

HONOR COMMITTEE MEETING MINUTES – MARCH 2, 2025

I. ROLL CALL (20/30 Present)

Seamus Oliver	P
Alex Church	P
Carson Breus	P
Thomas Ackleson	P
Ian Novak	P
Will Hancock	P
Laura Howard	P
Alicia Phan	A
McKenzie Jones	A
Suleiman Abdulkadir	P
Michael Sirh	A
Sheryl Loden	P
Simran Havaladar	P
Andrew Cornfeld	P
Rachel Fellman	P
Loi Dawkins	A
Brittany Toth	P
Meredith DeLong-Maxey	P
Clare Striegel	P
Cassidy Dufour	P
Ayda Mengistie	A
Mary Holland Mason	P
Margaret Zirwas	A
Hannah Lipinski	P
Penelope Molitz	P
Nile Liu	A
Lam-Phong Pham	P
Ben Makarechian	A
Vivian Mok	A
Bijoy Ghosh	A

II. PUBLIC COMMENT

A. None.

III. EXECUTIVE REPORTS

A. Laura Howard, Chair

1. Met with the Jefferson Council's Honor Committee.
2. Met with Penelope about her mentorship idea.
3. Attended a meeting of the Public Occasions Committee.

4. SO/Committee dinner with Nile.
 5. Working on next newsletter.
 6. Run With Jim had record turnout (approx. 270 attendees!); Triathlon and Club. Swim won the competition.
 7. Met with Molly from Title IX.
 8. Lots of merch in the offices and graduation cords.
 9. Created a form about transition, “lingo sheet” based on Sheryl’s idea.
- B. Seamus Oliver, Vice Chair for Investigations
1. There are eight cases under Investigation.
 2. Productive meeting with Title IX office.
 3. Ran Advisor, I/C, and Educator pools today.
 4. DocuSign transition will occur following approval from University Counsel.
 5. Wrote some express admission of guilt ideas for P&P consideration
 6. Wrote a “faculty booklet” following a meeting with Darden administrators that we’ll discuss later
- C. Alex Church, Vice Chair for Hearings
1. Hearing last Sunday, found not guilty.
 2. One case in the Hearing selection window.
- D. Carson Breus, Vice Chair for Sanctions
1. No updates.
- E. Will Hancock, Vice Chair for the Undergraduate Community
1. Run with Jim went very well.
 2. Finished off Honor Week after all the delays.
 3. Announces two teams of Honor SOs.
 4. Had to cancel roundtable dinner, but we were able to distribute the food to the community.
 5. Project-based system for Educators.
- F. Ian Novak, Vice Chair for the Graduate Community
1. Last week was the start of our dialogue dinners. Had to reschedule some because of lockdowns. Want to take the data from these dinners, met with the Karsh Institute. Other universities have contacted Karsh about our dinners.
- G. Thomas Ackleson, Vice Chair for Operations
1. About to cross \$70,000 in Co-Spos for the term.
 - a) Pic your President (sorry Laura).
 - a. 10:00 to 11:00 on 03/20. Be there.
 - b) UBE coming in after spring break to talk about election performance.
 2. Planning transition meeting, end-of-term old/new exec event.
 3. Chaps tab.
 4. SEAS SO-Committee dinner on 03/20.
 5. Reimbursements for Honor Week, the year, etc. --> email me!

IV. SUBCOMMITTEE & WORKING GROUP REPORTS

- A. Policies and Procedures Committee

1. Mary Holland: Meeting next Friday to discuss some policy initiatives. No other updates.
- B. Faculty Advisory Committee
 1. Simran: Unable to meet last week, so will have an update at the next meeting.
- C. Community Relations and Diversity Advisory Committee
 1. Ben (over text): We have had some progress organizing our first CRDAC luncheon. One of our support officer members met with the head of the Queer student union and has been in touch with the head of the Queer center at UVA to plan the event. We are targeting two weeks after spring break.
- D. Data and Research Committee
 1. Max: Still working on getting an email sent out in the right way. Will proceed with the study once that's approved.
- E. Ad-hoc Subcommittee on Sanctions
 1. Will: We'll talk through most of these later, but we've got two by-laws changes to discuss today. Met on Friday to make sure we're all on the same page about the text and implementations of these. We also looked through Cassidy's correction to one of our by-laws.

