



**GRADUATE & PROFESSIONAL
STUDENT SENATE**

Senate Meeting Minutes

April 17, 2019 / Hub 332

Officers and Executive Senators Present:

GPSS President: Giuliana Conti
GPSS Secretary: Amy Gabriel
GPSS Treasurer: Robby Perkins-Hood
GPSS Vice President of Internal Affairs: Sydney Pearce
GPSS Vice President of External Affairs: Kelsey Hood
GPSS Executive Senator: Chris Boylan
GPSS Executive Senator: Jacob Ziegler
GPSS Executive Senator: Zhiyun Ma
GPSS Executive Senator: Jackie Wong
GPSS Executive Senator: Michael Diamond

1. Call to Order

5:33 PM

2. Approval of the Agenda

5:33 PM

Amy Gabriel: Motions to amend the agenda to replace Item 4, the Canvas Tool, with Campus Climate Survey.

Jacob Ziegler (Chemistry): Seconds.

Amy Gabriel: Motions to amend the agenda to move Item 6, the non-academic seat petition to above the Campus Climate Survey presentation.

Lillian Ferraz (Evans): Seconds.

Michael Diamond (Earth & Space Sciences): Motions to approve the agenda.

Christian Love (Higher Ed): Seconds.

3. Approval of Minutes

5:34 PM

Genevive Hulley (Art History): Motions to approve the minutes.

Chris Boylan (Environmental Affairs): Seconds.

4. Q Center Petition for Nonacademic Seat.

5:35 PM

Amy Gabriel: Says Lillian Ferraz will be petitioning for this. Slowly trying to incorporate more non-academic programs into Senate so can represent minority groups.

Lillian Ferraz (Evans School): Explains there are a lot of queer students who are grad students on campus. Personally did not know there was a Q Center for a long time. Resources for queer students are not well advertised. Having a representative is important, especially for input on certain issues, like the movement for healthcare on campus – inclusion of trans rights is important and this seat could advocate for that. Whether for queer items, or not – important to have someone who cares about LGBTQ rights or movements. Been speaking with other queer organizers to have this be a liaison seat between a coalition of people, so it's not just one person representing the queer voice. Hopes to build the coalition with help of Senators.

Amelia Schwartz (Geography): What is the Q Center?

Lillian Ferraz (Evans School): Responds it is a resource center for LGBTQ students, staff and professionals on campus. It is sort of a queer space in the HUB. They create programming – serve about 1,000 estimated grad students, but thinks there is more that could be served on a regular basis. Benefit of calling it Q Center seat is for sustainability. There was something called Rainbow Grads which was an active space for grad students to meet each other. Acted as a coalition builder – but it sort of faded away when the leaders left. So attaching it to the Q center it will make it more sustainable – since it is an institution that will stay on campus. By building in policies between GPSS, Q Center and the Grad School – support will stay there.

Sydney Pearce: Amy Gabriel can you share about the other non-academic seats?

Amy Gabriel: Have three right now – RCSA, Campus Sustainability Fund and Veterans.

Mason Proffitt (Physics): Curious about the 4th “whereas” clause. What does “serve” mean?

Lillian Ferraz (Evans School): Responds wary of getting statistics on who is gay on campus because that is dangerous, so Q Center just tracks every program of people who visit their office. So this estimate is a ball park. Do not take information from incoming students/staff because it is

dangerous information to record. The grad student amount could be a lot more or less, it's hard to know.

Amelia Schwartz (Geography): Is there a block to becoming a Senator in their department? As a Native American does not have a graduate community. Not sure what the limitations are as a Senator in your department.

Lillian Ferraz (Evans School): Responds the benefit of having a seat is having that sustained voice and action. I am queer student in the Senator seat. Does not think there is a limitation to that and thinks there should be seats for other groups as well. This is more pointed. In personal experience with queer rights and organizing have only had one time to come together this year. Having something in a sustainable institution would help find spaces to come together. Wants to point out something that is a misconception – people think because we are older we have things all figured out. That's not the case. People come to Seattle because it is queer friendly, but then get to UW and have no support. There are people who need support and community.

