



Graduate Representative Organization

GC Meeting Agenda

Date/Time: 18:00 December 06th, 2021

Meeting Location: [Online, Zoom](#)

- I. Call to Order and Agenda Review
 - A. Ona called the meeting to order at 6: 04 pm.
- II. Approval of minutes from November 8, 2021
 - A. Jo Giardini: *IN TEXT* Motion to approve the minutes.
 1. Ryan Warwick: *IN TEXT* Seconded
 2. Yea: 20 Nay: 0 Abstain: 0
 3. The motion passes
- III. Open Q & A with Dr. Branville Bard (30 min)
 - A. Branville Bard: I have experience in university security system with Temple University and Temple Medicine in Philadelphia. I have also worked in Cambridge, MA, which has six colleges and three hospitals. Therefore, I am very familiar with the challenges that we are facing. I have a long history of working with the communities. Earning the community's trust and creating the environment that will not tolerate the mistreatment or abuse of people is my mission. I've been a strong advocate for police reform and progressive approaches to public safety that reduce harm. I'm proud of the fact that as a police commissioner at Cambridge, I implemented many protective strategies. One example is that I on boarded the department first child psychologist, which was a program designed to deflect young people away from the juvenile justice system. I started the Family and Social Justice section where we employed licensed permission, especially trained police officers to help us better serve and protect young people, seniors, and homeless who suffer from mental health and substance use issues. Because I've always believed that most people who encounter in law enforcement public safety are better served in the social justice process than through the traditional criminal justice process, even with criminal statutes at onboarded and the department's own recovery coach and deployment have been supportive. I have been and will continue to be vocal and sensitive to issues that

foster distrust between law enforcement and communities of color. I continually point to the fact that minorities are desperately impacted at every key decision-making point throughout the entire criminal justice. My scholarly work focused on creating metrics to identify racial profiling. As a person of color, I'm keenly aware of the problems in policing public safety because I've been on the wrong end of that racial profiling equation far too many times even while carried. I devote my time to eliminate it. I'm a pragmatist who believes that policing will always be a necessary part of public safety. So I take what I feel is a practical approach to limit opportunities for increasing accountability. Johns Hopkins does have significant issues and serious issues with violence in and around our campuses. I focus on issues about community safety, strengthening act, and public accountability. I truly believe that the community that's around us will benefit from the increased engagement. And I'm fully supportive of honoring the commitment. We have a comprehensive strategy. Hopkins is fully invested in these alternative approaches from the JHU Innovation Fund for community led safety efforts to provide financial support for Mayor Scott's crime reduction strategy, and for ROCA, which is a program designed to eliminate the poverty and incarceration cycle, to the establishment of our own behavioral health crisis support team. We are a diverse group and diverse opinions, and your legislative role as a guide make your input so valuable. I've met with many groups and individuals and I want to assure you all have frequent and continuing opportunities to have inputs around and public safety, and we'll do that in whatever format works best for you.

B. Discussion:

Ona: We have Connor Scott, who's the Acting Vice President of Public Safety, as well as Jaren Jackson, the Senior Director of Campus Safety and Security joining our meeting today as well.

Sebastian Link: *IN TEXT* Could GRO follow up with Dr. Bard to know about the comprehensive plan in which the JHUPD is just a part? Maybe the University can share with us that comprehensive approach

Maya Monroe: *IN TEXT* As a former member of the student advisory committee on security, it's been very frustrating to see references to the now disbanded committee used as an example of a mechanism for feedback and oversight. While we received conflicting info about the purpose of the committee and our role as members over the two years I served, the members were almost all appointed by the administration, with only a handful serving as elected officials of student organizations. Consequently, the committee could not be used as a representative body with the ability to speak and act for our fellow students. Additionally, the committee had no authority, we simply served an advisory role, and the security administration frequently disregarded the feedback that we

provided. Such an experience has significantly damaged my trust in the administration to allow for meaningful feedback from students on these issues. How do you plan to address the numerous issues of the previous committee to make it more democratic and purposeful?

