**Indiana University Graduate Faculty Council**

**November 15, 2021**

**3:00 – 4:30 pm**

**Minutes**

**Agenda**

1. Approval of minutes from Council meeting on October 18, 2021
   1. Present: Dominique Galli, Devon Hensel, Lisa Hoffman, Shy Cole, Natalia Rybas, Larry Moss, Hannah Buxbaum, Marcy Shepardson, Margaret Graves, David Daleke, Nathan Schmidt, Janice Blum, Hongxia Ren, Diane Henschel, Adam Eckerd, Spencer Hall, Hanxiang Peng, James Wimbush, Tabitha Hardy, Alyson Essex, Scott Aoki, Jason Jackson, Beth Samuelson, Krista Hoffmann-Longtin, Valentina Luketa, Gloria Preece, Subir Bandyopadhyay, Stacie King, Jeremy Linton

b) Unanimously approved with no changes

1. International Students: Guest Speaker Hannah Buxbaum, VP for International Affairs

* Mobility restrictions – for students stuck in the United States (U.S.), as well as students who left the U.S. and could not come back - created disruptions for international students. These included educational, financial, employment, technology and housing disruptions.
  + Fall 2020: approximately 850 students returned home and could not return for the semester’s start or were new enrollees and elected to start course remotely in home country (vs. defer enrollment)
* Graduate student enrollment for 2022-2023 is strong
* The U.S. immigration policies exert negative impact on graduate students in general
* Many incoming international students from last year deferred to this year - there was not a large number of dropouts
* Challenging for students to stay employed abroad
  + Graduate students could not retain academic appointments when overseas
  + Even if students abroad have American bank accounts and work online, they can’t work for the university due to local tax and labor policy specific to their home country.
* Student labor union activities
  + Fee strike participation - International students taking actions that inadvertently result in disenrollment from minimum credit hours will affect visa status
  + No reason to believe that International students have different rights than domestic students in labor union participation
* International student fees - fees offset decline in state support without raising tuition - fees have not been raised since 2019
* OIS has been extremely helpful to students during and after the pandemic - thanks to OIC services
* Best practices for future educational accommodations
  + Most frequent across fields are uniform technological accommodations
  + Will look into more best practices across fields
* OIS raised funds from international alumni - over $300,000 in emergency financial support was given to graduate students in pandemic era - another alumni appeal to happen this year

1. Committee Reports

* DEIC
  + Tasks for committee this year
    - Finish data collection on financial issues/challenges, recruitment/attrition, available support and fellowships for graduate students - data is currently incomplete
    - Provide the GFC with advice and policy recommendations on how to better handle DEI issues - future best practices
  + Marcy Shepardson taking lead role in DEIC data analysis (data covers all IU campuses)
    - Current data is missing measures of interest (e.g. student gender)
    - In process of getting more detailed “person-level” data
    - Questions to answer - what factors affect admissions? - among admittances, what factors affect enrollment decisions?
  + Moving Forward
    - Provide best practices on recruitment and retention - looking into Dominique’s pipeline proposal
    - Come up with working definition of diversity, equity and inclusion
  + Questions
    - How will data show how applicants are being assessed? - may need a survey of faculty to understand how they are considering diversity
    - Less English speaking ability among international students can cause classroom participation barriers - suggested that the DEIC could look into solutions
    - Suggested data inclusions - zip code, socio-economic measures
    - Importance of clarification on DEI definition - DEI is defined broadly to include unique aspects outside of just personal characteristics
    - University does follow federal guidelines of what is defined as underrepresented minorities (e.g. Hispanic/Latino, Black African-American, multiracial) - while staying mindful of other underrepresented groups
    - Issues for this committee are very local - important to get information from within each program - question to look at is, why do students leave?
* APC
  + Leave and grading policies
    - Request to each dean to provide their specific leave policy information
    - Revalidation of grades and courses - difference between policies and processes - need to address processes that don’t follow policies
    - W, X and I grades need to be examined
* Regional Campuses *Ad Hoc* Committee
  + Committee meetings focused on common issues
    - Multiple collaborative programs online - successful in program launches but challenges in maintaining and growing programs
    - Scheduling and sharing courses - lacks transparency - need new guidelines from GFC
    - Committee will write up suggestions and action ideas and meet with Dominique

1. Updates from Dean Wimbush
   * + New director of GMC for IUB is Sean Nicholson-Crotty from the O’Neill School.
     + Begins on January 1st - looking forward to having him in this role
     + Sean and his faculty spouse did the work on the Hudson Holland analysis - grateful for their help and support
2. Campus-specific updates from Deans Blum and Daleke
   * + Running workshop on fellowships - learn more about how to nominate students for awards and fellowships at IUPUI
3. New Business— open call – no new business
4. Adjournment

*Next Meeting: December 13, 2021*