General Council Meeting Agenda
February 5, 5:30 PM in 4-163

1. Introduction, Dinner, New Faces (5:30 – 5:40 PM)
   a. Quorum Check
      i. Peter issues welcome to GCM
      ii. 37 people in attendance – not quorum.
      iii. This is okay because we don’t have any real votes this time.
   b. Approval of December GCM Minutes
      i. We must table this due to lack of quorum.
      ii. There is a question about whether we need to approve the minutes during every meeting.
      iii. Peter says that if we bring it up at open floor, there is a likelihood that minutes won’t ever get updated. Debate ensues. The question is broached of whether a paper archive is maintained – the answer is that something exists, but it’s not clear.
      iv. Enough people arrived to give us quorum. Quorum check is 41 people – we can now approve minutes.
      v. Minutes are approved with none opposed or abstaining.

2. Career Exploration Committee Report – Dave Darmofal (5:40 – 6:20 PM)
   a. Dave came to the GCM a year ago, and wants to share the full report on the Career exploration and services committee final report recommendations. The final version will be issued lately and he seeks feedback.
   b. Ian Waitz started this committee about 2 years ago to look at how everone explores careers here at MIT in order to make recommendations for what the expectations are for MIT in terms of supporting career expectations, and to recommend changes to support students in these respects.
   c. Definitions are introduced – ‘Career’ refers to lifelong occupation rather than ‘Job’ which is typically more fleeting.
   d. One of the goals is to develop principles for career exploration at MIT. They developed a list of them and make the point that career exploration is critical and central to the mission of MIT.
i. Shared responsibility means it doesn’t just fall on CAPD. Departments, advisors must play a role.

ii. Student ownership – students must provide the drive for career work.

iii. Supports diversity – self-evident

e. Developed career exploration objectives

i. Foster career development skills to support the ability to work wisely.

ii. Enable effective exploration for current students making current decisions.

iii. Advocate for equity and career exploration in all sense (by engaging with other stakeholders).

iv. Employ continuous improvement that includes measurable outcomes.

f. Key findings: Peers matter (Departmental averages, not personal averages)

i. Peers provide most useful information (90%)

ii. Career fair helps for undergrads, as do internships

iii. For grads, it’s all about research supervisor and research group.

g. Department matters a lot for career satisfaction

i. There are big differences between departments in terms of people’s ability to explore their careers of interest.

ii. A couple of departments were missing due to the small-N problem.

iii. Gender seems to matter for people’s ability to explore their career – though less at the graduate level.

iv. Undergraduates interested in earning degrees after MIT feel unhappy with the degree of support they receive from the institute.

h. In general, there are 100 unused booths/year at the career fair, and they suggest that incorporating UROP advertising there could be really helpful.

i. This affects science departments more than engineering departments.

j. 33%/23% of MIT Masters/Doctorates have had internships

k. 45%/59% of MIT Masters/Doctorates would like a grad internship
Internships helped a lot with finding employers, learning about industry and gaining valuable experience, among other factors. (>90% agreement)

In virtually every department, more than half of students would like an internship.

No correction was made for departments with high concentrations of funding that requires an internship (e.g. Course 22)

Barriers for grad student internships
  i. On campus research or academic commitments
  ii. Work
  iii. Program requirements
  iv. Lack of knowledge
  v. Lack of faculty support

Overview of recommendations
  i. Push back deadlines for deciding on offers to internships and jobs. Many companies are out there saying they want decisions by September/October, which is a problem.
    1. This is really bad if you’re an undergrad weighing grad school options
  ii. Expand career exploration via a career exploration conference in the early fall.
  iii. Increase support for undergrads thinking about grad school.
  iv. Require Career and Professional Development for grad students (by instituting departmental requirements).
    1. This would not necessarily be internships. It could be, e.g. training for academia, entrepreneurship, etc
    2. This would also benefit international students who might want the ability to intern somewhere.
  v. Create student career exploration committee
    1. This will evaluate results continuously in order to determine that improvement is resulting from policy changes
    2. Develop career exploration hub
      a. This would exist to help people cross-department and to share/advertise opportunities while bypassing departments
a. Engagement with alumni has proven to be very useful for the students that take advantage of it.

b. However, it rarely happens.

c. They’re trying to engage people more effectively.

vi. Questions

1. What fraction of these changes will actually be implemented within the next couple of years?
   a. Likely most of them

2. How do you plan to fix the gender issue?
   a. It’s not clear. It seems like these issues are department specific, and they don’t understand what the problems are.

