**Indiana University Graduate Faculty Council**

**October 18, 2021**

**3:00 – 4:30 pm**

Zoom: <https://iu.zoom.us/j/89193515125?pwd=NFE1bExwMWhyQU5kS1RhcEhCQUtidz09>

**Agenda**

1. Approval of [minutes](https://iu.instructure.com/courses/1506992/files/folder/GFC%20Documents%202021-22/GFC%202021%20Meeting%20Agenda%20and%20Minutes%20-%20Sept%2020%2C%202021?preview=128497482) from Council meeting on September 20, 2021
   1. Present: Dominique Galli, Spencer Hall, Hanxiang Peng, David Deleke, Larry Moss, Natalia Rybas, Marcy Shepardson, James Wimbush, Diane Henshel, Shu Cole, Subir Bandyopadhyay, Janice Blum, Margaret Graves, Adam Eckerd, Alyson Essex, Jeff Rutherford, Beth Samuelson, Tabitha Hardy, Nathan Schmidt, Andrew Winship, Jason Jackson, Hongxia Ren, Scott Aoki, Devon Hensel, Valentina Luketa, Krista Hoffman-Longtin
   2. Diane Henschel moved; Marcy Shepardson seconded
   3. Unanimously approved with no changes
2. Updates from Dean Wimbush
   1. IU Human Resources provided an opportunity to hear from graduate students about benefits concerns. Laura Crest (IU VP HR) to re-start meetings with graduate students in spring 2022.
   2. Funds available ($30 million) to increase diversity in tenure track hiring on all campuses. Funds are available for all campuses on a first come, first serve basis. Dean Wimbush will have meetings across the campuses to inform people about opportunities. Information is coming if departments have not already gotten it.
   3. Concerns raised about:
      * Tenure track lines diminishing as counter to hiring diversity
      * Disparities in cost differences for tenure track in different schools
      * Will there be accountability as to how/when/where funds are spent? - Dean Wimbush will provide updates on program at future meetings
      * Will graduate student voices be represented during hiring process, especially minority communities? - Usual hiring processes will be used by individual departments.
   4. Usual processes will be used to prioritize campus specific positions
3. Campus-specific updates from Deans Blum and Daleke
   1. Dean Blum – IUPUI
      * Spring enrollment strategies are in full swing. There will be a focus on salesforce and other innovative approaches to recruit students across campuses.
      * Elite 50 nominations – self or by faculty – are open
      * Financial hardship remains present – student leave policies are being drafted for each school
      * Dr. Hardy won a campus grant to re-engage grad students on campus
        + Trip to the Indianapolis Zoo - ticket giveaway with donation to PAWS pantry - will be on 10/23/21
        + Three minute thesis competition – will be on 2/25/22 - virtual first round, hoping for in-person event in spring
        + Spring Social and Graduation breakfast
        + Events for National Graduate and Professional Student appreciation week
   2. Dean Daleke
      * Have filled two positions – Admissions (Jackie Breeding) and Assistant Dean for Diversity, Equity and Inclusion (Dr. Howard G. Sims – starting 11/15/21)
      * Hiring Graduate Mentoring Center Director – close to finalizing
      * AAU PhD education initiative
        + 5 IUB departments preparing students for diverse career pathways
        + Department action plans for the year have been submitted
      * Professional internships for doctoral students – pathway to explore other types of careers
      * IU Ventures – program for students from any field to explore venture capital - more details coming
      * Best PhD Dissertation Award **-** Our nomination to the 2021 Council of Graduate Schools/ProQuest Distinguished Dissertation Award (Denisa Jashari) won the overall national competition in the area of humanities.
        + Award will be given at the council of graduate schools national meeting (12/02/22)
        + Congratulations to Denisa and big thanks to the GFC awards committee. Specific thanks to Melissa O’Neill and Jennifer Barron (former and current fellowship and awards coordinator).
      * IUB events - Jeff Rutherford
        + Annual academic workshop - tentative date (11/18/22)

1. Committee charges

Academic Policies: Diane Henshel

* Working on issues from last year, including prior credit issues, grading issues and bulletin change follow ups
* Examining candidacy timeline and post-pandemic policies
* Interpreting University Faculty Council discussion and working out how it will apply to the work of the GFC

Awards: Jason Jackson

* First meeting advanced awardees for Master’s student awards
* Develop guidelines for committee processes to hand to next year’s group

