

## JEDI Meeting Minutes

September 25, 2024, 11:00 AM-12:00 PM

### Present:

\*Martha Cutter, Chair, CLAS, English  
\*Becky Bacher, CLAS Advising  
\*Diane Lillo-Martin, CLAS  
\*Diandra Prescod, Neag School of Education  
\*Ingrid Semaan, CLAS (Stamford)  
\*Eduardo Urios-Aparisi,  
\*Yaowu Yuan, CLAS  
Greg Bouquot, Registrar's Office  
Stuart Duncan, The Graduate School  
Jeffrey Hines, Office for Diversity and Inclusion (ex-officio member)  
Audrey Silva, Center for Students with Disabilities

### Absent:

Melisa Adiram, Office for Diversity and Inclusion  
\*Mary Ann Amalaradjou, CAHNR  
\*Eduardo Urios-Aparisi, CLAS, Literatures, Cultures, and Languages (sabbatical Fall 2024)  
\* Eleanor Ouimet, CLAS  
Micah Heumann, Institute for Student Success, ACES  
\*Cindy Zhang, CLAS

- I. Approval of Minutes of August 27: approved unanimously
- II. Introductions of JEDI Members: Martha Cutter welcomed guest speaker Cyndi Costanzo
- III. Guest Speaker: Cyndi Costanzo, Interim Assistant Vice President for Student Life  
Topic: Updates to Uconn policies; practices on how policies are developed/implemented.  
The policies are available at:  
<https://policy.uconn.edu/>  
and <https://policy.uconn.edu/recent-updates/>  
(Please review the recent policy changes before this meeting)

[As a note, here are our previous recommendations:

JEDI Recommendations re: Policies and Student Protest

1. Making all policies accessible and easily locatable on UConn's website.
2. Making clear when polies are changed (time stamp and date?) and who is changing them.
3. When policies are changed after an event on campus has occurred, asking for leniency in how the administration and/or the police handle violations.]

Cynthia Costanzo presented a slide deck summarizing the recent policy changes that were made during the summer months. Cynthia Costanzo first reviewed changes made to the student code, which is reviewed every three years. Questions were raised around the nature of the Student Code of Conduct, as well as the costs associated with the hiring of an external firm to review the code and make recommendations. Ingrid Semaan asked about the role of the JEDI committee, and the Senate, in making these code of conduct changes, and raised concerns regarding the removal of the word “obstruction” and replacement with “undue interference.” She summarized the levels of approval that the student code of conduct passes through during the review process. Cynthia Costanzo also added that the student code was updated to reflect changes voted on by the Senate in 2023 which established an Office of Academic Integrity (for undergraduate students) that has yet to be mobilized and academic integrity cases are still being managed by Community Standards.

Cynthia Costanzo also reviewed updates to the policy on “Outdoor Amplified & Projected Sound.” She summarized that the revised policy was previously managed by the university senate, with the intention to ensure a conducive academic environment. She added that the policy now allows amplified sound between the hours of 5 – 10 p.m. up to 85 decibels; this policy applies to students, faculty, staff and visitors on all campuses (excluding the Law School).

Cynthia Costanzo reviewed updates to the “Outdoor Activities Policy” and summarized that the policy now identifies prohibited items and practices, and applies to all students, faculty/staff, and visitors on all campuses (unscheduled or planned events). Mary Ann Amaraladjou raised a question on how to enforce this policy and Cynthia Costanzo noted that this would be a challenge, and that educating our community on this policy is the most important aspect of this. For visitors, Cynthia Costanzo noted that enforcing the policy with them will require clarification as to who has oversight/management of a space, which does not always have a clear answer. She added that she is working with the Director of the Student Union to curate a list to help clarify management and monitoring of outdoor space. Martha Cutter raised concerns about the changes of the policy, particularly related to tents, and whether that was added during the encampment. Cynthia Costanzo clarified that this policy always existed, but there was confusion due to the previous allowance of tents during the sale of tickets for Athletics. She added that where policy information was available previously made it very difficult for people to access and understand the right information, which she and her team are focusing on clarifying now as a result of the confusion caused last spring. Moving forward, Athletics is covered by this policy change and they have also changed the way that ticket sales take place. Cynthia Costanzo added that the InForm website is changing to be called “GetInformed” and it will be the primary location for any student to access any information relevant to the university (forms, policy, etc). It will include a director of student support services, as well as an educational support directory. Her office is working with University Communications to modify the new website, and the goal is for it to go live in January

before the start of the Spring 2025 semester. Stuart Duncan requested that this development also include access for Graduate Students. Cynthia Costanzo will return to this committee in January with updates. Martha Cutter thanked Cynthia Costanzo for her presentation and asked the committee to bring questions in response to this presentation to the next committee meeting.

IV. Old Business: Discussion of Exit Interviews for Uconn faculty: (Presentation by Guest Speaker Lakeesha Brown Chief Human Resources Officer)

- A. When will the new exit interviews be rolled out?
- B. Is this enough?
- C. What happens to departments who refuse to participate?

Due to time constraints, discussion on this topic will be deferred to the next committee meeting.

V. New Business

1. Policy Summer Series: Reviewing & Revising University Policies stored on SharePoint:

<https://uconn.sharepoint.com/sites/SDCUniv.SenateDiversityCommittee/Shared%20Documents/Forms/AllItems.aspx?id=%2Fsites%2FSDCUniv%2ESenateDiversityCommittee%2FShared%20Documents%2FGeneral%2F20242025%2EJEDI%2FResources&viewid=df497293%2D1062%2D49f6%2D9da8%2Dd568c0df9502>

2. UCPEA/AAUP Tuition Reimbursement for children of employees/staff who have died. Does JEDI committee have a recommendation to the unions on this issue? Possible Resolution: JEDI supports all efforts to ensure that tuition reimbursement for children who are faculty/staff members from Uconn 1) not be rescinded if the parent dies and 2) that such reimbursement be “grandparented in” for one year after a faculty/staff member’s death, so long as the parent has worked for the University for at least four years.

Martha Cutter shared that she will bring this up at Friday’s SEC w/ Chairs meeting. Ingrid Semaan shared that AAUP has a policy in place that the tuition reimbursement would continue, even if a parent dies, and said that she thinks UCPEA is working on putting a better policy in place; Becky Bacher reinforced this thought.

3. Concern about representation of schools/colleges on this committee (raised by Mary Anne Amalaradjou). Do we have a recommendation for the Senate EC?

Due to time constraints, this topic will be discussed at the next committee meeting.

4. Other new business?

No additional new business raised.

VI. Next Meeting: Tuesday, October 29, 2024, 2:00 PM-3:00 PM

- VII. New Date for November Meeting: please submit responses to the poll
- VIII. Meeting adjourned at 12:02 p.m.