



Graduate Student Council

of the Massachusetts Institute of Technology

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Muddy Charles Pub

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Orientation (OC)

Shashank Agarwal
Maytee Chan
gsc-oc@mit.edu

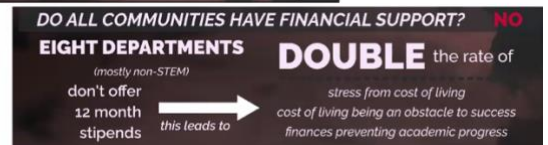
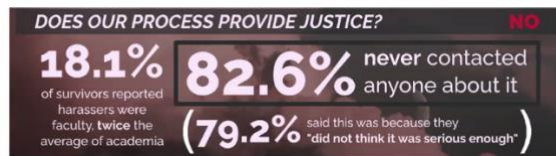
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Lauren McLean
Elizabeth (Betsy) Granese
gsc-admin@mit.edu

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* Requires a vote

1. Introduction (5:30-5:40)
 - a. New faces
 - b. Quorum check*
 - c. Approval of May minutes
2. Project introduced: Reject Injustice through Student Empowerment (5:40-6:00)
 - a. Presented by Kara Rodby and Ki-Jana Carter
 - i. Campaign
 1. Extends BGSA "Support Black Lives" petition and demands
 2. Graduate Students for a Healthy MIT's second campaign, following the success of the mental health campaign
 3. Meant to address some of the root causes of mental health issues
 4. Wins: free weekly off-campus therapy, no co-pay on anti-depressant and anxiety meds, coverage of certain trans services
 5. Same public and collective approach being brought to this campaign.
 - ii. Bias, harassment, discrimination, marginalization, and inequity ALL occur at MIT



2020 MIT Facts (web.mit.edu/facts)
2019 AAU Survey on Campus Climate on Sexual Harassment and Misconduct
2019 Enrolled Student Survey, GSC DEI

- 1.
- iii. MIT pays a lot of lip service to fighting sexism and racism but we've seen little change (presented a table of



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completion rates for various recommendations; it was 39% out of 177 recommendations)

iv. Much of what we are asking for is simply holding MIT to their own promises.

v. The “decentralization” of MIT is a weak excuse for inaction

1. DEI should not be department-specific (we are “one MIT”)

2. Department-level advocacy and change is inefficient

a. Students are spending significant time away from their research and risking personal and professional relationships to fight the same battles students have fought/fighting

vi. The demands (presented by Ki-Jana Carter)

1. Reform Graduate Admissions and Faculty Hiring

- Make strategic commitments to reform graduate admissions and improve URM graduate student retention
- Promote diversity in faculty hiring and tenure through evidence-based practices
- Increase student participation in hiring and tenure decisions

2. Increase Resources for Education and Support

- Expand educational programming and training
- Hire DEI Officers for departmental accountability
- Provide institute-wide support for anti-oppressive research and labor

3. Reform the Policies for Prevention and Response of Faculty Misconduct

- Reform the policies and procedures for handling allegations of misconduct against faculty and staff
- Publicize data and outcomes for allegations of misconduct against faculty and staff in annual IDHR reports
- Implementation of targeted policies for preventing and punishing retaliation
- Guarantee transitional funding

4. Advance Funding Equity at MIT

- Guarantee 12-month funding for all PhD programs offered at MIT
- Establish non-competitive internal dissertation completion fellowships
- Guarantee a minimum annual cost-of-living adjustment for all graduate stipends

1.

vii. Learn more at rise4mit.com

viii. Email with questions/comments at rise4mit@gmail.com

ix. Sign petition at <https://bit.ly/2XaCHik>

b. ExComm voted today to endorse the campaign.

3. Project: Improving veteran services @ MIT (6:00-6:05)

a. Looking into obtaining resources for veterans equivalent to that of other universities. If interested, contact gsc-vp@mit.edu.



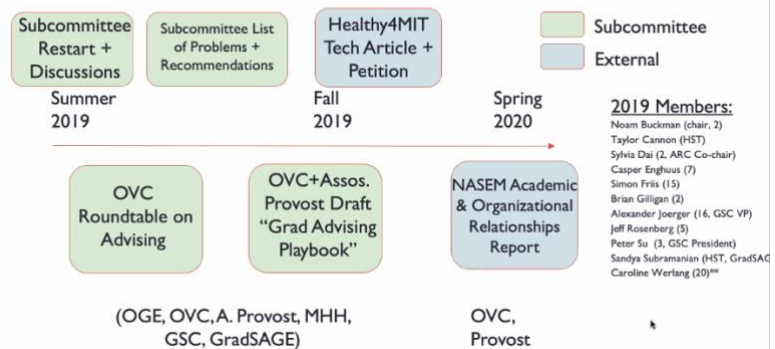
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- Recently, we've been working on issues regarding Veterans
 - Looking into obtaining resources for Veterans equivalent to that of other universities.
 - Supports needed include:
 - Finding trauma-informed mental health professionals
 - Help navigating GI Bill, yellow ribbon programs
 - Adjusting to civilian life
 - Removing stigma
 - If you want to learn more/help out, contact gsc-vp@mit.edu

