

JEDI Meeting Minutes

Tuesday, October 29, 2024

Attendance:

*Martha Cutter, Chair, CLAS, English
*Mary Ann Amalaradjou, CAHNR
*Becky Bacher, CLAS Advising
*Micah Heumann, Institute for Student Success, ACES
*Diane Lillo-Martin, CLAS
*Eleanor Ouimet, CLAS
*Diandra Prescod, Neag School of Education
*Tae'Niajha Pullen, Undergraduate Student
*Ingrid Semaan, CLAS (Stamford) (*absent*)
*Eduardo Urios-Aparisi, CLAS, Literatures, Cultures, and Languages (*sabbatical Fall 2024*)
*Yaowu Yuan, CLAS (*absent*)
*Cindy Zhang, CLAS
Greg Bouquot, Registrar's Office
Stuart Duncan, The Graduate School (*absent*)
Jeffrey Hines, Office for Diversity and Inclusion (*ex-officio* member)
Audrey Silva, Center for Students with Disabilities (*absent*)
Haritha Subramanian, Undergraduate Student
Alba Rosario-Medina (Undergraduate Student, Guest)

- I. Approval of Minutes of August Sept. 25 (attached): minutes were approved unanimously
- II. Introduction of New Committee Member: Martha Cutter welcomed and introduced the new undergraduate student committee members
- III. Old Business
 - A. Discussion of Exit Interviews for Uconn faculty: (Presentation by Guest Speaker Lakeesha Brown Chief Human Resources Officer at August meeting). Possible follow up questions:
 1. When will the new exit interviews be rolled out?
 2. Is this enough?
 3. What happens to departments who refuse to participate?

[Due to time constraints, discussion on this topic was deferred from the last meeting]

Martha Cutter reintroduced the topic and asked the Committee for feedback. Becky Bacher raised a question regarding where information would be housed, and shared that sometimes departments will have exit interviews but there is a lack of clarity around the process (who should conduct the interviews, etc). Others shared concerns about confidentiality of sensitive data, and how the data would be shared and used. If the data shows a specific pattern, what happens? Eleanor Ouimette raised the issue of whether there should be separate processes for faculty v. staff

(noting that faculty rarely come back to the University, but staff might), and that a “one size fits all model” might not work. Jeffrey Hines added that exit interviews would be done by HR for the purposes of understanding why people are leaving the university and would not focus fully on questions that would be better addressed by an equity survey. He added that both types of surveys are meaningful, and it would be helpful to know when the most recent equity survey took place at UConn, but that would be a separate topic.

B. Discussion of Guest Speaker Cyndi Costanzo’s presentation on updates to Uconn policies at September meeting; practices on how policies are developed/implemented.

The policies are available at:

<https://policy.uconn.edu/>

and <https://policy.uconn.edu/recent-updates/>

([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, ask for leniency in how the administration and/or the police handle violations.]

- Do we feel these concerns have been addressed?
- Do we have other concerns?

Martha Cutter reintroduced the topic and asked the group if they had any feedback or questions for follow-up. Eleanor Ouimet shared that they don’t think the process is transparent enough since the events that transpired last semester, especially regarding when the decision to take punitive actions occurs. Haritha Subramanian raised concerns about equity around enforcement of policies. Martha Cutter added that the Ad Hoc Committee approved by vote on May 20,2024 will be focusing on some of these questions around how the policies were enforced and police were deployed. JEDI continues to be concerned about unequal enforcement of policies and lack of clarity about how, when, and where disciplinary action is instituted.

IV. New Business

A. Concern about representation of schools/colleges on this committee

(Concern raised by Mary Anne Amalaradjou. Do we have a recommendation for the Senate EC?)

Martha Cutter asked Mary Anne Amalaradjou if she would like to bring this up for discussion. Mary Anne Amalaradjou shared concerns regarding representation of the schools/colleges on all committees, not just JEDI. Michelle Everard summarized the processes by which the Senate Nominating Committee makes Senate Standing Committee assignments and added that if anyone sees a specific

situation of lack of representation or specific change that they would like to recommend to the Nominating Committee, that they are welcome to do so via email. The Nominating Committee meets next Tuesday, November 5.

B. KPI's in the Strategic Plan

Martha Cutter introduced the topic and shared that she would like to see a KPI regarding recruitment and retention of BIPOC faculty and staff, which is currently not a measure of the Strategic Plan. As a related point, she also felt a KPI concerning BIPOC student graduation rates would be useful. She shared a second concern regarding the faculty National Academy membership KPI, which only applies to faculty in the sciences. Martha Cutter proposed that the JEDI committee share a recommendation on KPIs that take diversity and equity into consideration. Diane Lillo-Martin added that students with disabilities should also be considered as a potential group to support with a KPI, but she added self-identification can be an issue with this group. Mary Anne Amalaradjou shared concerns regarding the lack of strategy on how to achieve these goals as laid out in the PowerPoint outlining the strategic planning process. Martha Cutter will draft KPI recommendations from JEDI and share on SharePoint; committee members from JEDI will be invited to edit this list. A final document will be shared with Margaret Feeney soon.

C. Other New Business?

- i. Micah Heumann asked about the 2024 Employee Experience Survey which was sent out to all faculty and staff earlier this week as to whether the JEDI committee will have access to any of the data resulting from this survey. Jeffrey Hines added that the "shareout" is TBD.

- V. Agenda item for November meeting:
JEDI Review of the "Final Report of the Salary Equity Analysis Working Groups" from December 5, 2022" (see attached). Do we have any recommendations for SEC about the report's recommendations or about what other Senate committees should be looking at this report? **Please read this report for the November meeting.**

Next meeting: Nov. 18, 3:00 PM

The meeting was adjourned at 3:02 p.m.