Bard: The JHPD Accountability Board has a statutory purpose of bringing community feedback to public safety officials here and serving as a guide arm for policy and practices of the JHUPD. If absent something that runs afoul of best practices, or absent something that's clearly not in tune with sound principles of police, I'm going to listen to the JHPD Accountability Board. I see no point in having us not permitted to do that. I'm not fully remembering all the points of the last question and I really can't address what happened in the past, but moving forward, I plan to use them as the statutory purpose, to use them as a guide arm for policy, practice, as well as community inputs, and to listen to what they say.

Conor Bean: Question 1: There are still active efforts at the Maryland Legislature that the GRO itself has voted to endorse and to publicly strip Johns Hopkins police powers. If these plans go through, and JHU is stripping police powers what would be your alternate strategy to making things work without an armed police force on this campus? Question 2: The two-year pause was announced in an email from June 12 2020. I'm glad that you said you honor that. But in repeated in touch the administration with the GRO, it was described to us that the hiring of the VP of Security was the main pause on the implementation going forward with the Johns Hopkins police force. So given that your boss is now out the window and there's a basic contradiction and dishonesty between what the administration is telling its student body and what it's doing in practice. I'm wondering whether the student body here should have any faith or trust in the administration accountability for the police department.

Bard: What Johns Hopkins wants and with the legislature through its collective wisdom authorized small, progressive, publicly accountable University Police Department, and there's a lot of community support for small, accountable police departments. You reference the email a year prior to me getting here. I know that Johns Hopkins right now and my own board process made it abundantly clear that they intended to honor the polls. Not listening and learning from such a diverse group that has a statutory purpose of bringing input was a missed opportunity in my opinion. I asked that I be allowed to reconstitute the board, and it was granted permission.

Conor: Is there any plan for your tenure here that would involve something that doesn't include the private police force? Say if the Maryland legislature acts to strip Hopkins police powers.

Bard: I just want to reiterate that there was a divergence of opinions initially when the legislature exercises collective wisdom to authorize the JHPD. Through that

process, you had a bunch of reform minded individuals collaborating, and they came up with what is the most accountability legislation you'll have anywhere in the country. So, you got the JHPD that has the chance to be a model and progressive policing and transformative example. That's how I see things and I'm excited about that legislation, and I'm excited about the opportunity to build the model Police Department.

Michael Wilkinson: I come from a public university that had their own police force. What made it successful is that they had a hotline to various organizations like the Counseling Centers, Disability Services, Diversity and Inclusion Centers. They often just refer out the case to the appropriate center instead of physically doing the arrest of themselves. I don't even see a system quite like this. Even in our current security system, let alone in whatever new JHPD might be implemented. So, I was wondering what thought have you given to the inclusion of services and the inclusion of quick communication to these organizations, and how you would set up a system such that it doesn't need always lead to an arrest, it can be referred out to mental health counselors are more appropriate for that situation?

Bard: I think you say it doesn't need to always lead to arrest. You should tweak that language to say it should seldom ever result in an arrest for the vast majority of individuals we encounter, even when a criminal statute is violated or better served through a social justice approach, or criminal justice approach. As far as public safety, as is currently situated, collaborating with other university entities, when issues of crime occur, we liaison with Baltimore police and other local law enforcement agencies, but we liaison with Student Affairs and the multiple entities under that umbrella. That wouldn't change because JHPD is small, but vital part of that comprehensive approach to public safety apparatus here. We still lacked the ability to adequately address violent crime when it occurs in and around archive campuses. And unfortunately, it happens all too frequently.

Michael: One follow up I have is what systems are in place that could be improved or what new systems we have for just like the rapid communication between these liaisons. Let's say a mental health professional needs to be called into a scene almost immediately. I know a lot of police forces have talked about having mental health professionals go out to the scene with officers but there could be some safety issues of so what are your thoughts on the rapid response and rapid referral?

