

GC Meeting Minutes

Date: 02/25/2019

Location: Great Hall, Levering Hall

Minutes taken by: Eugenia Volkova, Secretary

Agenda:

1. Approval of minutes from 02/18/19
2. Discussion on Personal Relationship Policy
3. Announcement regarding 3 minute thesis competition
4. Spring 2019 Wellness Hiking Trips
5. Director of Homewood Security Hiring
6. Title IX Guiding/Steering Committee:
7. Questions/Comments/Concerns

Elmer (Zapata Mercado) wants to state for the record that accusations were made against his person during the last GC meeting. These statements were not recorded in the minutes. He wants to state that these statements and comments are not appropriate and that he wants such statements backed up with facts. He does not want to amend the minutes from last week as it will now be difficult to restate exactly what was said during the discussion, but he would like this comment recorded.

A motion is made to approve the minutes, the motion is seconded, motion passes.

The Personal Relationships Policy (Elliot and Karen):

- You should all have received a link to the personal relationships policy. The website is now open for comments. You do need to submit your JHED, so it is not anonymous.
- There is no existing policy like this for JHU. The administration sees that there is a need for such a document. This is JHU covering itself to make sure that rules are not broken.
- Forbid all relationships with undergraduates and any other person in a position of power.
- Cause for concern is where someone has direct oversight over future career
- Focus on the graduate student section.
- The main comment that they need input on: options of strictness of relationships that are allowed. There are 4 options and written in order of strictness.
- Option 1: Only direct supervisor relationships are prohibited.
- Option 2: Direct supervisor and other supervisors that are direct.
- Option 3: Faculty advisor, anyone who would have academic influence over your career. Not just current roles but also people in the future.
- Option 4: All banned within the same schools.
- The BME department will be handled as being a part of both Homewood and the medical campus.

- They are open to suggestions across policies, but these are the 4 options that they have decided to decide between at this time.
- How can feedback on this can be constructive? We should look for niche examples that destroy the current wording of the options.
- What is the legal standing of this document? We don't have an answer to this question.
- There is some built-in language on how the process of policy-enforcement, but even this is vague.
- The aim is that it is meant to protect people in our positions so people who are working closely with people who are higher than them have some recourse if things go wrong.
- The enforcement aspect is not as fleshed out.
- We can most help ways in which this policy falls short.
- This is entirely separate from sexual harassment? Yes and no, eventually it will be tied to this. That question came up in the committee and OIE could oversee/administer this policy. If you feel strongly about OIE not having a role in this, you can state this.
- Peer institutions: Yes, and it varies wildly. There are schools that have policies in like with both Option 1 and 4. There are a notably number of schools that don't have any policy. There is no golden standard.
- Response from UG: Committed is also trying to get feedback from the SGA. We have not heard any explicit feedback.
- Transient relationships are required to be disclosed. Any time that the situations happen, you are required to disclose them and they do something about it or they don't. All case-by-case. The think you don't want to do is not report and come to realize that you're in violation of the policy.
- How do we teach people about this? Integrate it into orientation and having a short presentation.
- Are there any feedback sessions with the faculty? We can relay the information but as far as we know, there are no additional feedback sessions beyond this form.
- The comment period originally terminated March 1st, but it has been extended, so we think that it is likely that they did not get a lot of feedback.
- We can send out this email again. This has now been sent out twice. We should send out a statement from the GRO summarizing a few points and pointing out the sections directly relevant to graduate students.
- The university is trying to come up with a graduate-specific hub like campus events, seminars, and news that are only grad-student oriented. Launched in the next couple of months.
- Where are they getting these different options? A literature search resulted in each of these four options. All of this was discussed in the "Faculty Affairs Committee". What they are saying is from the wording of this review. We do not know whether the GRO reps are also on the committee.
- Reporting session: eventually the Dean or the Dean's designee or committee that would designate some sort of management of their relationship.
- The Dean could kick this to the Vice-Dean and it should actually be pushed higher up the hierarchy.

Advertisement for 3-Minute Thesis Competition (Karen):

- Competition will be in April. There will be cash prizes. The top prize is \$1000. There will be people selected from earlier heats. 10 people competing at the final stage. The idea is that you distill your research into a 3M presentation. You get one slide. You're talking to mostly people in the hard sciences. Good opportunity to exemplify some of your skills. There will be workshops ahead of time to help you hone your skills.
- The flyers went out in an email blast and you should put it up on your department's message board. It's only for doctoral students.