3. Who would own/oversee the standing committee?
   a. Not clear, possibly OVC. The hope is to form it over the summer, but they’re trying to figure that out and give it as much power and oversight as possible.

   b. For a career development requirement: who would pay for that? The question is whether it would fall to specific departments to pay for the training, etc., because this could be a problem for HASTS, e.g.

      i. This isn’t something they’ve considered.

   c. As a follow-up, is this an on-campus requirement? Or can it be done elsewhere?

      i. No, there’s already a 1-2 unit class in most department which can be done through most departments

      ii. Response: This is a concern for people in the Social Sciences, where internships don’t work as well.

      iii. Counter-Response: Noted. We’ll try to keep it department specific.

   d. How is Career Fair changing to benefit people other than EECS?

      i. Recent/ongoing changes:
1. No longer run by students. Now run by CAPD.

2. Students wanted more oversight because there’s little opportunity to improve things.

3. CAPD provides professional oversight and long-term memory.

4. They hire someone in the summer and half of the fall, to allow students to focus more on improving the fair.

ii. Over the past several years the profits have been about $900k.

1. Now, there’s $900k/y used to improve career stuff at MIT. They’re spending the money to help fund poorly-funded internships and things – essentially by setting up fellowships.

iii. They’re working on a better floor plan, and working with departments to better diversify the employer list.

e. Questions:

i. Is career fair too expensive for employers?

1. Yes – twice as expensive as any other career fair.

2. It used to be that people could get their fees waived. Now those companies don’t come anymore – basically because they don’t know about it.

ii. You said that there’s now a full-time person doing career fair. Is part of their jobs to seek out companies to bring to career fair?

1. Yes, definitely, but this will be started by seeking the institutional knowledge of departments.
f. An additional necessity is more grad student input on the career fair – that’s something that they’re working on.
   i. A comment from Alex – getting grad students involved will help if you demonstrate benefit to grad students.
      1. Response: yes, sounds good. We know that lots of people there want to hire grad students at the career fair – but grad students don’t attend that much.

g. They’re looking at new apps or things to help students parse potential employers

vii. Goodbye!

viii. Question: Going back to the data, he said he didn’t understand trends department-to-departments. The question is: is this survey data? Why don’t we understand this?
   1. Response: It’s not super obvious what’s happening at the grad level. At the undergrad level, it seems to have a lot to do with whether or not undergrads want to attend grad school.

3. 66.gsc.5 – Budget Rescope (6:20 – 6:50 PM)
   a. (People left, resulting in loss of quorum)
   b. Robin presenting budget rescope
      i. Stabilization fund changed
      ii. First change: officer meetings cost more than in past years
         1. Why? We’ve been able to make it to every meeting
         2. Food costs more than $10 per person when we order – comes to $13 per person
         3. Active contributors event cost more than expected – we are adjusting the discretionary budget accordingly
      4. No questions
   iii. P&P
      1. We’ve been underspending on things like the webmaster, but we plan to use it over the remainder of the year
   iv. AC rescope
      1. Fund more outdoor events and cancel coffee hours
v. ARC didn’t change
vi. HCA
   1. Moving money away from wellness activities
vii. OC changing
   1. Overall we were 7k below
viii. Muddy has no budget
ix. DEI
   1. Creating DEI fellows program
   2. Adding diversity training events

4. GSC External Mediation Update (6:50 – 6:55 PM)
   a. Three things we talked about
      i. Anonymous form was created
         (https://docs.google.com/forms/d/e/1FAIpQLScii8HAnu6m0nb1gK4yR0keoEif0kMctWQFEdi0AnpyymaC0_oA/viewform)
      ii. Talked with ombuds – they are more than willing to help mediate if requested. They know this is a thing, so you can go to them for mediation if you want.
      iii. We still have to wait for iREFs
   b. No comments on the Google form
   c. Question about mediation (from audience member)
      i. Is the ombuds thing just a “human” version of this form?
         1. Peter: the ombuds can be a mediator who can transmit information back to the original person
      ii. Will they have a supervisory role?
         1. Peter: if I understood from last time we talked about this, we said we don’t want staff oversight of the officers; the only oversight mechanism is GCM itself
         2. If I read the room wrong last time and if people actually want a supervisory person, we can discuss that.