- b.
- 4. ARC Advising Initiative: Roadmap and Updates (6:05-6:15)
 - a. ARC subcommittee on improving advisor-advisee relationships
 - b. Missions: improve the relationship between advisors and graduate students across MIT
 - c. Vision: Advisor relationship is not a negative contributor to graduate student wellbeing
 - d. Some current issues:
 - A. Bad "fit" -- inherent mismatch between advisor-advisee, different research interests
 - B. Confusion and unclear expectations -- PhD length, # papers, working weekends
 - C. Poor advising -- poor communications, no guidance on topic, not valuing students
 - D. Abusive advisors -- insults, retaliation, authorship, loss of funding, harassment
 - e. 2019 summary:

2019: Clarity on Problems + Solutions



- i.
- f. Recommendations



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Collection of Recommendations

NASEM Report

Values
Expectations
Grad Resources
1. Publicly stated procedures for changing advisors
2. Thesis committee reforms: non-advisor chair and feedback
3. Transitional funding
4. Department office hours
5. Exit interview by objective party
6. Professional development workshops
7. Social Host Training
8. IDHR training for reporting and protections
Reiterative Assessment
Accountability
Recognition of Excellence

1. Leadership & Culture
a. Community values
b. Culture of valuing advising
c. Transitional funding
2. Transparency
a. Advising evaluation metrics
b. Advising Philosophy Statements
c. Student rights & responsibility
d. Clear matching process
e. Multiple advisor/mentor model
3. Education and support
a. Training for faculty
b. Mentoring for faculty
c. Mentee training for grad students
d. Student professional development
4. Feedback Loops
a. Departmental review of advising and climate data
b. Solicit student feedback & input
c. Safe & transparent feedback
d. Student grievance procedures
e. Systems to evaluate advising & feedback loop

GradSAGE

1. Centralized advising resources
2. Educating admitted students
3. Advising Philosophy Statements
4. Objective research group metrics
5. Bidirectional feedback mechanisms

GSC Subcommittee

Feedback/Data Collection
1. Student Data for Improving Advisor Selection
2. Student Data for Department Enforcement
3. Advisor Statement for Improving Advisor Selection

Education/Expectations
1. Defining/Communicating Advising Standard
2. Management Training for Faculty

Enforcement:
1. Negative Consequences
2. Positive Consequences

Protections:
1. Improved Advisor Selection
2. Additional Mentoring/Supervision
3. Mutually Agreed Expectations
4. Transition Support
5. 3rd Party Arbitration
6. Institute/Department Policy Enforcement

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- i.
g. How to get involved

GSCARC Chairs (Emre Ergeçen & Simone Bruno): gsc-arc-chair@mit.edu
GSCARC Advising Subcommittee Chair (Noam Buckman):
nbuckman@mit.edu

Weekly meetings on Tuesdays @ 6.30 pm
<https://mit.zoom.us/j/95158631755>

- i.
5. Motion introduced: Creating a GSC Archivist Position (6:15-6:25)
- GSC has a decades-long history but we can't easily access it
 - History matters, esp. re. learning about grad student cost of living and past housing victories/issues
 - Proposal: \$9,100 expansion of GSC budget (from reserve funds) to:
 - Digitize, encode, and organize GSC archives
 - Donate a copy of archives to MIT library
 - Compile a report at end of the year answering historical questions of interest to current members of GSC
 - Cost breakdown (\$25/hour)*(7 hours/wk)*(52 weeks) = \$9100
 - Question: what's the use case of what the historian does?
 - History + system for archiving
 - Question: how long will it take for archives to become public?
 - (There's a certain level of confidentiality here)
 - We will need more time and consultation to figure out the answer to this.
 - Reasons why this will help



