

TEAMS Meeting  
**Meeting Minutes**

**Attendees:** Jason Deakings, Ashleigh Hazley, Dereck Barr-Pulliam, Carcyle Barrett, Craig Blakely, Blaz Bush, Erica Camp, Valerie Combs, Dwayne Compton, Tamekka Cornelius, Fannie Cox, David Echeverria, Heather Fox, Stacey Gardner, Bob Goldstein, Leondra Gully, Lisa Gunterman, Muriel Harris, Patrick Harris, Kristie Helm, Susan Jenkins, Faye Jones, Khotso Libe, Colleen Martin, Connie Martinez, Dave Parrot, Tisha Pletcher, Lexi Raikes, David Schultz, Charles Sharp, Ryan Simpson, Heather Storer, Daniela Terson de Paleville, Tonia Thomas, Maria Tinnell, Marian Vasser, Jim Warner, Carrye Wilkins, Kristia Worthy

**Guests:**-Mimi Bell, Shelly Dunn, Kathy Hite, Tamara Iacono, Delcencia Collins, Tom Hardy, Kristin Roberts

Item	Discussion	Time stamp	Action to accomplish	Person Responsible
<b>Call to Order: 12:01 p.m.</b>	Chair Harris called the meeting to order.	<a href="#">01:54</a>		
<b>Campus Climate Quick Check-ins:</b>	Chair Harris asked commissioners to provide a brief check-in regarding the campus climate in their various units.	<a href="#">02:05</a>		
<ul style="list-style-type: none"> <li>• Students</li> <li>• Faculty</li> <li>• Staff</li> <li>• Trainees</li> <li>• Administrators</li> </ul>	Staff: Asian American Pacific Islander employee resource group to be formed	<a href="#">02:34</a>	BOLO	
	Students: International students having difficulty obtaining COVID-19 tests with only their student ID.	<a href="#">03:50</a>	Dwayne Compton to follow up with Phillip Bressoud.	
	Announcement: Rainbow sign on COB was torn down a few weeks ago, however it is returning in a few weeks with ceremony.	<a href="#">05:29</a>	Charles Sharp to keep CODRE apprised.	
<b>Introduction of the Vice Chair of CODRE</b>	Chair Harris welcomed new Vice Chair Connie Martinez. She introduced herself.	<a href="#">06:10</a>		
<b>Presentations/Discussions</b>	<u>Student Housing</u> Dwayne Compton introduced Tom Hardy, Director of Residence Administration. Dr. Hardy introduced his colleagues: Dr. Delcencia Collins and Kristen Roberts. Dr. Hardy provided a <a href="#">presentation</a> regarding the student housing refund and housing assignments. They then fielded questions from commissioners.	<a href="#">10:44</a>		

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	<p>Mr. Compton recommended the Dr. Hardy and his team consider adding to the Residency Committee more BIPOC and DEI-focused members.</p> <p>Chair Harris asked about communicating residency policies, recommended those be shared in the CODRE newsletter.</p> <p>Many commissioners expressed their disappointment and frustration with only the single floor of the new residence hall being gender-inclusive. The preference is to allow the entire building to be inclusive, and to allow for more diverse voices to be at the table when decisions are being made.</p> <p><u>Human Resources</u> Chair Harris introduced Mimi, Shelley, and Cathy(?). Discussed benefits plan, retirement, and telecommuting. They then fielded questions from commissioners.</p>	<p><a href="#">1:06:53</a></p>	<p>Dr. Hardy to follow up.</p> <p>Dr. Hardy and Chair Harris to coordinate that info in the newsletter</p>	
<p><b>Reports</b></p>	<p><u>Office of Senior VP for Diversity</u> Dr. Faye Jones updated commissioners on the Campus Climate Survey and other Campus Environment Team reports; and on the Cardinal Anti-Racism Agenda.</p> <p>She noted that all university police and security staff will undertake unconscious bias training, and that demographic identifications will no longer be included in RAVE alerts.</p> <p>Regarding the incident at Ekstrom Library, VP stated the process is ongoing and HR has completed their investigation. Recommendations from the Chief of Police are being considered. But as this is a personnel matter, no additional details can be shared at this time.</p> <p><u>Diversity Programming</u> Leondra Gully reminded commissioners that the diversity programming application can be found on <a href="#">the website</a>. She also</p>	<p><a href="#">1:36:01</a></p> <p><a href="#">1:41:01</a></p>		

