1. **Call to Order and Agenda Review [2 min]**

Meeting called to order at 6:02 PM by Eugenia.

The agenda was presented, no revisions were proposed.

1. **Approval of Minutes [2 min]**

**Motion to approve the meeting minutes. Motion seconded. Motion passes with two abstentions.**

1. **E-Board Report [20 min]**
   1. **A Reminder on Speaking Order**
   2. **A Reminder on the Basic Needs Survey**

This survey, from Christine and Renee’s office was distributed to the graduate student body – it asks questions about access to food, housing (with heating) and other base necessitites in the JHU graduate student body. If you have not yet responded, please do so soon. Your links are individual, so please use your own personalized link that was emailed to you. Please encourage other students in your department to participate.

* 1. **JHU Consent Campaign**

There have been posters regarding consent on campus recently – the group behind them wants to know how effective these posters have been (if they have been noticed, if people read them et c). This has been distributed to the E-board and will be distributed to the GC and potentially more widely.

* 1. **Constitution & Bylaws Updates**

Sub groups from the E-board have gone through the Constitution and Bylaws twice now to go over various aspects of the bylaws in terms of content. We will distribute these documents to the GC fully soon to seek comments from the GC – that distribution should occur soon (within the next few days). We will then collect comments for approximately a month, digest them and incorporate them before another review period. We aim to vote on them next semester.

* 1. **NLRB Rule Change Petition Updates**

It was asked of the E-board to look into how the pay structure may work for salaried employees due to NLRB changes, as graduate student stipends at JHU are generally below the minimum salary to no longer be eligible for overtime. Dean Ruzika clarified that neither this change nor the NLRB changing their view of graduate students status as employees will affect anyone at JHU as there are exemptions for classes who are in an ‘educational’ relationship. Part of this is because we are on a stipend, not a salary.

There will be a JH newsletter article about the NLRB rule change which will be sent out soon. A reporter is asking for comments from the E-board as well as interested GC representatives. If there are any GC representatives who want to be interviewed, please contact the GRO E-board to be involved in the interview or to provide comments electronically.

* 1. **Intercampus Events Update**

Vittorio presented updates on the recent (Friday 11/15) roller skating and bowling event. It had over 550 people in attendance, more than initially expected or the venue was fully capable of handling. It drummed up a lot of business for the Shake ‘n Bake Family Fun Center (graduate students are already asking for events there) and this looks to be the start of a fruitful partnership with the center. The attendance was roughly split between Homewood and the Medical school.

Speed dating will be in January, the Monte Carlo Night will be in February, and the formal will be in march. Most of the planning for Speed Dating and the Formal will begin after the Thanksgiving break. Vittorio is open and soliciting any feedback and ideas on how to make the speed-dating event more inclusive, particularly anyone from the LGBTQ+ community.

There was a question as to prize structure for the Monte Carlo night. People play with fake money and all of the money people accumulate during the night translates to raffle tickets at the end of the night.

We are likely chipping in $2000 for the Monte Carlo night.

* 1. **Off-Campus Happy Hour Update**

There was an off-campus happy hour on 11/8 – there were drink tickets for 150 people and they ran out in just over an hour. The event was very well attended and people stayed well beyond the tickets running out. There is no happy hour planned this week to allow for a larger event on the last happy hour of the semester. That event will include board games along with cookies, cheese and crackers, and hot chocolate from Carma’s Café.

* 1. **Wellness Events Update**

The last free F45 class for graduate students was this weekend – it was attended by about 20 students, which was less than some other sessions. Many of them were first-time attendees. Parijat has previously stated that she plans more F45 classes for the spring semester.

Parijat gave a quick presentation on her initiatives for the semester including the trip to Assateague island earlier in the semester. 29 students attended an overnight camping trip which included transportation, food, lodging and equipment. It was a relaxing and enjoyable trip. Graduate students only had to pay $20. Parijat believed it was a great success. Parijat wants to hold another trip in the spring semester but felt that it was very challenging to handle the logistics. For the spring semester, Parijat wants there to be a graduate outdoors team to plan the events to reduce the load on her. Over 250 graduate students tried to register for the event.