Spring 2019: Wellness Hiking Trips! (Sai):

- 2 Hiking and 1 Canoeing Trip. Total trip is \$1050, we can try to push them back to April dates.
- Sai cannot shepherd the first trip, so we need a volunteer for 03/03 or 03/08.
- Where is the money coming from? From the budget for the Guide Chair.
- This is only for graduate students, we organize it with JHOC group.
- The total number of slots on the trips are: 12 for hiking and 8 for canoeing.
- Canoeing will be on the Patapsco and the Hiking will be nearby.
- What is incorporated in the cost? It is usually 500 per organization, it includes transportation, gas, and trip leaders that take care of participants. It is free for the students that will sign up.
- A motion to fully fund the three proposed events with the money coming from the GRO Guide Chair Account. Motion seconded. Passes.
- How will we sign up for these trips? We will send out an email saying that a form will open at a certain date at a certain time. People will then sign up as quickly as possible.
- Suggestion: do it using random lottery or using some kind of only-one-trip system.
- They require a list of the names two weeks beforehand. We can have a waiting list that says if people don't show up we can call the waitlisted people.
- 12/16 people showed up last time.
- This year the JHU welcoming committee has been focusing on the JHU instagram tips.

Director of Homewood Security Hiring (Steph):

- They are hiring a new director of homewood security. They only gave us the description of the position today, but they already have interviews scheduled.
- Is this a new position or was someone fired?
- The previous director was "acting" director and did not actually have the position, but was stepping in momentarily.
- There will be 3 interviews. One was this afternoon. Undergraduates, graduates, and relevant committee members were present at the interview.
- Person who was brought in today is current director at Dartmouth.
- If a police force gets created, that will be an entirely different position and director.

Title IX Guiding/Steering Committee:

- We have a sexual violence committee, but there is no overarching Title IX committee. There is no such committee for graduate students and post-docs. We are lacking in bringing something to the university level.
 - Improving communication channels throughout the school.
 - Awareness of resources
- We want to send a letter to the administration (signed by our advisors, already) stating that we strongly urge the formation of such a committee.
- OIE, legal department,
- Are there any initial thoughts about this?
- Best practices and equitable practices ?
- Many other peer institutions have similar steering committees, is there any evidence that this leads to better outcomes? No, limited data. Usually it is a response to a problem so they don't release enough information about what happened before the committees were formed. We do lack better communication. For example, with the OIE issue, more communication would have been helpful.
- This committee will be helpful, but we need to think about who is going to cosign on it and whom will it inform. That will be important as to whom we will inform and how we will craft the position.
- Have you thought about talking about ways to disseminate information about Title IX? Is that already somewhere on the website? We hope that this is something that the committee can deal with. An undergrad had a flow chart about what to do when and whether we want to take legal action.
- Is the idea that this committee would encompass already existing committees? No, this would be a university-wide-like committee. There are not many committees that deal with things on the post-doc or faculty level.
- Motion is made to put this information into a working document online which is then shared with the GC, to then discuss this document at the next GC meeting. Motion is seconded, motion passes.

Questions/Comments/Concerns:

- Will the mentoring guidelines program be university-wide? Yes
- Department reps have been asking about their eligibility from the past semester. Eugenia and Jaime know which departments are eligible. Additionally, the list is on the website. Given issues with the website and that we don't want to limit whom we allow these travel grants to in the future, this is one point that we want to consider for a re-draft of the travel grant policy. Eligibility of departments requirements has changed. There was no documentation as to the rule prior.
- Quick advertising, the opening of the french festival is tomorrow at 6:30, it is free and open to the public. Some small refreshments that will be free. It will be happening for 5 more nights/movies over the next few weeks. It is a blue, purplish poster.

#JHTOO Email

- An email was received by the E-Board announcing that the Dean's Office has determined that Juan Obarrio committed physical assault and violated the school's sexual misconduct policy. JHTOO asks that we support revoking his tenure and that we send this out to our constituents.
- A motion is made that, as a group, the GRO, would send a letter in support asking for the revocation of tenure, the motion is seconded.
- There is an amendment to the motion that we submit a letter as drafted by the chairs within 48 hours.
- The amendment is accepted. For: 29, Abstain:1

Continued Questions/Comments

- What is the timeline for a response for an OIE/Title IX case involving two students compared to a student and a faculty member?
 - The timeline used to be a required 60 days vs. a longer time-period. But now, it is a recommended 60 or 90-day policy. We are not clear on what it was at the time and what it is now, but we are clear that the administration did not violate any rules in having the investigation prolonged due to many extensions allowed for cases involving faculty-members.
- The Mentorship Guidelines document has not been sent out to the GC, Aidan (Chair) will send it out presently.