Amy Gabriel: Adds the main drive behind this is to remove some of the burden behind existing Senators. We all carry a lot of identities, so by creating particular seats, that person in the new seat becomes the leader and go to, which makes it less of a burden on other Senators who carry that identity.

Harman Molly (Pathology): Motions to extend time by 5 mins.

Michael Diamond (Earth & Space Sciences): Seconds.

Giuliana Conti: Seeing no questions, opens the floor to debate.

Jacob Ziegler (Chemistry): What are the mechanisms in place to ensure this seat is being utilized? Because knows there is significant turnover in the Q Center leadership.

Lillian Ferraz (Evans School): Vision is to get a seat that has Q Center support and a grad student coalition.

Amy Gabriel: As Secretary, manages the roster and looks through it every school year and quarter. Rainbow grads had a seat on roster forever before realized no one was coming. So my role is to check in and see if anyone is interested in filling seats that have not been filled in a while.

Giuliana Conti: Adds we have built a really strong partnership with the Q Center for partnered programming. Was working on programming for grad students to specifically have spaces that are not just related to queer matters, but a series of conversations – but could no longer schedule. But had a series of events planned for people to come talk about qualms of being a grad student. And that was out of a partnership with the Q Center. Responsibility falls not just on person filling the seat or the Secretary, but the entire body to ensure the seat is filled.

Michael Diamond (Earth & Space Sciences): Adds our Constitution says these seats can be eliminated if vacant for multiple years.

Giuliana Conti: Any other debate?

Robby Perkins-High: Motions to vote on Q Center Petition.

Michael Diamond (Earth & Space Sciences): Seconds.

Vote: Majority approves.

5. Campus Climate Survey Presentation

5:52 PM

Amy Gabriel: Says have Rankin and Associates with us today who are working on developing the Campus Climate Survey which came from the UW Diversity Blueprint. I solicited some participants in focus groups.

Jeanette James (UW Minority Affairs and Diversity): Says under the Diversity Blueprint the first goal is to create a more inclusive climate, next is to do a survey. So have been thinking about how to do this well for years. Discusses the bid process and selection of Sue Rankin. Will be working with them for a long time. Will discuss the timeline – will be working on it until Spring of 2020. We want to know what the climate and experience is like for students, faculty and staff. This week is a big week because it is the focus group week. Doing 45 groups across all three campuses.

Dan Mercen: Says has been working with Rankin and Associates for 10 years. Studied Electrical Engineering – then switched to Psychology and got a Masters in Student Affairs. Got Phd in Higher Ed, fell into consulting business. Is one of the project managers.

Sue Rankin: Explains is not a consultant by trade. Is a researcher and faculty member at Penn State for 36 years. Started as a Physiologist, scientist by trade. Also coaches women's softball. Moved into Administration for 12 years and then went back to faculty in College of Higher Education. Consulting started through a research project. Has worked with 187 schools. Has a broad portfolio with universities (University of California, Wisconsin etc.) and community colleges. All of work is based on literature. Does not use a template – every year it is revised.

Jeanette James: Gives thanks to Giuliana Conti and Amy Gabriel who sit on the committee to help shape the survey. 31 people are on the committee across 3 campuses. Will begin building the survey this spring – partially from what hear from focus groups. Will be UW specific. Have been working with Sue since October. Every time Sue and staff are on campus meet about 6 hours – it is a working committee. Right now is focus group week. Then Rankin and Assoc. will take the information and share it back with the committee. This summer will go through the IRB process. It is going to be confidential and safe for people to fill out the survey. Want it to be as identifiable as possible. The reporting will go out to the entire community at the same time. The survey opens Oct of 2019 until Nov 8th, 2019. Rankin and Associates will do all of the analyses

and reports with it. Then the real work will be creating change and action based on the results. Want to share information and the timeline and give you the opportunity to engage with them. Want to engage GPSS as ambassadors for this project. Would like a 40% response rate (which is high for a web-based survey). Need at least 30% for the project. We really have to dig in as a community and get people engaged.

Giuliana Conti: Notes that she and Amy Gabriel have worked a lot – tried to be responsible voices on behalf of a very large population. If have any questions – a lot of the material is confidential, but always want feedback and will share whatever can.