Parijat organized three F45 sessions during November – they were all 1 hour Hollywood workouts. The maximum capacity for each event was 27. It cost the GRO $50 per event. The first class had 8 attendees – probably due to the class being on Sunday mornings. The next session was a Saturday afternoon and had 25 attendees. The final class had 14 attendees. Parijat believes that this was good advertisement for F45 and was a successful event series overall. The per semester fee for unlimited F45 courses is $60, and Parijat believes this is a good introduction to those workouts.

* 1. **PhD Advisory Committee to Dr. Nancy Kass (PAC) Update**

There was a meeting of the PAC recently, which was mostly with/about the new structures in the University with the appointment of Kevin Shollenberger as Vice Provost for Student Health and Well-Being. A big part of the changes coming has to do with how the various student services across campuses can be integrated or compatibilized. Elliot and Daniel met a student group focused on mental health at the School of Public Health – if any GC members are aware of people who are interested in starting a similar organization at Homewood should contact the E-board (or Elliot/Daniel directly) to facilitate meeting with the leaders of that organization. It has been very successful there.

They brought up the question of sexual harassment and Title IX training with the committee – suggesting strongly that there be enhanced and repeated training. They were receptive to the feedback. It was reinforced to the committee that the GC voted that graduate students are strongly in favour of more thorough and repeated training on sexual violence and harassment and Title IX. Daniel added that he believes we should follow up on this initiative near the end of the semester, as Dr. Shollenberger is very busy and has many different initiatives he is working on at the moment.

There was a question of whether consolidating resources would diminish the resource availability. Elliot clarified that the idea would be to increase the funding and resources at the facilities that would be subject to additional load.

There was a question as to whether they are considering the different medical insurance policies from the different campuses. Within the consolidation there will be new hires to deal with these facilities, within the meeting the concept of health insurance discrepancies was not addressed. This was more focused on the mental health accessibility and the differences in ideology of treatment between the campusus (Homewood tries to refer students out where the Medical campus treats people in-house and does not generally refer out).

* 1. **Changes in Summer and Intersession Course Selection Policies**

There is a meeting tomorrow between vice Dean Roller, Veronica Donohue and Assistant Dean Recroft who are (vertically) in charge of the changes of summer and intersession course selection. The only new thing we have learned so far is that there were changes in software associated with how the course applications and selections were made, but it is our belief that there are likely changes in human factors as well. It has been suggested that we may be able to offer extensions for the applications for summer courses to help address the issue if the long-term fixes (whatever they may be) are not in place before the original deadline.

* 1. **Meeting with Jacki Stone**

The Co-Chairs are scheduling a meeting with Jacki Stone to discuss various mental health and wellness initiatives of the GRO and on campus in general.

1. **SGA-GRO Collaboration Areas [10 min]**

Chanel (SGA representative) and part of the HSS (Health Safety and Sustainability) committee of the SGA. She wanted to come to have the GRO and SGA coordinate more, on both events and initiatives. There are many ways in which graduate students and undergraduates in interact – and it is an SGA initiatives (particularly of the HSS) to improve that. There is a wellness week planned by the SGA in the beginning of Dec (last week of classes) with a variety of events to aid in destressing and promote mental health and wellness before finals. The events currently planned are advertised on Facebook. There are some days which are already pretty packed with events, but other days are more open for potential collaborative events. Anyone with ideas is welcome to reach out to Chanel to discuss these events.

The funding request from SGA has already been submitted, so they cannot put in requests for additional funding for these events.

**There is a motion to share the SGA Wellness Week events with the graduate community and make it clear that they are open to all students on campus. The motion is seconded.**

A note was made that we should consider more fruitful collaboration between the SGA and GRO in general going forward. This is something that the Co-Chairs are actively thinking about. It was pointed out that the smoking policy on campus, and that other campus wide issues (such as scooter policies) are

**A vote on the motion was taken: The motion passes.**

A GC member noted that JHU is a very academic-oriented school, and that many undergraduate students may be curious what graduate student is like. Having panels that the GRO helps to host where graduate students can talk to undergraduates about what graduate student life is like would be one suggestion.