Bard: One of the things that I was excited about talking to undertaken was the formation of the behavioral health crisis support team and what that is, that's a call response model where we have clinical professionals and security officers respond to the scene for the weekend, provide the most appropriate care for individuals who are in the throes of a mental health crisis. I think that you know,

widely throughout the law enforcement public safety community, we understood for a long time that we weren't the best, most equipped individuals to respond to those scenes, but for whatever reason, society evolved to leave an add on that, so I think it's worth it. As a practitioner, I'm more than happy to see that if it's handled by the most appropriate professionals. And one of the, I think is exciting. We launched the program, I want to say a little bit less than a month ago, and or about a month ago, and right now it's that great success. All our responses have been very positive. But that's a co response model instead, trained clinician and a public safety officer to the city. We're hoping to expand that program to be a 24/7 program that it touches all our campuses right now. It's just awesome, favorite work.

Link: After the officer John Hardy and Benjamin Hill case, white supremacist networks is supporting to kill protester and to kill people. Seven months passed, the conclusion was that they should have stayed patrolling the university. It's just to know how big is the network now, and what are the officers commenting on these messages in these networks. I'm wondering if you have the ability to do an investigation to know how many officers have posted and commented or follow these two officers there, and if they are more than think like this. I would suspect that other officers would provide incentives to hide their posts and to also hide their connection with them. I'm wondering what your evaluation research is, and I will be happy that you all can follow up to the report that I sent here that have more details about these officers and other issues. *IN TEXT* Could Dr. Bard share with us the written report/plan/evaluation where we can find the comprehensive plan? Could GRO follow up with Dr. Bard to know more details about the comprehensive plan in which the JHUPD is just a part?

Bard: Any officer found violate our standard of conduct and our rules and regulations will be not absolutely accountable. I'm a practitioner of law enforcement and I often get asked about how do we ensure that they're unbiased individuals or prejudice free individuals in law enforcement and that we are on board and only those individuals? I can't measure what's in here, but I can measure what people do. And that's what I strive to do. I think I've talked to you earlier about me devoting a substantial portion of my time to develop and metrics that identify racial profiling and racial bias, racially biased policing, and that we statistically asked the question, what if any differences exist and how we treat individuals of different races when we encounter them. We guarantee there will be one graduate student in our 50 Accountability Board, and we will thrive to have two.

Michael: *IN TEXT* Troubling its ONLY one grad student.

Veronica Wallace: *IN TEXT* They will strive to have two? Sounds extremely insufficient.

Jo Giardini: *IN TEXT* Also unclear whether that is one grad student representing all campuses/institutions, or one for Homewood.

Link: *IN TEXT* The ones I sent on the chat. I truly believe it is in the interest of the GRO to push the VP for Security and others to address the threats of police brutality and white supremacy here (which was one of the core concerns about policing). Leaving this request here formally to GRO.

C. Additional questions typed in the chat that have not been answered.

Link: Where does the community support come from? In every legislative session the people that has supported Hopkins are people working for Hopkins or organizations receiving monetary support from Hopkins (as context of the words of Mr. Bard, who was not present before). Context to Dr. Bard: the collective wisdom included legislators that did not read the bill

Can the University respond/say something about their thoughts on this report from the JHU Sit-In? <https://tinyurl.com/jhu-security-racist-officers>. You needed no complex method, just read at posts. Did the office of VP find other people?

Link: *IN TEXT* I do not know how this work, I am sorry. But it is possible, please, that the GRO get actively engaged in following up the report on the officers, and to make Hopkins accountable about their investigations triggered in June 2020 and February 2021. I have a timeline with the details of the engagements with the VP for Security, OIE, and other offices. Nevertheless, they have refused to be accountable in everything (before because they were investigating, now because it is not Bard). And it is concerning that Bard is thinking in complex indicators when you have the posts I showed (I can send them too for adding them to the notes)

D. Jo: *IN TEXT* Motion for GRO sending an email soliciting further questions, and can we please have assurances that all unaddressed questions will be answered.