Sue Rankin: Comments on the transparency piece. The senior leaders will not get to see the results until you do. We are going to provide you with the results we find and go from there. Your two liaisons have been amazing. They have probably challenged us more than half of the people on the committee.

Q & A

Senators: What efforts has UW made to include grad student input in the development of the survey?

Sue Rankin: We don't have template but we have a question bank. Every campus is different and unique. Often times you all are left out of surveys. Part of the work is making it as inclusive as possible. Some questions will be directed just to the grad student experience. It is not a diversity study, it is climate survey.

Jeanette James: Notes that in the focus group process – half of the focus groups are student groups and half of those groups are grad and professional students. So your voices are included there as well.

Sue Rankin: Adds there are 2 purposes of focus groups – to generate questions and to get UW community involved as early as possible.

Phil Leung: Half are students, what is the other half?

Jeanette James: Two are mixed – Veterans and Women are mixed with students, faculty and staff. There is also faculty tenure track, non-tenure track, professional staff, classified staff, and faculty and staff of color.

Sue Rankin: We didn't create those either. The committee did since each campus is unique. The literature offers some things we should look at, but had committee input because UW is unique. Then our facilitators do all of the focus groups. Can go on the website and see people who work on the group. If you are grad student doing any type of work on climate assessment – might want to check it out.

Giuliana Conti: We have a lot of questions on Poll Ev. We won't have time to answer them all tonight, so please vote on the most important.

Senators: What are UW's goals in conducting the survey?

Jeanette James: The Tri-Campus Diversity Council wrote the Blueprint and one of things that came from it was to create a more inclusive campus climate. Sole goal is to identify the issues and do our best to create a more inclusive climate. Ricky Hall often says – if we all sat in a room for a couple of hours, we'd probably identify a lot of the issues, but that doesn't get us where we want to go, because if it is not a data driven process a lot of people will not be driven to act on it. Haven't done a tri-campus climate survey for 11 years, since 2008. Has been connected with UW off and on since 2000. No one has ever asked what my experience was on campus. Need to be more routine about getting feedback.

Senators: What are some of the changes that other schools have implemented in response to surveys like this?

Sue Rankin: Depends on the school. The different campuses may have different responses. Can also highlight what are doing well. Was doing a grad student women's focus group – one said was she was afraid to walk to car at night because a lot of grad classes were offered in the evening. Within a week and half of the focus group there were better lights in parking lot and escort program.

Ted Cohen (Molecular Engineering): Motions to extend by 5 mins.

Casey Duff (ASUW): Seconds

Senators: What recruitment strategies are you utilizing to ensure diverse representation of focus group participants? Are there any incentives to ensure a high response rate?

Jeanette: The focus groups are populated by the committee members. So I did not populate any of the groups. A committee member who identifies in that way, populates the group. Cynthia Morales from Go-Map, Amy Gabriel and Giuliana Conti populated a lot of grad student groups. So really relied on 31 people on committee. They did a good job. Not offering any incentives other than a meal for focus groups. We are – in May – going to have a conversation about incentives for the survey itself. Some people are opposed to it because it is a research university, other people really want it. Inclined – if use them – it will be big and meaningful. Sue gave us some really effective incentives – including a free quarter of tuition for students, or upgraded parking for staff. Those schools got very high response rates. Feel free to e-mail her with any feedback.

Senators: Does the UW have specific actionable plans to act upon the findings of the survey?

Sue Rankin: Do not know what the findings are yet, but already acting on information for focus group. Everything will be on the campus climate website. The actions will be there, the timeline and who is accountable for making them happen. I am a critical, post-modern feminist and I am very action oriented. People are tired of filling out surveys and nothing happening. Will be 4 reports for 3 campuses and health sciences, and an overall one. If you do not get a 30% rate for your unit, you never get to see the data for your unit. So that helps them get invested.

Jeanette James: Doing this on behalf of the Climate Student Working Group and the Diversity Blueprint which has a longstanding council. There are multiple layers of structures and accountability groups.

Giuliana Conti: Our intention is – whatever information can get related to the grad student experience – will inform our actions next year. Want to make people aware of resources we see a need for.

Sue Rankin: Our focus is – what is the best way to ensure your success.