Diversity, Equity, and Inclusion: Larry Moss

* Advance last year’s data collection – make recommendations to GFC what can IU do better in the area of DEI student recruitment/retention
* Fill in information gaps on data gathered last year- e.g. fellowships

Graduate Initiatives: Spencer Hall

* Objectives:
  + Timeliness concerns with syllabi posting and Canvas notifications: has largely been resolved
  + Offer letter requirements – what are minimal requirements?
  + Money smarts – Review accuracy of websites managed by Money Smarts to convey actual costs of grad/professional programs
  + Mentoring and Advising – best practice dissemination and development of resources
    - Comment from group that resources are already available
    - Focus is on distilling information and facilitating access
    - Jen Park on IUPUI campus is creating a Mentoring Handbook
  + Advocate for Graduate Mental Health Task Force – based on Dr. Carroll’s report
  + Graduate student fees – review fees and compare to other schools
  + Issues related to online education - should GFC and UGS be concerned about proliferation of online programs?
  + Possible need for GFC regional campus committee- what would this mean for membership on other GFC committees?

1. Regional Campuses: *ad hoc* Committee Initiative

* Committee intended to better highlight the needs of the regional campuses – will exist for this academic year
* Evaluate whether to make long term standing GFC committee

1. IUB and IUPUI GPSG: Strategic Initiatives

* IUB:
  + Working on understanding online to in-person class transition– collecting experiences from students on degree progress
  + Launching campus wide survey – assesses wide experiences of graduate students academics and life – will be fielded this semester
  + Understanding fee structure for graduate students – how/where used?
  + Investigating how graduate students, especially international students receive information and experience free speech on campus
  + Job market concerns under COVID - particularly for those in social sciences and humanities - working on encouraging careers other than tenure track
  + Mentorship best practices + dissemination
  + Making sure that communications to graduate students speak to them directly.
    - Emails from dean of students perceived as speaking only to undergrads and emails from HR as speaking only to faculty
* IUPUI:
* Spring 2020 Campus wide survey outcomes cover life and academics – pre COVID
  + Students need more wellness support
    - Focus this year will be basic needs (food, housing, medical)
    - Advocating for budget increase to Paw’s Pantry
    - Continuing to promote campus resources
    - Intra-professional wellness – underpay and overwork
  + Grad students lack a sense of community with each other and campus – hinders progress through programs
    - Boost connection to campus and to Indianapolis during student orientation
    - Student affinity group establishment - supporting cultural events
    - Scholarships
    - Marketing local minority-owned businesses on social media pages

1. Mental Health: Guest Speaker Dr. Aaron Carroll

* Dr. Carroll and team have been collating different reports – data are consistent that we need an action framework
  + Culture and Climate
  + Communication
  + Prevention strategies
  + Service and support - policy improvements
  + Better data collection from graduate and professional students
  + Staffing and resource shortages
* Goal – January 2022 to present actionable items to President
  + - Operationalize short-, medium- and long-term goals
    - Set timelines for the following six months - need for specific recommendations
    - Ensure representation from all major stakeholders
* Comments from group:
* To what extent will you be able to make recommendations to address the climate or structural issues that underpin mental health issues?
  + Larger groups should make recommendations to address structural issues - these should be considered more as long-term goals
* Staffing is an issue – yet we can’t “hire our way out” of this problem. We need to think about creative solutions and be better about triaging students for treatment (e.g. groups). Also need to think about online students who have no access to CAPS.
* Climate is an issue – but change is achievable. Pushing for destigmatizing of mental health. Increased training (awareness and referral) of those who have first line contact with students.
* Concerns for faculty becoming the counselor with lack of actual professionals to see students – this is an added burden for faculty – increased overwhelm.
  + We have to improve the backend of services on how referrals are met. This again includes novel methods such as triage and other services when counselors are overloaded.
* What kind of support is available for undergraduate students? Can grad students tap into these systems?
* Are there any guidelines available for faculty in terms of what to do when student mental health distress is noticed?
  + Protocol is to refer to CAPS - this is necessary but not sufficient
  + Hope is for relentless focus on pragmatic recommendations for solutions
* Campus data from IUPUI survey will be sent to GFC
* This is the intersection of graduate students overwork and underpay – these issues must be at the forefront of the mental health discussion

1. New Business—None
2. Adjournment

*Next Meeting: November 15, 2021*