1. Veronica Wallace: *IN TEXT* Second
2. Yea: 24 Nay: 0 Abstain: 0
3. The motion passes

IV. E-board Report (Ona & Alex)

A. Voting on additional hours for E-board members

1. Louise: Request 40 hours in addition to current 25 hours as described by the job description. The working hours include 1. Making flyers and advertising for three events; 2. Bi-weekly meetings with staff members to discuss event logistics and details; 3. Organize the event; 4. Answer questions to students; 5. E-Board meetings; 6. Communicate with other student organizations; 7. Help other GRO events

a) Ryan Warwick: *IN TEXT* Motion to grant requested additional

hours

(1) Caleb Andrews: *IN TEXT* Second

(2) Yea: 22 Nay: 0 Abstain: 0

(3) The motion passes

2. Vittorio: I planned 12 events including four replacements for last minute cancellations. It was extremely hard to meet the SLI requirements due to the pandemic.

a) Ryan Warwick: *IN TEXT* Motion to grant requested hours

(1) Tatsat Banerjee: *IN TEXT* Second

(2) Yea: 17 Nay: 0 Abstain: 0

(3) The motion passes

B. Reminder about upcoming changes in the bylaws for GC voting (Michael):

<https://docs.google.com/document/d/1j0rw6LM8ITXPJjkwDZuHWLhvGxRf8bY Y3DIVOhb7ySE/edit?usp=sharing>

Michael: Currently there's a discrepancy between the way that election-based voting is and the way that general amending and voting is. I believe that the general amending and voting should match that of the election-based voting. And the only way that this can be overturned is that there may be a secondary vote where a GC member has to request like a roll call or a secret vote. And then this takes another show of hands and is only honored if approved by 1/3 or more. Meanwhile, the election-based voting is the default mode is a secret ballot can only be modified by unanimous consent. And there are ways that if it has been modified to request to revert it to secret ballot and that has to be honored. And the reason I'm proposing these changes is because there's a lot of issues with public based voting. There's a lot of studies showing groupthink and vocal minority can sway the opinions of the larger majority. Having the ability to vote in secret allows for some level of anonymity for people to express their true opinions. Another benefit of a secret vote is because it takes just the slight extra step of having to click on someone's name and then send it to them through Zoon. And in-person version will be giving the vote written on paper to someone. And clearly the GRO acknowledges the importance of secret votes because we do that for elections. And I think amending and voting in the manner we do is very critical to what the GRO does and how we represent our constituents.

Jo: I have counter voice. Public vote does allow for accountability to our constituents, especially given that meetings are hosted public for those who are not representatives. Therefore, it allows for there to be accountability to the people we're working with. The rationale I see for having secret voting in elections versus in other spaces is because the voting during elections reflects our understanding of qualifications and qualities of individual people. It makes sense for that to be kept secret so that those people don't take personal notice on the

level of support or lack of support that they've received. On procedural matters, I think that that personal element is usually at play.

V. Discussion I: Ways to publicize GRO GC (Michael); (10 min)

- A. Michael: We need to find ways to publicize the GRO. Otherwise, students will not be properly represented.
- B. Discussion: Alex: With the amount of events we had for the passing semester, I can see the GRO becoming more publicly visible. I also plan on creating advertisements during the winter break including putting advertisement on the TV screen around the campus.

Jo Giardini: *IN TEXT* Do we have contact info for DGS's in each department? It strikes me that coordinating with them each summer to make sure that newly admitted students, alongside ongoing students, are kept up to date on GRO issues.

Esther Xu: We do have out-of-date contact info from administration people. I sent emails to past department GC Reps and administrators but sometimes have little responses. Sometimes I have to use my personal connections to figure out who will be the next GC Rep for the department. Since the resign of our Graduate Involvement Chair, this has not been progressed. Also, it would be nice to have updated email list, so that we do not have to go through every single department.

Michael Wilkinson: *IN TEXT* We can also ask the GC reps to fill out a poll with the department admin.