6. First Reading of Mandatory Bystander Training Resolution 6:19 PM

Amy Gabriel: Explains that ASUW is doing a resolution on mandatory bystander training and we want to do one as well for grad students specifically. Sent out for your review. Since it is first reading, accepting friendly amendments.

Michael Diamond (Earth & Space Sciences): Have there been any changes since it has been sent out to Senators?

Amy Gabriel: No.

Mason Proffitt (Physics): Notes that the term “gender diverse” is used many times and is not defined and is not used in the first citation. Suggests we replace it or define it.

Dean Allsopp (Evans): Can we call it trans and gender nonconforming students?

Brittany Bishop (Chemical Engineering): Responds, will check on the definition and change it to better specify.

Michael Diamond (Earth & Space Sciences): Says the author is already working on this, but one concern with a mandatory training is some research says that mandatory trainings, when not implemented well, can result in blow back. So there is a trade-off there. I would be more comfortable with it if included university doing research on effectiveness. Because many universities do not look into that.

Sydney Pearce: Notes that where it says “written by” thinks it should say “public administration” or “GPSS” next to Matt McKeown.

Giuliana Conti: Explains this will be sent out in a google doc. Will have two weeks to give input. Will bring it back for a second reading – where friendly amendments can also be made and authors

will go over changes based on comments. Please make comments before the meeting, so authors have time to do the research etc. That's how we strengthen it.

Michael Diamond (Earth & Space Sciences): Adds when say friendly amendments, they will require a vote in the meeting, so getting it to the authors beforehand is fastest.

7. Memorandum on Summer Work Policy for GPSS Officers

6:25 PM

Michael Diamond (Earth & Space Sciences): Something that came up when establishing the Elections Guide – for a number of years have had language requiring Officers to work over the summer, with exemptions, but there was no policy or process for this. So tried to create one.

Policy we settled on – can see the deliberation in the Exec minutes. Asking all candidates to commit to an average of 20 hours per week during the summer. Do not have to work all 30 hours passed in the budget, but must work at least 20 on average. If you cannot do this, there is an exemption process. Must petition the Exec committee. Send Amy an e-mail explaining why you cannot meet the min. requirement and how you would be effective in position without being able to work. That petition will be debated at Exec. Can go to the meeting and advocate for yourself. Point is to ensure elected officers can set GPSS up well for the start of the school year. If the exemption is reasonable, Exec committee will grant and likely require disclosure at Elections. If it is not reasonable, may try to come up with a plan so can meet the goals of the organization.

Dean Allsopp (Evans): Says that understands the intent, but do not understand how the expectation is for students to have a part time job during the summer when already have a lot of work lined up. Is it possible to back load hours into September?

Amy Gabriel: Responds that's what she did. Had a full-time internship last summer. Worked 10 hours a week most of the summer, then did full time GPSS in September to get ready for the year. Want to make sure the candidates are accountable, but not entirely drawn away from internships.

Robby Perkins-High: Notes that Officers switch from being hourly employees to salaried in mid-September. So would have to get hours in before mid-September cut off. Also dramatically increased Officer pay in the budget, so could live off of just GPSS for the summer.

Sydney Pearce: Says for any prospective candidates, wanted to make it clear there is a goal of working. If have a prior commitment understand, but want you to do work at GPSS to best of ability. It varies by position.

Michael Diamond (Earth & Space Sciences): Notes that the memo reads “Strong expectation and preference” is 30 hours per week.

Mason Proffitt (Physics): Said something about deliberations in the minutes. Is that the Exec Committee minutes?

Michael Diamond (Earth & Space Sciences): Yes.

Amy Gabriel: Not up yet, but will be soon.

Michael Diamond (Earth & Space Sciences): Please reach out to Exec or Elections with any questions.

8. Elections Update

6:32 PM

Michael Diamond (Earth & Space Sciences): Already had some questions from candidates about last year's candidates' statements. There are postings from last year's elections on the GPSS webpage. There is no roster on the Senate website, names will be posted shortly, but there will be no e-mail information.

Sydney Pearce: Notes she has offered her candidate statement to any candidates.

