



GSC Open Meeting

March 6, 2019

Graduate Student Lounge, Dudley House, 6:30 pm

1. Introduction

2. Spring Funding Results

- The final funding deadline is 4/12

3. Election Committee members needed (2-3 volunteers)

- Volunteers: Jan Iyer, Austin Manny, Caterina. Thank you!

4. Proposed Resolution #1: Ratification of Ivy Plus Graduate and Professional Student Group

Constitution

- The GSC Executive Board seeks to ratify a constitution proposed for the Ivy Plus Graduate and Professional Student Group
- Jason Anesini (Parlementarian) summarized the goals of the resolution:
 - i. Previously: each institution would cover the entirety of the expenses during the year in which they are designated to host Ivy+. Schools could skip their turn if they didn't have sufficient funds, but this placed the burden unfairly on other schools, which then had to host more frequently.
 - ii. New system: each year each school pays \$1,500 into a pool, which the designated host school uses to cover the event.
 - iii. This year Harvard Deans did cover the \$1,500 entrance fee for Harvard. The goal is for the deans from other schools to cover that expense as well.
- Vote for consideration: passed
- Vote to expedite ratification: passed
- Ratification vote: 41 IN FAVOR, 0 OPPOSED, 3 ABSTENTIONS: THIS RESOLUTION PASSED

5. Proposed Resolution #2: Support of Graduate Student Union #NoCarveOut Bargaining Effort

- Members of the GSC Executive board have drafted a resolution in support of the bargaining efforts of the HGSU-UAW to include a neutral, third party grievance procedure for the survivors of discrimination and harassment.

- Cole, Eric, Lisa (Staff Organizers, HGSU): gave a summary of the context of the #NoCarveOut campaign:
 - i. Bargaining process has revealed: concern amongst many students about the way that administration has handled sexual harassment.
 - ii. A neutral third-party grievance procedure doesn't get rid of existing Harvard institutions like Title IX and ODR.
- Austin Manny: What kind of argumentation does the administration use in favor of a carve out. Financial?
 - i. Eric (HGSU): would not categorize it as financial. The bargainers have claimed that it is not in their purview to negotiate on this particular topic.
- Blakely: Has the administration suggested any ways of handling these kinds of cases other than a third-party grievance procedure?
 - i. Eric (HGSU): Yes, the administration has suggested forming committees to consider expanding resources for students, but that is a long and unclear process.
- HGSU: 35 student groups have already signed on to the petition along the same lines as the resolution currently under consideration.
 - i. Petition: on the timing of meetings. HGSU has had 11 meetings and proposed 40 articles of discussion. This bodes for a long process. The sooner we get a contract the better.
- Student question: Who selects the arbiter? How much would that cost?
 - i. Eric (HGSU): Both parties agree (HGSU and administration) on a short list of potential arbiters from the American Arbitration Society (composed of experienced legal professionals). Whenever a matter for arbitration comes up, the next person on the list of potential arbiters is assigned to arbitrate.
 - ii. Cole (HGSU): A third-party arbitration is already a part of all the union contracts that Harvard has with other parties of workers on campus. It will also already be a part of this contract, so the question of what topics are under an arbiter's purview does not affect the cost factored into the union dues for having an arbiter
 - iii. Hans (Germanic Languages and Literatures): the union also is aiming to increase the amount that we get paid--this raise will be enough to cover the amount of the dues.

