

UConn Senate DEIJA Committee

November 17, 2025, 11:00 a.m. – 12:00 p.m. | MS Teams

Agenda:

1. Approval of Minutes: the minutes were approved unanimously by voice vote
 - [Minutes of October 27, 2025 DEIJA Meeting](#)
2. OICR Updates, Jeffrey Hines: No formal updates and the floor was opened to questions from the committee. Jeffrey Hines did add that their office is committed to the exit interview process and ensuring that employees feel comfortable sharing their concerns around a sense of belonging and community.
3. Exit Interviews Process, Lakeesha Brown, Vice President & Chief Human Resources Officer (Guest): Lakeesha Brown shared that the exit interview process was kicked off about 6 or 8 months ago modeled after the exit interview process at UConn Health, which was also recently modified for improvements. Lakeesha added that they worked with OICR and utilized standard/best practice questions and procedures, with a focus on benchmarking with other universities so that the data is flexible and productive. Lakeesha added that current challenges still persist due to the fact that HR is notified last when a university employee separates, making it difficult to perform exit interviews (processes are much more centralized at UCHC). Lakeesha shared that because UConn is not centralized, an alternative process has been set up requiring managers in each department to notify HR via a Quali form whenever a resignation is submitted, so that the off-boarding procedures can be initiated, which include an option for an exit interview. Lakeesha added that they are collecting data from any exit interviews that take place but that enough data for analysis will likely not be available for at least two years, sharing that any relevant data is being shared with compliance and OICR if any concerning feedback arises during these processes. Lakeesha added that if there are any concerning trends from a particular unit or department, they will work with them on a climate assessment which includes working with OICR and any relevant union. Lakeesha Brown added that all of the information that is collected is kept in a confidential database with HR and while the information may be used to inform conversations with leadership, the raw data is kept within HR. It was clarified that these processes include all regional campuses and not just Storrs, and that these processes only apply to departures from the university and not movement of employees between departments. A concern was raised regarding the turnover of in-Residence faculty and perceived levels of dissatisfaction amongst this group. Discussion ensued and additional information regarding response rate both on the form being initiated by managers and employees who respond was requested. Lakeesha Brown also gave an update on Segal and that the goal from an HR perspective is to pull back administrative labor that can be done centrally by HR from administrators within units so that they can spend more of their time on student success, adding that a final report from Segal should be received soon. Additional concerns were shared about the general culture of mistrust at UConn between

upper administration and the faculty/staff and Lakeesha Brown added that they are working hard on transparency and accountability within HR to help to remediate some of these institutional cultural issues, adding that this trend also showed in the engagement survey from last year.

4. Mary Anne Amalaradjou shared concerns regarding accommodations or ASL interpretation for Senate meetings, which is currently absent. Micah Heumann added that these accommodations are also not made during Board of Trustees meetings. Audrey Silva stated that ASL interpreters are experiencing a national shortage and senior leadership has advised that ASL interpreters are arranged by accommodation request. For Senate and BoT meetings, meetings can be captioned using available technology.
5. The December DEIJA meeting will be moved to Monday, December 8th at 11 a.m. pending business.

Attending:

- **Micah Heumann, Co-Chair, EP/Honors**
- ***Marie Coppola, Co-Chair, CLAS**
- *Mary Ann Amalaradjou, CAHNR
- *Martha Cutter, CLAS, English
- *Beth Ginsberg, CLAS (Stamford Campus)
- *Eleanor Ouimet, CLAS
- *Eduardo Urios-Aparisi, CLAS
- *Timothy Vadas, College of Engineering (*absent*)
- *Yaowu Yuan, CLAS (*absent*)
- *Cindy Zhang, CLAS
- Kimberly Curry, The Graduate School (*absent*)
- Vanessa Heigel, Graduate Student
- Greg Bouquot, Registrar's Office
- Jeffrey Hines, OICR (ex-officio member)
- Angelo Montes Diaz, Undergraduate Student
- Jose Narcisse, Undergraduate Student (*absent*)
- Audrey Silva, Center for Students with Disabilities

*Members are Senators, AY 2025-2026

Potential Upcoming Topics:

- Lakeesha Brown is happy to attend a future meeting to discuss any general or specific concerns as they relate to HR.