5. Officer Updates (6:55 – 7:05 PM)
   a. Potential bylaws update
      i. Is there any interest in correcting typos? (Would be voted on by executive committee, not the officers – then we’d run it by you)
      ii. Question: how is this different from someone vetoing the change?
         1. Usually takes 2 months unless you accelerate it
iii. Comment from audience: sometimes changing the grammar can change
   1. You should include a clause that it has to go through the potential veto process before it goes into effect.

b. GSC leadership next year
   i. 2 months away from electing new officers
   ii. Please select people who are responsive and responsible
   iii. If you are remotely interested at all, please contact the officers – this is to get a sense of who’s even in the mix. It’s nice to know who will be on your team and connect you with the right people.

c. GSC leadership open house
   i. Chat with current and future GSC leaders over food and drink
   ii. Chance to solidify your decision about any potential GSC Leadership roles you are interested in
   iii. Even if you don’t think it is for you, it’s very useful to talk with people. (Robin and Alex went before)
   iv. Sat March 14, 5-7pm @ Muddy

d. Apply for Council Rep funding!
   i. $150/rep/term or $250/rep/term with GSC or Institute committee involvement
   ii. Double your $150 if you collaborate with a rep outside your department
   iii. It’s free money you can use to run events for your constituencies.
   iv. Have the list of restrictions been changed?
      1. Yes, you can’t do capital purchases.

6. Committee Updates (7:05 – 7:20 PM)
   a. ARC
      i. Four subcommittees; recent events include postdoc panel, thesis lounge, patent law workshop
      ii. Alumni relations subcommittee had 2 fireside chats
      iii. VISTA had int’l potluck
      iv. February meeting from 6-7:30 on Feb 20
      v. Roads to Academia by Matthew Shoulders
      vi. Institute Awards will be open Feb 7 to March 20

b. AC
i. Past events
   1. Harpoon brewery tour – we could have done better with ticket sales. Only had pretzels, no dinner
   2. Taste of Louisiana – too few volunteers
      a. Food was good
      b. Line was very long
      c. Next time we won’t have gumbo because it’s hard to serve.
   3. GradRat delivery on Monday
   4. Upcoming: taste of china postponed due to travel restrictions and self-isolation (03/03/2020)

ii. Bruins game night 2/25/2020

iii. AC Meeting on Feb 20 at 5pm right before the ARC meeting
   1. Food from Bertucci’s will be there

iv. Battle of Bands Friday March 6, 5-8/9pm
   (https://forms.gle/aKw3fFzn8zdWHhlS8) – free pizza and drinks

v. Grad Arts Showcase Sun March 15 5-7pm; good food @ media lab

vi. Grad Gala 04/04/2020

vii. We need an art event organizer – if we don’t get one, we’ll cancel the line item.

c. ASA
   i. New group applications open, to be reviewed starting next week
   ii. EHS walkthroughs of student group office spaces Feb 4th/6th
   iii. ASA goals
      1. New groups/new officer guide
      2. Space use agreement
      3. Recruitment! (Meetings are Wed 12-1 in 50-220 – free pizza!)

d. DEI
   i. GSC-DEI fellows program
      1. We are soliciting applications; encourage dept’s to apply @ https://forms.gle/EwwzhEkGuRsfdVjZA
   ii. Department and classroom inclusion (DCI)
   iii. Graduate enrolled student survey data request form (https://forms.gle/tuyufcV2TjW66hT77)
iv. Upcoming meeting on 2/20 @ 5:30pm (DCI conduit assembly, 32-124)

e. EAB

i. Next meeting Feb 12, 4pm-5:30pm, 50-220

ii. Upcoming Activity

1. Spring DC Trips (Three of them!)
   a. Congressional Caucus on graduate students
   b. NAGPS Northeast Regional – April 4th @ MIT
   c. Cambridge Science Festival – April 18th
      i. We’ll be running a trivia booth

2. Other recent htings
   a. Met with City Councillor Sobrinho-Wheeler
   b. Submitted comment on NLRB proposed rule change.
      i. Preemptive in the event of unionization

iii. Does the GSC have a stance on unionization?

   1. No

   iv. If you want us to take a more firm stance, we would have to pass an update to the policy platform

      1. With the NLRB proposal, we are arguing just that we should have the right to.

f. HCA

i. Two meetings so far

ii. Continue brainstorming possible proposals for stipend recommendation

   1. Cost of Living increase
   2. We want to get as many perspectives as we can about the stipend recommendation

iii. Presentation to deans’ group sometime in mid-March

iv. There will be housing rate increases

   1. If housing rates go up a lot, then stipend rates will go up a lot
   2. They are aiming for 10% below market rates (even in Kendall square)

v. On-campus housing rates at

   https://studentlife.mit.edu/housing/graduate-family-housing/graduate-residences
vi. Site 4 Rates finalized:
   1. Efficiencies – $2274
   2. 1-bedroom – $2662
   3. 2-bedroom - $3410

vii. Question about CoL increase
   1. Do we factor things like the use of cars/gas in the CPI inflation rate?
   2. From CoL survey, we broke down self-reported expenses into buckets.