- Blakely: does third-party arbitration has any additional power to enforce the findings of their arbitration? Does the arbiter have power to fire anyone in the university?
 - i. Eric (HGSU): this is dependent on what ends up in the contract. The final jurisdiction of the arbiter will be determined in the contract.
- Blakely: most of the cases that ODR addresses are between students, whereas what the union is presenting seems to cover only student-faculty interactions.
 - i. Eric (HGSU): the grievance procedure would actually cover all kinds of interactions, student-student and student-faculty and student-university
- Student question: It is currently the case that a student can appeal the decision of the ODR. Will this be the case with a third-party arbiter as well if it is binding?
 - i. Eric (HGSU): yes. "Appeals" in both processes operate in relatively similar ways: If new evidence comes up that sheds doubt on either party's decision, a new inquiry can be introduced.
 - ii. Cole (HGSU): Also, if you were dissatisfied with the decision of an arbiter, you could pursue an inquiry through the other process.
 - iii. Lisa (HGSU): If you have a Title IX-related issue, the Title IX office can arrange preliminary measures. Title IX office has generally not been helpful when students want to pursue formal redress:
 - 1. Title IX office has been reported to place pressure on students to handle disputes informally. There have been other complaints as well about how Title IX handles issues.
- Vote for consideration: passed
- Vote to expedite ratification: passed
- Ratification vote: 43 IN FAVOR, 0 OPPOSED, 3 ABSTENTIONS: THIS RESOLUTION PASSES

6. Winter Conference Grant Winners and Upcoming Spring Deadline

- Application Deadline for Spring and Summer Grants is 4/12

7. Mentoring Award and Commencement Marshal Posters

- Nomination deadline is 03/29 at 5 pm

8. Committee Updates

- See attachments

9. Open Floor

- Aaron: GSAS LatinX Student Association is currently being supported by ODMA administratively. ODMA said they would administratively support (not financial support).

- i. Jan: spoke to Sheila Thomas who said ODMA funding is reserved for “umbrella”-type groups (groups that cater to more than one underserved group), and LatinX is one of 13 groups oriented around one single community.
 - ii. Aaron:
 1. No undergraduate organization is an “umbrella” organization.
 2. HWISE is targeted towards a specifically and chronically disserviced group
 3. We should increase consciousness about the diversity of a LatinX group.
 4. LatinX representative has a meeting scheduled for this Friday with Sheila Thomas to talk about these and related issues.
 - iii. Blakely: at the Dean’s meeting, it came to light that diversity fellows do a lot of work related to outreach, but are not particularly focused on improving the experience of minority students at Harvard. Envisioning the Graduate Student Center should be an opportunity to address issues of inclusivity.
- Michael McGarrah: suggests changing the attendance requirement for departmental eligibility for conference and summer research grants. This will be proposed at the next Open Meeting.
 - Harvard Prison Divestment Campaign: read a statement on this group’s campaign to get Harvard to withdraw all financial stakes in prisons (see attachments)

Appendix #1:

Ratifying Ivy+ Graduate Constitution

Proposed Graduate Student Council Resolution

Whereas the Ivy Plus Graduate Summit is an annual conference where graduate student leaders from all of the Ivy League universities, the Massachusetts Institute of Technology, and the University of Chicago meet to exchange best leadership practices with one another.

Whereas the exchange of ideas at this conference provides the foundation for change and innovation within each of the graduate student leadership councils.

Whereas Harvard University would like to remain in attendance at the Ivy+ conference.

Whereas the Ivy+ Graduate and Professional Student Government Group constitutional subcommittee proposes the attached [constitution and rules](#) that are reasonable and fair.

Be it therefore resolved, that the Graduate Student Council at GSAS will ratify the proposed constitution and supporting rules.

Appendix #2:

Support of Graduate Student Union #NoCarveOut Bargaining Effort

Whereas exit polls reported from the Harvard 2018 Graduate Students Union election show that student workers are twice as likely to disapprove of Harvard's handling of discrimination and sexual harassment than to approve of it, and

Whereas in contract negotiations with Harvard Graduate Students Union-UAW, the University administration has insisted that harassment and discrimination based on race, gender, disability or other protected categories be carved out of the third-party grievance procedures stipulated in the contract, and

Whereas third-party grievance procedures are standard parts of a union contract, and

Whereas staff at the Harvard Title IX office and ODR specialize in handling gender-based discrimination and harassment, not discrimination and harassment on the basis of other elements of identity (e.g. race, disability, national origin, and age, non-exclusive), and

Whereas a voluntary, neutral grievance procedure offers students the additional choice to seek support through a neutral, third-party arbitrator with no conflict of interest, through the University's internal offices, or through both, based on their individual needs,

Be it therefore resolved, the Graduate Student Council supports the inclusion of a neutral grievance procedure for sexual harassment and discrimination in the HGSU-UAW contract.

