GSA General Assembly Meeting

December 2nd, 2015

Minutes

Meting start: 6:41pm

Approval of Agenda

No additions or corrections to agenda

Approval of Minutes

No additions or corrections

Deep Dive: Race, Diversity, and Inclusion at Yale GSAS

Katie Oltman leading

Yale diversity breakdown is not that far off from the american matrix

Also on point with peer institutions

Yale adds up to 107%

Question: is this all of yale or just GSAS

All of yale

Numbers are different at GSAS, but those numbers are not as readily available

Question: Are these all ages, or are they college age demographics

College age demographics

Question: Is the goal to come closer to the US numbers?

No, it is more complex than that, but the american standard is not our own

Question: do those numbers include international students?

No- just american citizens

The recent issues on and around campus have shown that despite matching national average, things at yale are not settled

Recent events: the forum at the law school

Students shared anecdotes about time at yale

Questions emerged about whether or not it is fair for students to be asked to be teachers on diversity

It emerged that GSAS students have specific issues

Also listening conversations conducted with Dean Cooley, M. Nearon, KGC

Issues about lack of diversity in faculty; teaching race in the sciences

A letter circulated post talk focused on Dean Cooley's allegedly 'inept' handling of event

Faculty diveristy hiring grant

50 mil towards hiring a more diverse faculty

Question: what does this mean? More tenure track positions? More adjunct positions to up ratios?

GSA is pushing for tenure track positions

Comment: the language of the proposal and the grant is still unsettled; but there is a point about increasing adjuncts

There is an agreement among GSA collabs that the funds should go to full professors

A diverse faculty is more than filling in a pie chart , so it is difficult to say what the final numbers will look like

Comment: faculty head count by ethnicity

FAS breakdown by race and gender, but on an obscure website

Review of cultural centers in the Spring, but was largely artificial and infrastructural

New Deans appointed, and raised to level of dean, no just directors

Increased funding

Fast-tracked funding, doubling the funding

But funding was relatively small to begin with

Q: what was the original funding? We don't know

Were the numbers in the consulting report?

Current initiatives:

Diversity training, aim for mandatory training

Improved grievance procedures

Current system is opaque: is this just the websites, or is the procedure itself opaque

C: was recently contacted about the process, so it seems there is some review or visitation of process is going on

Until things are resolved, M. Nearon is best solutions

Amp up mentoring programs across cultural centers

Communicate about cultural centers and their inclusive policies

Can we include mentorship in the tenure process, so that women and minorities are not sabotaged going into tenure review

Providing additional resources beyond Office of Diversity and Development

Q: was there a critical discussion of cultural houses? That they were segregating forces?

Largely these are considered community building tools, not forces that preclude interactions

Perhaps communication needs to be improved about the inclusiveness of houses

C: there has been no conversation about post-docs. As GSAS students, we probably interface with postdocs the most, but there has been little or no word about the race relations issues from their front

Q: what is being done about post doc sensitivity training?

Right now there is no training for anyone, but when/if the training happens, we need to be sure postdocs are included

C: it is important to make sure that cultural center are being held to a standard, and that we are not only giving them space to exist but also holding them accountable

Q: what is a marker of success of cultural outreach? Is this being discussed?

People are discussing what it means to succeed with diversity initiatives, but it is still a very difficult question to answer

Q: are there numbers about who is applying to programs? Can we increase diversity if URMs aren't applying to our programs?

These are considered pipeline issues, yale is going to give additional attentions to the existing program

Follow up: it is also worth looking at first generation college goers

We can only work at a certain level, and the outreach programs can only go so far, but M. Nearon is running programs that try to counteract the early factors that discourage certain groups from pursuing higher and secondary educations

M.Nearon is attempting to expand existing programs that seek to encourage underepresented groups

Deep Dive: Transit and Security

Tranist updates

Shuttle riders' rights communication

Introducing infographics that cover shuttle etiquette

The two samples were pitched to admin, and we started with admin friendly examples

TS will circulate a list of potential infographics and will solicit input from gsa aobut which 'rule' and 'rights' are most necessary or suitable for infographics

This evolved from the 'riders' bill of rights' discussion that came out last year

C: this conversation really needs to be had with the VP of transit, and people in charge

The people we've spoken to are very much on board

Q: who is absorbing the cost?

They are, but not enough money to put on every bus in the fleet

Q: would you consider a comprehensive bill of rights PDF that students would have access to?

The list is there, and we will aim to put it up on the trasnit websit

Q: what does abosrb the cost mean? Printing as well? Or just the rental space?

