Y	Y
2009-2010	ASSOC.	PROF.	F	1	Y	Y	Y	Y
2009-2010	ASSOC.	PROF.	F	1	Y	N	N	N
2009-2010	ASSOC.	PROF.	M	3	Y	Y	Y	Y
2009-2010	ASSOC.	PROF.	M	1	Y	Y	N	N
2009-2010	ASSOC.	PROF.	F	1	Y	N	N	N
2009-2010	ASSOC.	PROF.	M	2	Y	Y	Y	Y
2009-2010	ASSOC.	PROF.	F	1	Y	Y	Y	Y
2009-2010	ASSOC.	PROF.	M	4	Y	Y	Y	Y
2009-2010	COACH III	COACH IV	M	1	Y	Y	Y	Y
2010-2011	ASST.	ASSOC.	M	1	Y	Y	N	N
2010-2011	ASST.	ASSOC.	M	3	Y	Y	Y	Y
2010-2011	ASST.	ASSOC.	F	1	Y	Y	Y	Y
2010-2011	ASST.	ASSOC.	F	1	Y	Y	Y	Y
2010-2011	ASST.	ASSOC.	M	1	Y	Y	Y	Y
2010-2011	ASST.	ASSOC.	F	1	Y	Y	Y	Y
2010-2011	ASST.	ASSOC.	F	1	Y	Y	Y	N
2010-2011	ASST.	ASSOC.	M	1	Y	Y	N	N
2010-2011	ASST.	ASSOC.	M	1	Y	Y	Y	Y
2010-2011	ASST.	ASSOC.	M	1	Y	Y	Y	Y
2010-2011	ASST.	ASSOC.	F	1	Y	Y	Y	Y
2010-2011	ASST.	ASSOC.	M	1	Y	Y	Y	Y
2010-2011	ASST.	ASSOC.	F	1	Y	Y	Y	N
2010-2011	ASST.	ASSOC.	F	1	Y	Y	Y	Y
2010-2011	ASST.	ASSOC.	M	1	Y	Y	Y	Y
2010-2011	ASST.	ASSOC.	M	1	Y	Y	Y	Y
2010-2011	ASST.	ASSOC.	F	1	Y	Y	Y	Y
2010-2011	ASST.	ASSOC.	M	3	Y	Y	Y	Y
2010-2011	ASST.	ASSOC.	M	4	Y	Y	Y	N
2010-2011	ASST.	ASSOC.	M	1	Y	Y	Y	Y

2010-2011	ASSOC.	PROF.	M	1	Y	Y	Y	Y
2010-2011	ASSOC.	PROF.	M	1	Y	Y	Y	Y
2010-2011	ASSOC.	PROF.	F	1	Y	Y	Y	Y
2010-2011	ASSOC.	PROF.	F	1	Y	Y	Y	Y
2010-2011	ASSOC.	PROF.	M	3	Y	Y	Y	Y
2010-2011	ASSOC.	PROF.	M	1	Y	Y	Y	Y
2010-2011	ASSOC.	PROF.	M	1	Y	Y	Y	Y
2010-2011	ASSOC.	PROF.	M	1	Y	Y	Y	Y
2010-2011	ASSOC.	PROF.	M	1	Y	Y	Y	Y
2010-2011	ASSOC.	PROF.	M	1	Y	Y	Y	N
2010-2011	COACH A	COACH I	F	1	Y	Y	Y	Y

WA= Withdrew Application

1 = White, 2 = African American, 3 = Hispanic, 4 = Asian, 5 = Native American, 6 = Unknown

TABLE B: TENURE- THIS YEAR & CUMULATIVE DATA

Year	Sex	Race*	DEC	DEAN	P&T	PRES
2006-2007	F	1	Y	Y	Y	Y
2006-2007	F	1	Y	Y	Y	Y
2006-2007	F	1	Y	Y	Y	Y
2006-2007	F	1	Y	Y	Y	Y
2006-2007	F	1	Y	Y	Y	Y
2006-2007	F	4	Y	Y	Y	Y
2006-2007	M	1	Y	N	N	N
2006-2007	M	1	Y	N	N	N
2006-2007	M	1	Y	N	N	N
2006-2007	M	1	Y	N	N	N
2006-2007	M	1	Y	N	N	N
2006-2007	M	1	Y	N	Y	N
2006-2007	M	1	Y	Y	Y	Y
2006-2007	M	1	Y	Y	Y	Y
2006-2007	M	1	Y	Y	Y	Y
2006-2007	M	1	Y	Y	Y	Y
2006-2007	M	1	Y	Y	Y	Y
2006-2007	M	1	Y	Y	Y	Y
2006-2007	M	1	Y	Y	Y	Y
2006-2007	M	1	Y	Y	Y	Y
2006-2007	M	3	Y	Y	Y	Y
2006-2007	M	4	Y	N	N	N
2007-2008	F	1	Y	Y	Y	Y
2007-2008	F	1	Y	Y	Y	Y
2007-2008	F	1	Y	Y	Y	Y
2007-2008	F	1	Y	Y	Y	Y
2007-2008	F	1	Y	Y	Y	Y
2007-2008	F	1	Y	N	Y	Y
2007-2008	F	1	Y	Y	Y	Y
2007-2008	F	1	Y	Y	Y	Y
2007-2008	F	1	Y	Y	Y	Y
2007-2008	F	1	Y	Y	Y	Y
2007-2008	F	1	N	Y	N	N
2007-2008	M	1	N	N	N	N