Appendix #3: Committee Updates

GSC Deans Meeting

- GSAS Student Center:
 - Results of the GSAS survey are being processed and a director search in progress.
 - The GSC Executive Board delivered feedback from our 12/5 Open Meeting, summarized into three categories of food, space, and programming
- Alumni Mentoring:
 - GSAS is discussing new ways to involve alumni in student mentoring opportunities including “flash mentoring”, career chats, and resume reviews
 - GSAS is also considering a Mentor Week and is recruiting more alumni into a formal mentorship network – they currently have 186 alumni volunteers
- [Ask The Dean Portal:](#)
 - Based on feedback from the Ivy+ Grad Summit, Dean Dench launched an Ask the Dean portal – an online forum for anonymous questions
 - We discussed ways to ensure anonymous access and timely question response.
- Office of Diversity and Minority Affairs:
 - Dean for Academic Programs and Diversity, Sheila Thomas, gave a historical overview of the Office of Diversity and Minority Affairs (ODMA), including it's areas of focus: outreach, recruitment, admissions, and student life
 - Three organizations receive financial and administrative support from ODMA: DuBois Graduate Society, HWISE, and LGBTQ@GSAS, as well as administrative support for GSAS Latinx Student Association and Minority Biomedical Students at Harvard

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HUIT Committee

- Students expressed that it would be very useful to have a unified printing system, so that when at different schools would have access to printers.
- Discussed question of why schools have different email domain names for each school. On one hand, it would be unifying to all have [@harvard.edu](#). On the other hand, schools like to have their own identities. There are also historical reasons, as each school set up own email systems, even though we are moving toward consolidated tools.
- Question of course retention policy was raised (i.e. how long to keep material on canvas sites)—usefulness of having access to prior years' course materials
- Three tools demoed: [DART](#), [Toolfinder](#), and an upcoming app called Link that consolidated data for Harvard people, with information on people doing similar research, etc.

Harvard Safety Committee

The meeting consisted of a presentation by Cory Tolbert (Harvard Business School Security Manager) on Management of Aggressive Behavior (MOAB), a trademarked conflict management method. Alexis inquired whether TFs had ever received this training at Harvard; Jackie Yun (Director of Student Services) will explore whether this would be an interesting/feasible professional development opportunity. Furthermore, we were reminded that April is Sexual Assault Awareness Month, and the next meeting will feature a presentation on that.

GSC Student Leadership Banquet Planning Committee

- The Student Leadership Banquet Planning Committee is excited for our event on April 13th. Catering has been confirmed and dessert has been added. We have confirmed our student group performances and will be sending out our invitations shortly. Next week we will finalize an itinerary and delegate tasks for the evening. Overall, we are very excited to see this come together.

Committee on Graduate Education

- The FAS Faculty Council approved two motions at the 03/05 Meeting:
 - Changed the name of the department of Visual and Environmental Studies the Department of Art, Film, and Visual Studies
 - Approved replacement of “Advanced Standing” for the 4th year masters program administered between the College and GSAS
- The Committee on Graduate Education heard proposals from:
 - Voted to approve a new graduate student group: Harvard GSAS Badminton Club
 - Voted to approve a proposal to create a joint MS/MBA degree program in Biotechnology: Life Sciences through FAS, HMS, and HBS. Proposal proceeds to FAS Faculty Council, then to FAS Faculty Meeting

Harvard Graduate Council

HGC is wrapping up details for the HGC Masquerade Ball and is making a final push for ticket sales. Happening on Friday, April 5th at the State Room in downtown Boston starting at 8:30PM – tickets are \$70 (with \$10 discount code) and include a drink ticket, hors-d'oeuvres, and dessert. Details can be found on the Facebook event here: <https://tinyurl.com/hgcball>

We discussed the financial inaccessibility posed by the high cost of renting the caps & gowns

- Representatives will be meeting with the COOP

We also discussed the possibility of retaining functioning Harvard emails following graduation.

- Ongoing conversation with HUIT and the individual schools

Also discussed: the Prison Divestment campaign, and improving mental health coverage for student health plan.