They seemed prepared to pay for all of it

Meeting with ed was very productive, so it seems like it is definitely happening

Door to door revisions: they are in the process of revamping the entire system that lets you use your smartphone to order ride, see where the car is, and be able to cancel the ride from app

Q: will you still be able to call, since not averyone has a smartphone

Yes, and visitors can use the system as well

Q: do we know what will happen to dispatches currently hired for this job?

They are also involved with security, so hopefully they will be able to focus more on security job

Q: are the dispatchers necessary for scheduling rides when multiple people in one car are involved?

The app program allows for that

The role out will not be one night and everything changes, it will be slowly beta tested and the operational population will increase

Other complaints about the shuttle system, how it works and how it moves around

Will attempt surveys n coming months to see where interest is in population how they would prefer to be served and how service should change

The new res. Colleges have prompted various groups to ask yale for more money, the transit dept is one of them

The weekend shuttle will now stop at Elm City Market

Also in talks about improving student saftey on campus

Please share thoughts about imporving city and campus safety and the TS will liaise with proper groups

Q: Yale is required to report within a certain radius, when things happen to gsas students outside of radius, it is not reported. Can we ask them to include all crimes against yale students outside of radius

Does yale security handle all yale student crimes? Why can't they be easily reported to students?

Crimes that are solved should be included, not just the ongoing threats; people should know what is going on around where they live and work

They aren't required by law, so they will be very reticent to do so, since it might raise crime statistics

Chief higgis does occasionally send emails that are not legally required; there are existing community resources that allowo people to report or learn about neighborhood crimes

There is also the livesafe app, which is an earlier generation of the bulldog app; people do have complaints but they don;t necessary report them to the police department

Could the disclaimer that appears at the end of every higgins email about the saftey of the shuttle program be leveraged to increase funding

Higgins was at a meeting a few yrs ago and was very reluctant to increase bubble

Can we get data to back up our request fo rmor ethurough reporting

Higgins is very open to 'meet the chief" events

Lab safety initiative

Goal of the safety team is to improve safety in chem and thefn move out to other departments

Website is up an running, and gives you resources

Will have forum topics; competiton to improve label; trying to put together 'funny' videos for safety

Q:how often are the blue phones maintained?

Very well maintained, but not well used since people have cell phones

The blue phone at the golf course was disconnected

There are 3 different types of blue phones, and they all need to be checked

Q: how often are they used each year?

No idea, but they are never going away

Department Meeting Reports

Statistics – Cindy Rush

16 phd students, yearly cohort of ma students between 5-10

almost 90% of students are international

everyone like extended gym hours, but in general holiday hours of everything suck on campus

Faculty and students go out to lunch everyday at dining hall, but it is free for faculty and 10$ for stuents

Can the cost be reduced for students to a more reasonable price?

Students love the english primer program, eased transition into new haven

Q: do we know when students will be booted from HGS

It has shifted a year after the schedule for elm street dorm changed

Now at 2018? Bur students need to have afirm date for plan ahead asap

Forestry and Environmental Studies – Paige Weber, Bryan Yoon, Ana Borges

About 82 students, big program

Being an idependent school makes financing difficult

Average phd student is 30, older generation

30-40% are in the humanities and the social sciences but do no have any of the sixth year extension benefits

program coordinator does not know how many are actually getting funding

about 50% are science phd with 5yr guaranteed funding, but no guaranteed 6th funding

international population with international research interests,

what are the medical benefits while they are abroad, more clarification about benefits when abroad

not enough money or support from university to assist in starting a family, concern since FES is an older population

Immunobiology – Jesse Collins, Bill Ruff

Shuttle system has a gap between 6 and 7am

A red line shuttle does operate then

New green bike lines, but can be very slippery in the rain with no texture grips

Issues with pike international

Traffic safety at congress and cedar, many cars, a lot of pedestrian traffic

Is there a way to slow drivers down and make them accountable for safety, ie red light camera

Ivy Summit Report

Move to table

Seconded

approve

Graduate School Alumni Association Fall Assembly Report

Move to table

Seconded

approve

Concerns from the Floor

Wellness grants

One to start a gsas focus group study about stress and mental wellness

Looking for volunteers

Second grant for destress fest pilot

Looking to directly coordinate with DGS and PIs so that dtudetns can be let out on time or able to go

Nest meeting: Dean cooley will be joining us

Adjournment

Motion to adjourn

Seconded

,eeting end: 8:07pm