V. **REPRESENTATIVE REPORTS**

- A. No updates.

VI. **OLD BUSINESS**

- A. No updates.

VII. **NEW BUSINESS**

- A. Discuss Penelope's idea for a student self-governance day for high schoolers.
 1. Laura: This will be an SSG day for local high schoolers to learn about Honor, UJC, etc.
 2. Penelope: As someone from Charlottesville, I think the student body should interface with the community. This event could get them interested in SSG at UVA or otherwise. We'd send emails out to local high schools, history teachers. We would invite them, do breakfast on the lawn, historical tour, mock hearing, and then a panel in the afternoon for Q&A with SSG leaders. Any questions or concerns?
 3. Laura: Any thoughts? Themes to focus on? How could we expand the event?
 4. Will: This isn't specific to that event, but it made me think that for future years it would be cool to do that at an admitted student's day or something like that. It would be really cool for admitted students to come and learn about SSG at UVA.
 5. Penelope: Another idea is we could do something similar in the fall for community colleges.
 6. Laura: UVA at Wise could also work.
 7. Sheryl: At the lunch, it would be cool to invite student leaders from UVA to just mingle and chat.
 8. Penelope: Yes, that's intimidating and more approachable.

9. Cassidy: Two thoughts. It's a great idea, also a great way to stick Honor Merch on people. Also, a lot of high schools have student governments so we could partner with those directly. What about middle school and other age groups too?
10. Laura: That's a great idea!
- B. Discuss the SWG proposal about improvements to the Informed Retraction.
 1. Laura: This will also tie into the by-law proposal that Cassidy sent out earlier today. Which is about aligning sanctions and by-law language.
 2. Cassidy: In the fall we had a big set of by-laws where we specified three levels of deliberation to correspond to the levels of sanction. What we have here are just by-laws to reflect what we already passed in the fall.
 3. Laura: It's a little bigger than a housekeeping amendment but a similar thing.
 4. Seamus: I like this. I also think that the language we're getting rid of is good; can we put it somewhere that isn't the bylaws just so we're not getting rid of it forever? It might be useful somewhere else
 5. Cassidy: Yes, we can do that.
 6. Will: I also think that if you look at the sanctioning guidelines one-pager, there's still stuff with very similar language with what's being adjusted here today.
 7. Laura: I'd like to move Committee to a vote on this.
 8. Laura: The vote passes.
 9. Cassidy: For the other one, if Reporters don't agree with the student, there isn't really an IR because the student has to just go along with the Reporter. We're proposing eliminating the agreement requirement but having an admission's meeting during the IR period where they can admit guilt, the Reporter can indicate via form what sanctions they want, but there doesn't have to be any agreement like there was before.
 10. Laura: Takes temperature of the room, asks if anyone wants to wait on voting.
 11. Seamus: Looking at the language around the admissions meeting itself. The "must meet" language is very strong. I support strong language and want a meeting between reporter and student in almost every case, so I like in almost every circumstance. However, we deal with cases involving extraordinary circumstances like a no-contact order. We might not be able to process some cases with compliance with the law. How do we get around this?
 12. Cassidy: Jack and I were in favor of language that would have more leeway, but SWG decided it was important to happen during the IR period. I think exceptional circumstances will be a blanket statement thing where it's important to have happen, but isn't required. In exceptional circumstances exec could handle this.

13. Will: Just to add on, a core part of the IR is to meet with the reporter. So much of the accountability aspect is critical. Just like with the rest of the by-laws, we can adjust for extraordinary circumstances.
14. Laura: I'd like to move Committee to a vote on this.
15. Laura: The vote passes.