VI. Discussion II: Proactive measures to avoid a systematic issue of late stipend payments (Jo); 10 min

- A. Jo: The latest student was paid at the beginning of November for all their paychecks going back to the July. I'm curious about, to what degree there's actually proactive efforts on the parts of admin to do this. It seems that we've been told that this is something that needs to be addressed by people who are being affected. By reaching out, none gives me any assurance that it's not just going to keep happening again in a cyclical fashion.
- B. Discussion: Alex: I called the payroll HR last week and we had the long conversation about this. If a department coordinator misses the bi-weekly deadline set by the payroll department, then the stipend may be paid at the next pay cycle. Christine and Renee are putting a list of departments whose payments are submitted late. Should we suggest them adding a button on the payroll website to notify people that you missed a payment?

Caleb: Can file a wage claim through the Maryland Department of Labor?

Conor: I think students should know about the Department of Labor. I think it is good to let the admin know that student do realize this is a legal problem, but I am hesitate about get the legal issue involved.

Jo: Maryland Labor Las allows students to recoup up to three times the amount that they are owed.

Conor Bean: *IN TEXT* Also, re: the national labor relations board's position on graduate students as employees , this is the latest guidance:

<https://www.nlr.gov/news-outreach/news-story/nlr-withdrawing-proposed-rule-regarding-student-employment>

Michael Wilkinson: *IN TEXT* Should we follow up with the idea of this is a recurring issue each year for departments which leads to students going months without pay. I know most departments have it CURRENTLY resolved but that means little for the overall trend

VII. Discussion III: SIS preferred name issue

Ryan Warwick: Jo and I just got off a meeting with Katrina Caldwell. Kevin Shellenberger was supposed to be on the meeting, but he had had a death in the family recently, so he had Katrina attend instead. Demere Woolway was in attendance, who is a part of the new Gender Affirming Care Working Group. She is looking at strategizing towards reforming the healthcare inequities that are in Hopkins for trans people. Meredith Stewart, who works on JHU insurance policies, was working directly with the care providers. In the meeting, we emphasized that while the SIS issue is egregious, and soon to be illegal under our law, and that should have been fixed seven years ago when the issue was brought to the attention of the administration. It is not the end goal. Our platform is to have the inclusion of trans members of the communities and all working groups that are in control of policies with regards to trans healthcare as well as have Hopkins begin to account for its history as the perpetuator of a lot of violence towards trans people's bodies through medical malpractice. In response to this, Katrina listened to us very effectively. They said that they do have a timeline for fixing the SIS issue. They're doing in two phases because there's multiple different backend systems. They're going to be removing the current system and allowing students to change their display name in SIS. While this is been encouraging, I still want to emphasize that it's only the bare minimum. I hope that Alex and the rest of the GRO are behind us, because if it took seven years to get them to change three lines of computer code, who knows what's going to take to get some of the other things that need to happen? We will have another meeting with them in Dec. 20th.

VIII. Discussion IV: KSAS stipend increase

A. Alex: The school sent an email that they will increase the stipend for KSAS. I would like to thank Conor, Alex Perry, and Jo for championing this issue. Jo mentioned that two of received fellowships are going to be taken away. Please speak to that.

Jo: From the town hall Vice Dean Mary held last week, she went over details about the stipend increases and associated funding changes. Part of coincide with these funding changes is the elimination of the current Dean's Prize Fellowship

Program, which functions as a secondary supplement to the Dean's Teaching Fellowship (DTF) Program, where a select number of former DTF holders are asked to teach courses for a further reduced stipend. That's going to be eliminated, which raises questions about provision of funding again past fifth years students who've exhausted their stipends. There was an announcement that there were plans to increase the DTF Program though it was unclear in that meeting. The DTF was going to continue to pay the same amount that it currently does, which is already below the current stipend amount. The DTF will be proportionately even less under the raised stipend. I asked whether that extension was going to include the possibility of teaching a DTF twice, but this was not addressed.