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- i. To learn what previous working groups concluded
6. Orientation event submission guidelines (OC Chairs; 6:25-6:30)
7. GSC transparency: New way to add items to Administration meeting agendas; new bodies @ MIT (6:30-6:35)
 - a. Go to GSC Services → GSC-MIT Admin Meetings on the website.
 - b. New bodies
 - i. Graduate housing working group (HWG) reconvened for Site 4, Vassar St, response to COVID
 - ii. Will see recruiting soon
 - iii. Needs people willing to do intensive research + speak truth to power.
 - iv. HWG reports are seen by audiences with real decision making power.
8. GSC Committee updates (6:35-7:00)
 - a. AC
 - i. Talked to Student Arts Program manager Shannon Rose McAuliffe. Discussed Fall 2020 events. Planning:
 1. Activism through art panel
 2. Virtual shows
 3. Selection of co-chair for the grad arts forum; open to volunteers (people who have a passion for arts – email AC or Henry)
 - ii. Planning a virtual talent show
 - iii. Dicto. Spoken work collaboration with Harvard, calling for submissions soon
 1. Submissions will be hosted online
 2. Zoom event early fall for live performances
 - iv. Virtual murder mystery
 1. Small group murder mystery game event; first attempt at a virtual AC event.
 - b. ARC
 - i. MIT Alumni Association panels (8/6 planning your career; 8/13 risk-taking in your career)
 - ii. Co-sponsorship of patent webinar series @ MIT during Fall term

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c. ASA

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ASA Updates: space

- Space committee pushing to get together after Walker issues
 - Better coordination between CAC, MIT Police, and ASA
 - Currently finding campus partners to be on the committee
- Internal courtyards on campus being considered for group gatherings
 - Students are going to congregate, so let's give them safe spaces to do so in
 - Not open to undergrads who are not living on campus
 - Working on application for groups to get into their office/storage space

i.

ii. Groups and finances

1. Working on system for group applications
2. Updating group types on Engage
3. No word on LEF/ARCADE yet
 - a. No student life fee = no grants?
 - b. May still get allocations for ARCADE, not guaranteed
 - c. Not doing a summer cycle until we get that info

d. DEI

- GSC DEI, BGSA, & G4HMIT [RISE Demands](#)
 - Calls on MIT to achieve four objectives:
 - Reform graduate admissions and faculty hiring, increase resources for education and support, reform policies surrounding faculty conduct, advance funding equity
 - Please sign the petition and send to your constituency to sign!
- [Black Lives Matter Departmental Demands](#)
 - Following BLM and #ShutDownAcademia/#ShutDownSTEM – DEI has been collecting departmental demands
 - Our Graduate Community Fellow in Institutional Research is creating a public departmental scorecard to enforce accountability
- [GSC DEI Allyship Guide](#)
 - Used to help folks who are navigating discussions around anti-racism and allyship to those underrepresented in academia

i.

e. EAB



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- Passed Lots of Statements
 - Cambridge Student Alliance
 - ICE-SEVP Congressional Response Letter
 - Amicus Brief
 - NSF Reauthorization Draft Recommendations
 - Affordable Housing Overlay
 - Endless Frontiers Act
 - RISE Act
- Working On:
 - Research Security
 - Racial Justice Statement
 - 2020 Election Programming
 - Virtual Ivy+ Summit
 - Advocacy Newsletter

f. HCA

i. Advocacy subcommittee

1. First focus is new grad residence (MIT has floated rents as high as \$2800/month); pushing for more student input beyond a survey / focus groups
2. Recruiting for HWG (brings student/faculty leaders together with high level administrators; will oversee process for designing the new residence)

g. Muddy Charles Pub

- i. Next meeting 08/10/2020 @ 7pm Eastern
- ii. Email Jennifer with any questions (gsc-muddy-chair@mit.edu)

h. Orientation Committee

- i. Completed social events
 1. Ice breaker (July 3rd)
 2. Online Pictionary (July 22nd)
 3. Two more social events planned for August
- ii. Upcoming Events
 1. ARC-run advisor-advisee webinar
 2. Life at MIT webinar (August 14)
 3. Social Event (week of August 17th)
- iii. Tentative schedule



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Set Events:

SUN	Aug 30	President's Reif's Grad Welcome (wknd -Lunch)
WED	Sept 2	CAPD + AA (Lunch)
THU		Sept 3 GSOE Welcome (Lunch)
FRI	Sept 4	GWAMIT (Lunch)
FRI	Sept 4	Grad Rat (Evening)
SUN		Sept 6 Pride Welcome (Evening)
TUE		Sept 8 Finance (Lunch)

Pending Events Meeting this week:

Grad Student of Color Welcome: *Grad Student Diversity Office*

Entrepreneurship & Innovation: *MIT Innovation Initiative*

Libraries: *Nina & Jennifer*

Advising: *GSC ARC + GradSupport*

MIT Spouses & Partners Connect

1.

9. Open Floor (7:00-7:15)

a. Nothing