Jaime pointed out that Chanel should be put in contact with Parijat.

Chanel mentioned that the SGA is trying to make SGA Wellness Week a semesterly event. They are also hoping to hold a Sex Week next semester that focuses on sexual health and awareness. That is something that the GRO should consider with regards to

Chanel mentioned that it is worth noting that next year the Census is occurring. Getting students to register for the census is very important as it can affect how many representatives and federal funding MD and Baltimore get. The SGA would like to partner with the GRO to ensure that all students are participating.

A GC member pointed out that the census will not ask about citizenship, which is something should ensure people are aware of.

It was asked if the GRO has a current representative to attend SGA meetings. The Co-Chairs stated that we do not, but it is something we could include in the E-board going forward.

It was noted that there are only 15 meetings left in the year (SGA meets once a year). The secretary clarified that under the current bylaws/constitution we can appoint an assistant to an executive board position.

**There is a motion that, pending E-board discussion with the SGA about representation, we solicit applications for an elected assistant to attend the SGA meetings and provide a first point of contact between the GRO and SGA.**

There was discussion about which executive board position should receive the ‘assistant’ and which would fit the best with this mission. For a holistic view, it may make the most sense to have this person be an assistant to one of the CO-Chairs.

**The motion is seconded. The motion passes with three abstentions.**

1. **Suicide Prevention Awareness, Response and Coordination (JH-SPARC) Update [5 min]**

A representative of JC-SPARC, which provides suicide prevention training, mental health campaigns and programming, and other mental wellbeing initiatives on campus. There has already been training that was generic across the campus, but now the group is designing specific training for various departments and for faculty in specific. The grant funding this group is running out in 2022, but the programs that have been started will continue.

There will be an open funding application for grants – any group on campus (including GRO) can apply to funding from this grant for mental health awareness initiatives. The grants can be used for events.

**There is motion to publicize these grants to the student body.**

It was noted that this is still in the discussion phase, and that we should wait until the details are decided finally before publicizing.

The repsentative was asked if there is promotional material available. It was answered that it is being prepared but not finalized yet.

There was a proposed amendment to the motion: **There is motion to publicize these grants to the student body once the relevant promotional material is finalized. The motion is seconded.**

**The motion passes.**

1. **Actions on Sexual Assault and Misconduct Resources [10 min]**

A few weeks ago, the GC voted to publicize some resources available for reporting sexual violence cases and provide additional sources of information for graduate students. This material has been added to the website.

Wangui, the communications chair, presented the material that she and the advocacy chairs added to the GRO website regarding sexual harassment and violence. During the GC meeting there had been discussion of us putting together a flowchart, but due to the dearth of other such flowcharts and sources, Wangui instead concatenated other available informational pages and linked out to many additional resources. A lot of the information came from [sexualassault.jhu.edu](file:///Users/wangui/Library/Containers/com.microsoft.Word/Data/Downloads/sexualassault.jhu.edu)

There is a Google Doc available (it has been sent to the GC) soliciting feedback on what information people would like to see added to this webpage. GC members can also email Wangui directly with the material - her email address is [wangui@jhmi.edu](file:///Users/wangui/Library/Containers/com.microsoft.Word/Data/Downloads/wangui@jhmi.edu)

The Chem-BE department rep noted that many instances of sexual harassment on campuses deal with situations with a power dynamic, and that some material relating to those kinds of situations could be valuable to add. Lauren (Advocacy Chair) will reach out to people in charge of the sexualassault.jhu.edu website to see if they have resources available for.

The Funding and Admin chair asked if the page can be added to the GRO website sidebar. Wangui responded that currently she cannot modify the tabs – she is trying to get access to that to add visibility.

There was a question as to whether we could modify the flowcharts we are currently hosting – the answer is that we cannot directly modify them without approval from OIE. We could perhaps make our own flowcharts, but they would likely need some kind of administrative approval to validate that we are distributing correct information.