B. Discussion:

Conor: I wonder if it is possible for GRO co-chairs to ask Mary for explaining the plan for getting supplementary fellowships, such as DTF and Dissertation Completion Fellowship, up to speed with this adjustment because it currently lags in terms of support. With the new increase, it will lag more. I also wonder if we can have a breakdown of the \$5 million that was promised as support from the Provost Office.

Jo: I also think the stipend changes should be responsive to changes in cost of living as this cost has been unproportionally increased during the pandemic.

Veronica Wallace: *IN TEXT* Last week at WSE PhD town hall they mentioned this will happen for WSE as well but didn't say when. Anyone have any details? And that 3 departments are holding out on increasing stipends.

Michael Wilkinson: *IN TEXT* @Veronica, unsure what they meant by that given that the current WSE stipends are close to the 33k mark as of date. I do not know if they plan to synchronize stipend increases with inflation or what the timeline is

Vittorio Loprinzo: *IN TEXT* Not all WSE stipends are anywhere near 33k. AMS, for example, pays \$25.

Maya Monroe: *IN TEXT* WSE stipends vary by department and even year within departments. Some departments do COLA, others don't, there's no consistency

Caleb Andrews: *IN TEXT* Also, worth noting that from the town hall last week, Dean Schlessinger did say they're actively working on stipend increases but couldn't provide me with many details.

Ryan Warwick: *IN TEXT* What about the WGS?

Jo Giardini: *IN TEXT* WGS teaching fellowships haven't been granted any additional funding at this time. They're currently pegged to the same amount at DTFs, I believe.

Michael Wilkinson: I wonder if GRO co-chairs can ask Christine about whether

they have plan to tack stipend increases with inflation each year.

C. Conor Bean: *IN TEXT* Motion: the GRO's official position holds that WSE stipends should match the KSAS increase and should be subject to similar yearly review

1. Veronica Wallace: *IN TEXT* Second
2. Yea: 20 Nay: 0 Abstain:0
3. The motion passes

IX. Funding request from the TNT group:

A. Mark: TNT stands for the Translational Neuro-engineering Technologies network. It's a group for people who are interested in translational neuro technologies. This is a relatively new group started two years ago, initiated by a faculty member in the Department of Otolaryngology. It serve as a place for anyone who's interested to in this topic. We'll have social events, seminars, professional events, outreach, and etc. The event that we're requesting for is a personal holiday party. And we are hoping to have up to 50 people attend. Because COVID 50 people in-person restrictions, we will have food to-go. We're going to have to figure out the details, such as some trivia games, mini research presentations, and smaller fun activities. The breakdown on the funding request includes food and gift items for everyone who comes. We expect attendees be mostly graduate students. But professors will also be joining. Decoration supplies for \$30 for candles or ornaments. There's a gift item of TNT for \$7 for a total of \$335, and food at \$12 each. Our total budget here is \$1,045. We're asking for 95% of that which would be \$992.75.

B. Discussion: Conor: How open is this event to students from other departments.
Mark: It will mainly be our department, but it opens to all.

C. Motion Ryan Warwick: *IN TEXT* Motion to approve the request for funding

1. Jo Giardini : *IN TEXT* Second
2. Yea: 22 Nay: 1 Abstain: 1
3. The motion passes

X. Elections

A. Graduate Involvement Chair

1. Role description:

- a) Be tasked with improving Graduate Student involvement in the GRO through direct outreach and contact with GCs, Graduate Students, and by establishing direct contact with the Graduate Program Directors of departments of KSAS and WSE.
- b) Improve GRO awareness of graduate interests and concerns.
- c) Act as a primary point of contact for new GC members.
- d) Provide guidance to GC members on how better to communicate

with and seek feedback from graduate students.

e) Communicate directly with GC members outside of GC meetings to identify barriers to communication and graduate GRO inclusion/involvement.

2. Nominee: Heramb Gupta

3. Result: Heramb Gupta is elected as the new Graduate Involvement Chair.

XI. Open Discussion & Questions

XII. Adjournment

A. The meeting adjourns at 8:05 pm.