

JEDI Meeting Agenda August 27

2:00-3:00 p.m.

Microsoft Teams

Attending:

- Lakeesha Brown (Guest) (interim chief human resources officer)
- Becky Bacher
- Martha Cutter (Chair)
- Mary Anne Amalaradjou
- Gregory Bouquot
- Stuart Duncan
- Micah Heumann
- Jeffrey Hines
- Diane Lillo-Martin
- Eleanor Ouimet
- Diandra Prescod
- Yaowu Yuan
- Cindy Zhang

Absent:

- Stuart Duncan
- Ingrid Semaan
- Audrey Silva
- Eduardo Urios-Aparisi

Agenda:

- I. Introductions of Committee Members: each committee member and guest introduced themselves to the group.
- II. Approval of Minutes: the minutes of the May 2, 2024, meeting were approved with one abstention.
- III. Exit Interviews for UConn faculty: Guest Speaker Lakeesha Brown, Interim Chief Human Resources Officer
[E-mail from May 2024: "We are working on a process to capture pending exits of faculty and staff prior to their final day. This would offer us the opportunity to immediately issue each person a link to an online, confidential survey which would allow me to track trends based on demographics, department, and leadership team. We would also be able to offer a confidential, in-person meeting to supplement for anyone who wishes to do so. Those supplemental in person meetings are helpful for my team here in Farmington to identify any

specific concerns that need to be referred to OIE or compliance. It also provides the outgoing employee with an opportunity to have a safe space to speak. We are working on testing it in Kuwali build currently and hope to have a process we can use in the upcoming month or two. We will use standard exit interview questions which are helpful for benchmarking, and I will also work with Dr. Hines out of ODI on questions to monitor belonging and DEI. I hope this helps and I look forward to meeting you all in the fall.”]

Lakeesha Brown presented on this topic to the group. She shared that unfortunately UConn does not have a centralized exit practice, which makes it challenging to roll out something like an exit interview process. Lakeesha added that UConn Health has a streamlined exit system, including exit interviews, and that the goal is to do something similar at UConn Storrs. As of now, she herself is running exit interviews for faculty and staff who are interested in doing so. The plan is to rollout a process to all of UConn that the manager will submit a form to notify HR about a separation, which will automatically trigger a process that includes a feedback form in Kualu and invites the staff or faculty member to book an in-person exit interview with HR if they would like. She added that the questions in the exit tool in Kualu was developed with feedback from Dr. Hines in ODI. However, this system will rely on departments to utilize the tool (i.e. send the official notification), as it will not be a mandated process. From this form, data can be collected and analyzed, and she shared that she looks forward to being able to collect more data and utilize it positively for UConn.

Lakeesha opened the floor for questions. Questions were raised regarding confidentiality of feedback, any need for a diversity audit, exit strategies regarding special payroll and end date employees, as well as how well known the form’s existence is. Lakeesha clarified that the process is not yet rolled out and Jeffrey Hines added that right now, additional support and conversations around these issues come through ODI and his office will continue to support this process and help to develop interventions.

Lakeesha brown shared that HR will also be doing an engagement survey for the organization that will be benchmarked against other peer institutions. Martha Cutter thanked Lakeesha for joining.

IV. Old Business

- A. JEDI involvement in the Strategic Planning Process (note: Margaret Feeney, who is leading the Strategic Planning Initiative, will be joining the SEC meeting w/ Committee Chairs meeting in September, so this should serve as a helpful connection point)
 - Martha Cutter shared that Margaret Feeney will join the SEC w/ Chairs meeting on September 27th
- B. Discussion on changes in policy regarding spousal hiring—JEDI recommendation to the Provost?:
 - Martha Cutter shared that she will follow up with the Provost’s Office and circle back to the group on this topic.
- C. Continued discussion from our last meeting following the student protests of a JEDI recommendation to the Senate or upper administration possibly covering:

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.

Jeffrey Hines shared that a lot of work was done in policy this summer by Nathan Fuerst and Community Standards on some of these topics related to policy development and updates and suggested that this committee invite Nathan to present an update on this work.

D. Update on replacement procedure/process for Frank Tuitt?

- Martha Cutter shared her interest in the JEDI committee being involved in this process.
- Jeffrey Hines added that he is currently in the Interim role through the end of the calendar year.

V. New Business

1. Micah Heumann raised a concern regarding the passing of Susana Ulloa, and the letter that was recently shared by UCPEA regarding the call for UConn to honor her daughter's tuition reimbursement, as she is currently enrolled. Jeffrey Hines confirmed that there are limits to what he can share but that this matter is still being discussed. Martha Cutter shared that this committee could perhaps share a recommendation as this is a union contract item.
2. Mary Anne Amalaradjou raised a concern regarding representation of schools/colleges on this committee. This will be discussed at the next JEDI committee meeting for recommendations to be shared with the Nominating committee for consideration.

Next meeting: Wednesday, September 25th at 11 a.m.