There was a comment that the campus survey demonstrated that there are significantly more issues with sexual harassment and violence in the LGBTQ+ community and that this is something that ideally we should focus on. Jack (future Social Chair) responded that the GQSA is focusing on this initiative.

Tim (Advocacy Chair) commented that the committee behind the survey and report is developing an action plan based on the responses, and that he has a phone call scheduled to discuss that plan at some point.

Elliot (Co-Chair) noted that a more polished summary and analysis of the survey is close to distribution – first to the GC and then to the graduate student body at large.

1. **WGS Fellowships Discussion [25 min]**

Daniel (Welcome and Guide Chair) introduced what has occurred recently with the Women, Gender and Sexuality program and graduate fellowships. The prior program head was asked to step down earlier this year, around June. That head stepped down and an interim head, Todd Sheppard, stepped in. During this semester, it was suddenly announced that WGS graduate fellowships ($48,000/semester $8000/semester per student – close to half the budget of the program) was cut from the budget, effective immediately. This sparked some immediate responses from people related to the program – an email was sent along with a petition, which started with signatures from 26 past fellows and now has garnered over 900 signatures.

This elicited a response from the Deans, who responded with information which people close to the program believe was factually incorrect. There was a Town Hall meeting with Vice Dean Matt Roller which went on for two hours, but was not satisfactory about resolving the concerns of students. At this point the funding has not been reinstated. Currently WGS is only offered as a minor, and with the funding cuts many of the classes will not be offered and this may endanger students being able to finish the minor. Those close to the issue believe that this is indicative of the administration moving towards dissolving or killing the program.

Eugenia (Co-Chair) asked 1) if cutting these fellowships may affect sixth-year students who frequently used/relied on them, 2) if it looks like the program is being shut down, and 3) who will teach the classes if students are not funded.

Daniel responded in reverse order 3) that nobody knows who would teach the WGS courses if there is not funding for the teaching fellowships (5 courses per semester), as there is no way to force faculty to teach the courses. 2) With regards to the program shutting down, there is no announcement that they will be shutting down but this can easily be interpreted as the first step towards a program shutdown. 1) Matt Roller Said that part of the issue is that Dean’s Teaching Fellowships (DTF) pay more, and that the WGS would be cut and then the DTF program would absorb the WGS funding. They noted that one could still apply to teach WGS through DTF – however, you cannot apply to a DTF directly to provide a WGS course. It limits and potentially removes funding opportunities for graduate students. At this point, they only way these courses could be taught if both the WGS program and a graduate students home department approve of a course application to a DTF (doubling the requirements and hurdles) *and* that it is funded. There would not be designated DTF funding to ensure that WGS courses occur.

Lauren (Advocacy Chair) wanted to emphasize that this is a program and not a department, which complicates the DTF application significantly and that only one course in the entire program has been historically taught by faculty members.

Daniel noted that the Dean sent an email suggesting that a search for a faculty member in the History department (allegedly “joint” with WGS) is underway to take up the course load. Daniel noted that this search happened 3 years ago and failed, and that this faculty member would truly only be part of the History department and WGS would have no sovereignty or control over that faculty member so there is no guarantee that such an appointment would ensure that WGS courses are taught.

There was a question as to if the money is definitely being moved to DTF. This was odd to Daniel because Dean Roller said that DTF was already overfunded – *i.e.* they had historically not spent out fully. The DTF is for $11,500 and includes tuition and health insurance where WGS covered $8000 and did not include tuition or health insurance. A question was why people would want WGS over DTF. Two answers were provided: the DTF can only be applied for and used once, and many people would want to be associated with and supportive of the WGS program.

Steph (Security Chair) commented that there are very few opportunities for wages for humanities graduate students, thus people will seek underpaid positions (including this $8000/semester fellowship) to provide for 6th year funding. Daniel noted that nobody disagrees that the fellowships are underpaid. The issue is that cutting the funding and removing the program when it has been so successful is a nonsensical solution.

