

GC Minutes (10/24/2016)

APPROVAL OF MINUTES (10/10/2016)

* Motion to approve minutes; motion passes

E-BOARD REPORT

Focused on project ideas, particularly for social chairs and people who do advocacy. Communications chair fixed some issues with the website. We had a longer discussion on how our policy documents need an update. Admin and funding chair is working on a database of past funding requests.

* Motion to add another funding request to the agenda; motion passes

FUNDING REQUEST: CENTER FOR AFRICANA STUDIES (CAS)

Discussion:

- What's the breakdown of the budget? Honorarium, travel, meals, NOT accomodation.

- Where's the rest of the money coming from? CAS, East Asian Studies department, various other groups.

* Motion to fully fund; motion passes

FUNDING REQUEST: DIWALI + NAVRATRI NIGHT

Discussion:

- How many events are you planning on asking the GRO for money for? We usually ask for money for two to three events per year.

- How much are tickets? Five dollars.

- Will that be enough to cover the remaining costs? Yes.

- This group has already asked for funds this semester, but we've had fewer requests total than average, so it should be fine.

* Motion to fully fund; motion passes

DIVERSITY ROADMAP AT JHU, WITH GUESTS

Presentation:

Diversity Roadmap is still under revision. Have gotten feedback on the latest draft; there's plenty of disagreement about how to revise it. A non-verbatim summary of this feedback will be made available.

There will be a commitment to transparency; see, for example, the report on diversity in faculty on each campus.

Discussion:

- The faculty numbers you got; have you looked at the wages? Not yet. We're looking to ensure equity within each level, i.e. within each level of professor.

- Is there any student policy in terms of diversity and discrimination? Is there any policy for dealing with student to student issues? We're requiring that all freshman undergraduates go

through a cultural competency program. We haven't done that with the graduate programs yet. We've found that graduate programs tend to be better at dealing with these issues in the curriculum. We're working on providing elective programs or courses. If there are students who feel discriminated against, there's the Office of Student Equity.

- Will you be working with departments when they're doing hiring of new professors and/or post docs? We've been instituting best practices. All search committees must get unconscious bias training. Each search committee will have a designated diversity person. In departments where there seems to be a problem, the deans will have a hand in the decision process. There's also a dean of diversity and inclusion, who's working on this now.

- Will you track application diversity? We track that, but I'm not sure if we're planning on publishing it. We're tracking the application pools and who gets selected. While that information is not necessarily sharable, it does get examined.

- How do you make sure you're not compromising on the quality of faculty you're hiring while ensuring diversity of hires? If you want to have a strong diverse pool of candidates, you need to take the time to find that pool.

- Do you also look at socioeconomic diversity? Are there things you want to work on the Roadmap with us on? Yes, we're also working on improving socioeconomic diversity. This draft of the Roadmap has more on services and programs for graduate student issues. We're interested in working with the GRO to figure out a plan.

UPDATE ON E-BOARD PROJECTS

Advocacy chairs: Preparing to organize a series of town hall meetings. Collecting subjects for these town halls.

Professional development: Planning a discussion (possibly with administration presence) and a seminar (with post doc association presence)

Diversity: Getting set up with various existing organizations, including all officially recognized cultural graduate student organizations and the Diversity Leadership Council

Healthcare concerns: Have analyzed last year's health survey; are working on a glossary to explain the health care plan; working with Christine and Renee to reconvene the health concerns committee

UPDATES AND DISCUSSION WITH CHRISTINE KAVANAGH AND RENEE EASTWOOD ABOUT RESOURCES FOR GRADUATE STUDENTS

Updates:

- Working on a general health care glossary document
- Have heard there's a big concern about the out-of-pocket maximum

(5000 in-network, 7000 out-of-network); HR is open to discussing this; are collating information on out-of-pocket maximum, co-pay, premiums at peer institutions

- A handbook by and for underrepresented grads has been produced, is coming out soon
- There's going to be a similar handbook by and for international students
- Family leave policy: Through the parental concerns working group, put together a website explaining resources, compiled a family leave policy which has been approved by the deans and is currently at the provosts' office for approval.
- Planning on having an event where they go to GRO coffee hour and talk to grads there

Discussion:

- Who are you comparing JHU's health care plan to? 13 institutions we use for most graduate student comparisons.
- The health insurance is different between the medical campus and the Homewood campus. In particular, Homewood campus doesn't get dental. Yes, this is true. Working on getting more information on dental plans.
- JHU has a lot of medical facilities. Why do we not use JHU facilities? JHU medical facilities are expensive.
- Charges vary a lot depending on where you get referred to by the Wellness Center. Can something be done about this? We can't recommend specific doctors. Some of this comes from the US healthcare system.
- Will you be researching dental and vision coverage at peer institutions? Yes.
- Is there a reason why international students are compelled to take the university policy? Not having this would be a liability for the university.
- Is there a way to make information about getting dependents on the health insurance plan more transparent? Yes, we'll look into it.
- Are you also comparing co-pay across universities? 30% can be a lot. Yes, we're looking at that too.

* Motion to table the discussion of possible topics for advocacy chairs until next meeting; motion passes