viii. New Grad dorm coming out in ~3 years
   1. Email sent out in December to create a 550 bed grad dorm.
   2. The reason behind this is because the grad housing working group in 2017 estimated that people wanted about 950 new grad beds on campus.
   3. Have construction done around 2023; similar to an apt. complex close to campus. Probably not going to be much programming or heads of house, etc.
   4. Question: has MIT considered West Garage?
      a. Peter: I’m sure they’ve considered it
   5. Question: in all these conversations, is there a discussion that the only grocery store
      a. Wherever a grocery store wants to open, they need an exemption. Thus, need for zoning changes.
         i. Question: Can food be affordable in that case?
         ii. Answer: Usually higher-end grocery stores would be able to afford regulatory compliance.
      b. New undergrad dorm opposite of the Z-center will have a grocery store in it

ix. TechMart is an at-cost grocery store.

x. Next meeting is Feb 19 at 6pm at GSC office

g. Muddy
   i. Next Monday, 7pm @ GSC office

h. OC
We’ve been talking with a few previous members of the orientation team; if you’re interested in being involved, please let us know. This is even higher priority than the officer elections, since orientation needs to start rolling now.

7. Open Floor (7:20 – 7:25 PM)
   a. No items
   b. Motion to adjourn and seconded.

8. Post-GCM Social @ the Muddy
### Upcoming GSC Meetings

<table>
<thead>
<tr>
<th>Organization</th>
<th>Meeting Date</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academics, Research, and Careers (ARC)</td>
<td>Thursday, 2/20</td>
<td>6:00 PM</td>
</tr>
<tr>
<td>Visiting Students Association (VISTA)</td>
<td>Every Monday, 7:00</td>
<td>PM</td>
</tr>
<tr>
<td>Activities Committee (AC)</td>
<td>TBD</td>
<td></td>
</tr>
<tr>
<td>External Affairs Board (EAB)</td>
<td>TBD</td>
<td></td>
</tr>
<tr>
<td>Federal Affairs Subcommittee</td>
<td>TBD</td>
<td></td>
</tr>
<tr>
<td>State and Local Affairs Subcommittee</td>
<td>TBD</td>
<td></td>
</tr>
<tr>
<td>Public Outreach Subcommittee</td>
<td>TBD</td>
<td></td>
</tr>
<tr>
<td>Development Subcommittee</td>
<td>Every Friday, 5:00</td>
<td>PM</td>
</tr>
<tr>
<td>Housing and Community Affairs (HCA)</td>
<td>Wednesday, 2/19</td>
<td>6:00 PM</td>
</tr>
<tr>
<td>Off-campus Subcommittee</td>
<td>TBD</td>
<td></td>
</tr>
<tr>
<td>Sustainability Subcommittee</td>
<td>TBD</td>
<td></td>
</tr>
<tr>
<td>Transportation Subcommittee</td>
<td>TBD</td>
<td></td>
</tr>
<tr>
<td>Wellness Subcommittee</td>
<td>TBD</td>
<td></td>
</tr>
<tr>
<td>Diversity, Equity, and Inclusion (DEI)</td>
<td>TBD</td>
<td></td>
</tr>
<tr>
<td>Muddy Charles Pub</td>
<td>Monday, 2/10</td>
<td>7:00 PM</td>
</tr>
<tr>
<td>Orientation Committee (OC)</td>
<td>TBD</td>
<td></td>
</tr>
<tr>
<td>Executive Committee (ExComm)</td>
<td>Wednesday, 2/26</td>
<td>6:30 PM</td>
</tr>
</tbody>
</table>

*Unless otherwise indicated, all meetings are in the GSC Office (50-220)*

### Upcoming General Council Meetings (GCMs)

<table>
<thead>
<tr>
<th>Meeting Name</th>
<th>Date</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>March General Council Meeting</td>
<td>Wednesday, 3/4</td>
<td>4-163</td>
</tr>
<tr>
<td>April General Council Meeting</td>
<td>Wednesday, 4/1</td>
<td>4-163</td>
</tr>
<tr>
<td>May General Council Meeting</td>
<td>Wednesday, 5/6</td>
<td>32-141</td>
</tr>
</tbody>
</table>