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	<p>noted that awards will now be provided immediately as opposed to reimbursements.</p> <p><u>Communication and Marketing</u> Maria Tinnell noted a new newsletter will begin circulating to provide information and resources to commissioners and the public. Website revisions are also forthcoming, including the posting of minutes from each meeting.</p> <p>Colleen Martin discussed Multi-cultural awards, noting the deadline was March 17. 2 nominations for staff, 6 for faculty. Committee is reviewing and will have a decision next month.</p> <p>Maria Tinnell also discussed a tracking system for hours devoted to DEI and CARA initiatives.</p> <p><u>Faculty Concerns</u> Chair Harris stated the Faculty Concerns Committee next meets on March 31 at 12:00 p.m.</p> <p>There were no reports from the Student Engagement and Staff Concerns Committees.</p> <p><u>CODRE Representative on Faculty Leave Policy Committee</u> Derek Barr-Pulliam stated the committee is wordsmithing the policy and the consensus is that the committee wants to extend the amount of leave for faculty.</p>	<p><a href="#">1:43:27</a></p> <p><a href="#">1:45:54</a></p> <p><a href="#">1:47:09</a></p> <p><a href="#">1:50:35</a></p>		
<p><b>Other Business and/or Announcements</b></p>	<p><u>CARA</u> Deadline for subcommittees to submit information is March 31. Next steps present the agenda to the Diversity Counsel and Provost for review.</p> <p>Lisa Gunterman updated commissioners on creating support for crisis intervention. That initiative is on pause because Metro Louisville is starting a pilot program in June.</p>	<p><a href="#">1:52:02</a></p> <p><a href="#">1:55:41</a></p>		

Item	Discussion	Time stamp	Action to accomplish	Person Responsible
<b>Adjournment: 1:58 p.m.</b>	The CODRE General Body meeting is scheduled for Thursday, <b>April 15, 2021</b> from noon to 2 p.m., online or the TBD location. If you have topics for discussion, please email them to Jake Beamer by 12:00 p.m. on Monday, April 12. before the General body meeting so they can be added to the agenda.			

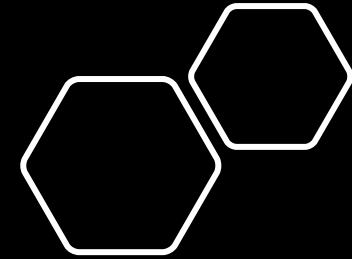


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CAMPUS HOUSING

**CODRE Presentation**  
**3/18/2021**



# Overview

- Thank you for welcoming us today!
- A brief overview of Campus Housing's mission and structure.
- Introductions and areas of expertise:
  - **Dr. Tom Hardy:** Director of Campus Housing
  - **Mrs. Kristin Roberts:** Associate Director of Housing Operations – *Exemptions and Appeals*
  - **Dr. Delcenia Collins:** Associate Director of Residential Life and Education – *Bias Incident Reporting*

# Housing Fee Exemptions

Campus Housing has partnered extensively with Admissions and Enrollment Management to include the broadest array of **qualifying conditions** to help students seeking exemption from housing fees, including:

- ✓ Residing in Jefferson county (**automatic**).
- ✓ Being 21 on the first day of classes (**automatic**).
- ✓ Being an active-duty or veteran member of the United States military.
- ✓ Being married.\*
- ✓ Being the parent or guardian of a child.\*\*
- ✓ Having attended an accredited U.S. college or university for at least one full academic year (two semesters) prior to attending UofL.
- ✓ Having a health or financial circumstance which would hinder your ability to reside on campus. \*\*\*

- ✓ Residing with a parent or guardian in one of the following counties (**automatic**).

Kentucky	Indiana
1. Bullitt	9. Clark
2. Henry	10. Crawford
3. Hardin	11. Floyd
4. Meade	12. Harrison
5. Oldham	13. Perry
6. Shelby	14. Scott
7. Spencer	15. Washington
8. Trimble	

# A Transparent, Fair, and Effective Appeals Process

- ✓ All committee members are trained and appeal decisions cannot be made without a quorum.
- ✓ Each committee must have two student representatives.
- ✓ Committees are comprised of members from multiple departments, but each department gets only one vote.
- ✓ Campus Housing does not vote unless there is a tie amongst the quorum.
- ✓ Streamlined customer-facing appeals system managed through Mercury RMS. Claimants can upload documents, track appeals status online, and engage in the process from anywhere).
- ✓ Our ADA-compliant webpage and full F.A.Q. outlines an easy-to-follow step-by-step process. Dedicated staff members are trained to help students successfully navigate the process from end-to-end.
  - More than half of all cancellation fee appeals end up being approved (57%)
  - Over 3/4ths of all noncompliance fee appeals end up being approved (79%)



# Bias Incident Reporting

- **All incidents are recorded in Maxient. Adjudication is determined by Dean of Students Office.**
  - Upper-level cases are adjudicated by Dean of Students (DOS).
  - Lower-level cases are adjudicated by Housing Conduct Officer.
- **Immediate follow-up with student(s) who reported the incident.**
  - Resources are provided.
  - Asking questions.
  - Student is relocated if necessary.
- **Based on information given, appropriate action is taken.**
  - Gathering more information from various entities who may have knowledge of the situation such as full-time and student staff members.
  - Following up and addressing all involved parties.
  - Next steps are decided based on all factors; however, educational conversations happen with all.

Questions?