Frances Chu (Nursing): The due date for nominations is April 22nd at 5pm. Must e-mail if you want to run. May 1st is when will be doing voting. Encourages everyone to run for a position and e-mail her with questions. Will need to send her your candidate profile so can post on the website by April 23rd.

9. SAGE Day on the Hill Update

6:34 PM

Kelsey Hood: This is a quick recap. There is a full packet of the white papers that working groups put together. They will be available on the GPSS website. Abbie Shew, Organizing Director, is not here tonight and she was voted in as the new Political Director for SAGE. UW has held the position for the past 5-6 years. If anyone has questions about SAGE on the Day on the Hill can talk with her.

10. U Pass Presentation

6:35 PM

Sydney Pearce: Notes that Senators can read more about this presentation in the Exec minutes. The union, who represents about 1/3 of grad students, were petitioning for the university to cover their U Pass fees. We were unsure if university was going to say yes, but great news, university said they would pay for it. Now, university and U Pass need to look at MOU because required all students to pay it, so need to re-write it so union is not included. There is a slight chance university could take away 10% they contribute to the U PASS. So would increase \$84 per quarter fee. Also everything is getting more expensive and King County Metro has reset their fee structure. In the

future will need to increase fees – next year will stay \$84/quarter. The staff/faculty U Pass rates are changing and parking rates are going up (8-15%) next year. There are different meeting opportunities to learn about it.

Jackie Wong (Dentistry): On the e-mail there was a mention about electric transportation on campus – will that be discussed at these meetings?

Sydney Pearce: No. That was looking at the WAC. Currently the WAC does not allow electric scooters and e-bikes on campus. Looking to change it to allow electric bikes.

11. Upcoming Events

6:40 PM

Matt McKeown (Event Director): Academic conference will be this Friday from 11am-6pm. Encourage you to look at schedule. There is a lot of great presentations and it is good to see what students have been working on all year. Next event is the Student Loan Repayment Information session. They will do a broad overview of student loan repayment plans. Wanted to provide opportunities for students to get this information, can also schedule appointments with them directly. Tuesday, May 3rd. Golfing with Grads is coming up. The Spring Send Off will be June 7th, 2-5pm in Sylvan Grove. Lunch and Learn will be in the office 314. And White Paper wrap up, potentially on May 30th. Div Com will do celebration event in late May.

Ashley Bagley (Marine & Environmental Affairs): Can you talk about what Sara Meyer will be talking about?

Christian Love (Higher Ed): Will there be lessons for the golfing with grads event?

Matt McKeown (Event Director): We will cover a bucket of balls and club rental is free.

Michael Diamond (Earth & Space Sciences): Sara will be talking about her experience in science advocacy. She also founded the Rowan institute which deals with leadership and diversity in science.

Amy Gabriel: Can you bring significant others to golfing with grads?

Matt McKeown (Event Director): Will get back to you about it.

Sydney Pearce: Sara Meyer also founded Seattle chapter of 500 women scientists.

Matt McKeown (Event Director): The Odegaard Writing & Research Center's Dissertation Writing Retreat is coming up. The HUB just opened a big e-sports arena. The grand opening is tomorrow. The Sounders College Days are coming up.

12. Composition Survey Results

6:46 PM

Amy Gabriel: Shares the results from the composition survey. Wanted to understand the various identities in the Senate. 43% response rate. Academics: Fields of study, 44% are pursuing a Phd. 15% professional students. 1/3 grad degrees. Employment: 80% of Senators work. 1st Gen Student Status: 75% do not consider themselves a first gen college student. 55% do not consider themselves 1st gen grad students. International student status: 93% do not identify as an international student. General demographics: 61% between 25-30. 21% are younger than 25 and 17% are older than 31. Gender and Sexuality: 53% female, 42% male. 65% LGBTQ+. Race & Ethnicity: 71% White, 26% Asian, 7% Latinx. Just highlighting the largest results. Residency: Most live in northeast Seattle. Care giver status: 96% are not currently a care giver for more than 1 person. Veteran status: 97% are not. Disability status: 93% do not require assistance or supportive services, 7% do.

Should increase representation of certain identities in GPSS. 54% of grad students are students of color and GPSS is only 29%. Student veterans, based on an estimation - there are 85 in the grad school, and GPSS only has 2. There are over 300 different graduate programs available and only have 74 represented International students make up 21% of grad students but only have 7% in GPSS.