It was noted from the English Rep that it was suggested at the Town Hall that rather than taking the WGS money and putting it into DTF, the school should instead put DTF money towards WGS. Dean Roller did not respond to those suggestions during the town hall. Jaime (Admin and Funding Chair) suggested that rather than fight for a stop-gap measure, we should fight to make WGS stronger as a whole.

It was noted that TRU has gathered data that fewer than 50% of DTF applicants receive the fellowship, despite Dean Roller’s statement that all applicants were funded.

Elliot asked what the GC should do in this matter. Daniel noted that next semester will not be affected as those fellowships were already awarded. However, there appears to be a trend with the administration (Deans) to seek control over what courses and programs are offered – if we do not act now it may be that within a few years JHU will no longer have Women and Gender Studies, which is something we should seriously consider. Elliot requested any motions from the body.

Steph suggested that we consider what we did last year with ICE – signing onto a petition may sound small but coming from the GRO it has more weight. We could also write our own letters, which may again carry more weight due to our status.

Elliot noted that the co-chairs meet with Dean Matt Roller approximately once a month (next meeting in 2.5 weeks).

The biophysics representative asked if it would be possible to have the DTF program guarantee that 5 grants would be set aside for WGS. Daniel responded that Dean Roller refused to promise that he would do that – stating that the DTF program could not be modified in this way.

Elliot noted that Dean Roller does seem to pay significant attention to official letters coming from the GRO as having significant weight.

Jaime suggested that we consider specifically what we should put into a letter – they seem to carry a lot of weight with te administration.

**There is a motion that we circulate the petition, that we draft a letter to Dean Matt Roller on this matter, and that the chairs raise this issue with Dean Roller at their next meeting.**

A friendly amendment was made, and accepted resulting in:

1. **There is a motion that we circulate the petition and open letter ASAP, that the Advocacy Chairs draft a letter to Dean Matt Roller on this matter, and that the chairs raise this issue with Dean Roller at their next meeting. The motion was seconded.**

A second motion was made – they were considered in the numbered order presented herein.

1. **There is a motion that we circulate the petition ASAP, that the Advocacy Chairs draft a letter to Dean Matt Roller on this matter, and that the chairs raise this issue with Dean Matt Roller at their next meeting.**

A friendly amendment was made to include the JH Newsletter article in Motion 1.

1. **There is a motion that we circulate the petition, open letter, and JH Newsletter article ASAP; that the Advocacy Chairs draft a letter to Dean Matt Roller on this matter, and that the chairs raise this issue with Dean Matt Roller at their next meeting. The motion was seconded.**

Clarification was provided as to why the open letter should not be included – that the content of the letter is somewhat problematic in the way it is worded and the links it provides between what is happening in this instance and larger issues. The commentary felt inappropriate to the motion-maker for a petition. A response was given that the open letter includes many signatures of professors and other persons of significance on campus and therefore enhances the weight of the overall message. Swetha (Treasurer) noted that in the past the GRO has sent information along with a note that we have not written the messages. A statement was made that noting that we do not support the letter would go against leaders in the field. A response was made that saying that we are not supporting the letter does not imply that we are going against the messaging of the letter.

1. **There is a motion that we circulate the petition, open letter, and JH Newsletter article ASAP; that the Advocacy Chairs draft a letter to Dean Matt Roller on this matter, and that the chairs raise this issue with Dean Matt Roller at their next meeting. The motion was seconded.**

There was a request made to vote by secret ballot.  **A vote was taken by secret ballot. The motion passes.**

The second motion, being made redundant by the passage of the first, did not require consideration.

1. **Ideas for Grad Engagement at the Lighting of the Quads [5 min]**

This was tabled to a future meeting.

1. **Open Discussion & Questions**
2. **Adjournment**

The meeting was adjourned at 7:55 PM.

**\***The Following Committees have no scheduled update:

* + - 1. Provost’s Advisory Team on Healthcare (PATH)
      2. Well-Being Working Group
      3. Parental Concerns Working Group
      4. Tobacco Cessation Committee
      5. Student Center Planning Committee
      6. Student Advisory Security Committee (SASC)