2007-2008	M	1	Y	N	N	N
2007-2008	M	1	Y	Y	Y	Y
2007-2008	M	1	Y	Y	Y	Y
2007-2008	M	1	Y	Y	Y	Y
2007-2008	M	1	Y	Y	Y	Y
2007-2008	M	1	Y	Y	Y	Y
2007-2008	M	1	Y	Y	Y	Y
2007-2008	M	1	Y	Y	Y	Y
2007-2008	M	1	Y	Y	Y	Y
2007-2008	M	1	Y	Y	N	Y
2007-2008	M	1	Y	Y	Y	Y
2007-2008	M	2	Y	Y	Y	Y
2007-2008	M	3	Y	Y	Y	Y
2007-2008	M	3	Y	Y	Y	Y
2007-2008	M	4	Y	Y	Y	Y
2007-2008	M	4	Y	Y	Y	Y
2007-2008	M	6	Y	Y	Y	Y
2007-2008	M	6	Y	Y	Y	Y
2008-2009	F	1	Y	Y	Y	Y
2008-2009	F	1	Y	Y	Y	Y
2008-2009	F	1	Y	Y	Y	Y
2008-2009	F	1	Y	Y	Y	Y
2008-2009	F	1	Y	Y	Y	Y
2008-2009	F	1	Y	Y	Y	Y
2008-2009	F	1	Y	Y	Y	Y
2008-2009	F	1	Y	Y	Y	Y
2008-2009	M	1	Y	Y	Y	Y
2008-2009	M	1	Y	Y	N	N
2008-2009	M	1	Y	N	Y	N
2008-2009	M	1	Y	Y	Y	Y
2008-2009	M	1	Y	Y	Y	Y
2008-2009	M	1	Y	Y	Y	Y
2008-2009	M	1	Y	Y	Y	Y
2008-2009	M	2	Y	Y	Y	Y
2008-2009	M	3	Y	Y	Y	Y
2008-2009	M	4	Y	Y	N	N
2009-2010	M	1	Y	Y	Y	Y
2009-2010	M	1	Y	Y	Y	Y
2009-2010	F	1	Y	Y	Y	Y
2009-2010	M	1	Y	Y	Y	Y
2009-2010	M	1	Y	Y	Y	Y
2009-2010	F	1	Y	N	Y	Y
2009-2010	F	1	Y	Y	Y	Y
2009-2010	M	1	Y	N	Y	Y
2009-2010	M	1	Y	N	Y	Y
2009-2010	F	1	Y	N	Y	Y
2009-2010	M	4	Y	Y	Y	Y
2009-2010	M	4	Y	Y	Y	Y
2009-2010	M	1	Y	Y	Y	Y
2009-2010	F	1	Y	Y	Y	Y
2009-2010	F	1	Y	Y	Y	Y
2009-2010	F	1	Y	Y	Y	Y
2009-2010	M	1	Y	Y	Y	Y
2009-2010	M	1	Y	Y	Y	Y

2009-2010	M	4	Y	Y	Y	Y
2009-2010	M	4	Y	Y	Y	Y
2010-2011	M	1	Y	Y	Y	Y
2010-2011	F	1	Y	Y	Y	Y
2010-2011	F	1	Y	Y	N	N
2010-2011	M	1	Y	Y	Y	Y
2010-2011	F	1	Y	Y	Y	Y
2010-2011	M	1	Y	Y	Y	Y
2010-2011	M	4	Y	Y	Y	N
2010-2011	M	1	Y	Y	Y	Y
2010-2011	M	1	Y	Y	Y	Y
2010-2011	F	1	Y	Y	Y	Y
2010-2011	M	1	Y	Y	Y	Y
2010-2011	F	1	Y	Y	Y	Y
2010-2011	F	1	Y	Y	Y	Y
2010-2011	M	1	Y	Y	Y	Y
2010-2011	M	1	Y	Y	Y	Y
2010-2011	M	3	Y	Y	Y	Y
2010-2011	F	1	Y	Y	Y	Y
2010-2011	F	1	Y	Y	Y	Y
2010-2011	M	1	Y	Y	Y	Y

1 = White, 2 = African American, 3 = Hispanic, 4 = Asian, 5 = Native American, 6 = Unknown