Phil Leung (Molecular Engineering): Can we convert the veterans to percentages? Need the total number of graduate students.

Tafari Clark James (Mathematics): How was the UW total for students of color computed?

Amy Gabriel: Both surveys, this and UW get specific information from non-white students. They do a census every year, so this data is from August 2018.

Giuliana Conti: Will start to clarify moving forward.

Amy Gabriel: Notes that one of the things with increasing accessibility is attracting other populations to events, like student parents. And connecting with partners and hosting events that are specific to certain minority populations.

Michael Diamond (Earth & Space Sciences): For all of the academic programs that are not representing – are they not getting communications or can they not select students?

Amy Gabriel: Think it is a mix – have a list of departments that have been historically underrepresented. So will be targeted recruitment at orientations.

Giuliana Conti: Would like Senator help as well. Advertise the availability of your seat if you are letting it go. And then can help at beginning of next school year with orientations.

13. Executive Reports

6:56 PM

Robby Perkins-High: Promoting events that funded with the Special Projects Fund. Links are on the Facebook page. Opened up travel grant applications, so apply. Presenting budget to SAF on Friday.

Amy Gabriel: Advertising for Health Career Banquet coming up. First year they are inviting grad students. Send her an e-mail if you are interested. Diversity Committee is trying to put together an advisory council – so let her know if you know anyone interested. It would help inform GPSS events and hold the organization accountable for DEI initiatives. Submit Election nominations.

Kelsey Hood: UW will be hosting the WSA Spring General Assembly on Saturday June 1st. Will be working on bylaws and electing board. Will also be working on a new memo on travel costs and transparency. If know anyone interested in policy work, send her way so can talk about VP of External position. Olympia update: Today is the cut off for to make it out of chamber. Gives status of bills. Bills with “TIB” means it is necessary to implement budget, but do not know which bills fall under this. The ones in green section will be headed to governor’s desk.

Sydney Pearce: Student Safety Advisory Board – every other week meets with other student safety related committees, also meet with UWPD. If there is anything you’d like her to share, let her know. SafeZone app is great. Liaison opportunities are still available, or if you’re a candidate and want to sit in on a meeting – Student Regent Selection Committee. Really need someone.

Jackiw Wong (Dentistry): Was on the Student Regent Selection Committee and will not be able to serve on two mandatory meetings. Served last year. It was a great experience. Get to look at all candidates for student regent next year. Go through the process thoroughly and have interesting discussion about who we want to sit at the highest level of the university.

Giuliana Conti: Says is also on the Committee as well. Speaking of Board of Regents, last Wednesday night, I was part of the meeting. We were asked as a tri-campus group of student leaders to answer four questions the Regents had about long-term plans and focuses that we recommend to the university. What are things they should focus on over the next 20-30 years? We had an 8-page spreadsheet, that was consolidated. Is happy to send it around. Commonalities: Career preparation and professional development opportunities, importance of funding, diversifying faculty and staff positions, transparency and inclusion of students in decision making processes, mental health services, funding for master’s programs. Also: Work and communication boundaries for graduate students, faculty advising standards and training, involvement of graduate students in decision making processes, match cost of living with jobs, funding, aregiver and childcare, arts and humanities funding and availability.

Was excited to see President and Provost were also concerned about mental health resources and trying to bring more next year.

Jackie Wong (Dentistry): Jacob Ziegler is going to Provost Advisory Council about chemical safety guidelines. At SAF heard from food pantry and UW rec. Michael is working on the Election. If interested in the Student Regent Selection Committee, let Syd know.

14. Announcements

7:09 PM

Giuliana Conti: Academic Conference is this week.

Erika Vetter (Drama): School opens one main stage production with undergrads. It is Romeo and Jules, a gender expansive Romeo and Juliet, runs from tonight-28th at Jones Playhouse.

Amy Gabriel: Next meeting is the Elections meeting, it is super important that people are here.

15. Adjournment

7:11 PM

Amy Gabriel: Motions to adjourn.

Tarfari Clark James (Mathematics): Seconds.