

**Profile of
Dr. Roger Haro
Professor, Biology, University of Wisconsin-La Crosse
2014 Regents' Diversity Award Recipient**

Highlights from nomination materials:

- Professor of Biology and Assistant Director of the River Studies Center, UW-La Crosse (2005-present).
- Director, UW-La Crosse Ronald E. McNair Post-Baccalaureate Program (2009-present). The program provides eligible students with support and preparation for graduate school. Dr. Haro initiated using Equity Scorecard institution-specific data to inform programming decisions in the grant application; the program has been successfully renewed through 2018.
- Director, First-Year Research Exposure (FYRE) Program, UW-La Crosse (2012-present). FYRE is a three-year pilot aimed at retaining first-year science students; it annually serves 10 to 12 historically underrepresented students, preparing them to negotiate “gateway” science and math courses that often pose challenges to retention in STEM (science, technology, engineering, and mathematics) disciplines.
- Instrumental in UW-L and other UW institutions becoming pilot sites for the Equity Scorecard project, a data-driven method to evaluate equity in access, retention, academic excellence, and institutional receptivity between students of color and their majority peers.
- A leader among faculty in promoting a broad spectrum of diversity issues at UW-L, serving numerous times as chair of the Joint Minority Affairs Committee; serves as a mentor to many students, faculty and staff; has initiated grant proposals resulting in millions of dollars in funding and additional research opportunities.
- Nominated three times by Students Advocating for Potential Ability for Most Accessible Instructor Award.

In Dr. Roger Haro's own words:

- “My endeavors aimed at increasing academic opportunities for first-generation students and those of color would not have been possible without the collaborative support of the talented and generous people serving UW-L as members of its staff, faculty and administration. I have never been told, ‘We can’t do that here,’ rather I’ve only been asked, ‘what’s next.’ UW-L has provided a rich and vibrant environment that has allowed me to pursue this ‘third leg’ of my professional career without relinquishing my instructional and scholarly activities.”

In the words of colleagues:

- “As a part of his role on campus, Roger has mentored many students, faculty and staff. Many times over the years he has shared his personal story of being a first-generation college student and some of the obstacles that challenged him. Roger shares his story so that students, particularly students of color, will understand that [through] hard work and dedication, they too can be successful and pursue the career of their dreams.”—*Barbara Stewart, Associate Dean, Campus Climate and Diversity, UW-La Crosse*
- “Students tell me that Dr. Haro is the reason they are still in school and planning to continue their education into graduate school; he is helping them achieve their dreams and, in many cases, he is helping students develop their dreams.” —*Bruce Riley, Dean, College of Science and Health, UW-La Crosse*