

JEDI Minutes
Thursday, March 7, 2024, 1:00 PM-2:00 PM

Present:

- Martha Cutter (Chair)
- Becky Bacher
- Stuart Duncan
- Kristen Govoni
- Diane Lillo-Martin
- Angelo Montes
- Eleanor Ouimet
- Diandra Prescod
- Greg Reilly
- Stephany Santos
- Eduardo Urios-Aparisi
- Frank Tuitt
- Cindy Zhang

Absent:

- Greg Bouquot
- Caitlin Elsaesser
- Micah Heumann
- Sidratul Muntaha
- Mackenzie Robinson
- Audrey Silva
- Yaowu Yuan

1. Approval of Minutes of Feb. Meeting
 - a. Minutes approved unanimously, with one abstention
2. Old Business:
 - A. Continued discussion of ways to increase retention & graduation rates of BIPOC students and decrease DFW and Academic Probation rates of this population. Cutter proposes to make motion to Senate as follows:
 - i. **Proposal:** That all units involved with student success receive information via a short presentation about the University's efforts to retain, mentor, and keep in good academic standing BIPOC and first-generation students (shortened version of the [presentation given to the University Senate at the September Senate meeting by Mona Lucas](#)).
 - ii. Cutter presented the proposal to the SEC for consideration, and they wanted more details: how would this be distributed; what would the report entail, etc. Is it enough to just make the link available?

1. Martha Cutter gave an update to the group and discussion ensued. The concerns raised were the lack of faculty information/knowledge about their courses' DFW rates and how to take them into account when supporting students, as well as understanding where exactly they can send their students for additional support and how to support BIPOC students. Martha Cutter will begin the draft of a report and recommendation.
2. Additional Resources shared in the chat on this topic:
 - a. [One Stop Advising Office](#): newly created, may be worth seeing how they can support students with DEI concerns and DFW
 - b. [CETL has a page on equity-minded teaching](#)
 - c. [This is a tool to look at the complexity of a curriculum](#)

B. Review of Faculty and Staff Diversity Report

Cutter is following up on questions related to separations, retirements, and exit interviews, as well as whether HR is developing an exit interview procedure like that used at UConn Health.

C, Ways budget crisis will impact DEI at UConn

Continued need for information about how the budget cuts have been affecting DEI initiatives within your units and departments. Or will affect them going forward. Martha Cutter will compile a list of any items sent to her on these concerns.

3. New Business.

- a. Becky Bacher asked what our group can contribute to the strategic plan related to inclusivity and DEI efforts. (Topic raised at the end of last meeting): The committee reviewed the Strategic Plan (page 19) where "A stronger, more inclusive university" is highlighted. Discussion ensued and the group raised concerns around how DEI efforts will be considered while the strategic plan is implemented. Frank Tuitt recommended that this committee put together a subcommittee that could engage with other DEI leaders across the university to share feedback and support a broader view of the implementation plan on DEI efforts. He shared that there used to be a diversity committee which had a representative from every unit, but that is no longer active. Stephany Santos and Stuart Duncan shared that they would be interested in this potential subcommittee. Michelle Everard shared that there will be a Strategic Plan Implementation Committee and that perhaps the SEC chair could ask either the President or a Provost for an update on this so we can better understand the implementation plan to ensure DEI is focused on during implementation and how this committee can best be involved.
- b. A question was raised regarding salary equity. The Pay Equity Taskforce did some work a few years ago – not sure where the results of that taskforce are saved. (Topic raised at the end of last meeting).
Cutter found one report from 2022, which mainly pertains to gender, although race is a consideration. Please read for our meeting so that we can discuss. See especially p. 18: "Adding race/ethnicity to the model does not change the gender

gap, but adding the department female percentage proves to have the largest downward effect on average salary gap, reducing it by nearly 5 percentage points. In other words, departments with more female faculty are correlated with lower average salaries.”

Martha Cutter presented the report to the group and discussion ensued. Discussion was particularly heavy regarding funding for spousal hires and a lack of understanding around the future of this program considering the budget and how that might impact hiring.

- c. Any other new business?
 - i. Stuart Duncan shared that the “Enriched Mentorship” program launched at the Graduate School has been successful over the past 6 months and it may be appropriate for this group to hear a presentation on this program at an upcoming meeting. He would be happy to share additional information at the next meeting.