C. Discuss the Darden "Reporting Guide Sheet."

1. Seamus: This is the faculty reporting guidebook. This is some analysis from OCP that shows cases over time, etc. I made the decision not to include this term's numbers since they're not complete. This whole PDF can be sent to Committee for a more thorough review. There are also case resolution statistics. Faculty tend to be very unsure about this data. With multis sanction and IR not resulting in a two-semester leave of absence, our finding of responsibility rate has increased drastically. Also the total number of guilty findings at Hearing, etc. I will send all of this out to everyone. Then we can cut as needed and make it more presentable to actually send to faculty.
2. Thomas: A strong cover/foreword page would really set the tone and help contextualize everything. But we don't want it to be an advertisement per se.
3. Seamus: Yes, I agree.
4. Will: Yes, I agree too. This also seems like it's right up the alley of D&R and FAC. Those people are the ones who understand the landscape well. They might also have insights.
5. Laura: Putting it though the subcommittees is a good idea.
6. Cassidy: Law school faculty would love to see this too. They don't really know what our numbers are right now. Students at the law school would like this too. It might help inform them on what sanctions are actually being assigned. We could also make a similar one for students, host a presentation, etc.
7. Laura: One question I had: what do you think is the proper method of delivery for this? For students, I can add it to the semesterly emails.
8. Cassidy: For students, it makes sense to have someone else from Honor to explain the numbers, answer questions, etc.
9. Thomas: Physical copy for faculty makes a lot of sense.
10. Seamus: About the statistical report, UJC's analogous report gets a ton of clicks. For student facing, there are other things I'd want to include about more specific elements of the case process.
11. Cassidy: I get a lot of questions about serving as a Panelist. There are a lot of questions about this. There are lots of questions about this that students have, but maybe less so for faculty.
12. Laura: UJC also puts case summaries in that document, which fuels clicks. Everything in there now is what the Darden admin thought they might want.
13. Andrew: If we're doing a student-facing one, a caption for each figure is a good idea.
14. Simran: I think faculty would like a short summary about how to report, maybe as an appendix item or something like that. I think this could be really cool to include in school-specific newsletters.

15. Cassidy: I was just looking at what Seamus sent out. Are there any reports from community members included too? Also, for students, what is and isn't a report is important.
 16. Will: Our current data portal has a lot of what we're talking about too. Working from that data portal might work better than the UJC model.
 17. Laura: Agreed, but the data portal has a lot of options, filters, etc. This should be considered a briefing document. We can link the data portal to it.
 18. Carson: I would consider this as an executive summary.
 19. Will: The UJC report is not something they send out as a report briefing, it's a summary of the past year. They talk about it through the lens of transparency. That's not what we're doing here. Separately, there should be a faculty/student briefing here. I think we're conflating these two things.
 20. Cassidy: If this is meant to help with reporting, we should add more words, focus less on data. What we have here is unique compared to the transparent data.
 21. Carson: A lot of these charts can be condensed. I'm happy to make some edits. I can boil this down to two pages of charts.
 22. Laura: The theme is what our climate is, what our sanctions are about, etc.
 23. Seamus: I agree that it's too graph heavy, this is just every graph I could think of. I agree with Carson that it can be simplified to a few pages of important graphs and a cover page.
- D. Discuss Covered IR Offenses and potential adjustments.
1. Laura: Moved to next week for more time.
- E. Next Committee meeting:
1. Laura: The next Sunday is Spring Break (03/09), the 16th is a meeting, and the 23rd is definitely a meeting. How do people feel about joining at 7:00 on the 16th?
 2. Laura: I will send a poll for everyone after the meeting.

VIII. PUBLIC COMMENT

- A. None.

The Committee adjourned at 7:57 PM and will next meet on 03/16 at 7:00 PM.