**EGU Meeting Agenda**

February 5, 2021

4:00 PM - 5:00 PM

[**https://zoom.us/j/95266234904?pwd=UHVhcHhrM0o1bEYxQ2M5Y2xCUmNYZz09**](https://zoom.us/j/95266234904?pwd=UHVhcHhrM0o1bEYxQ2M5Y2xCUmNYZz09)

**Password:** 3ngGr@dz

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| --- | --- |
| **Officers Present:** | Martin, Casey, Eric, Hongni, Alyx, Josie, Marisa, Kelli, Lauren, Ruixue, Leah |
| **Visitors Present:** | Dalia, Heidi, Matt, Sovay, Kathleen, Sarah |

**PROPOSED AGENDA:**

1. **Guest Speakers: Heidi Wallace and Sarah Wilhoit are coming to talk about the New Directions English Graduate Student Conference**
2. Opening ~5-minute quiet reading buffer time to review rep reports and co-chair reports
3. Discussion of most pressing or largest topics
4. Compile Aurelie and Shelley questions (?)
5. Project/committee reports:
   1. Conflict Resolution Packet

**Co-Chair Discussion Items (Hannah and Martin)**

**Notes from meeting with Shelley ()**

* Shelley has been away due to COVID so we are still scheduling meeting

**Notes from meeting with Aurelie ()**

**Notes from Council Meeting ()**

* Next council meeting 2/12

**Notes from Department Meeting ()**

* Budget concerns(but nothing new)
* Martin: WriPACA Recap

**Discussion items from Reps**

* Secretary (Claire):
  + Last meeting’s minutes for approval (1/22)
  + All approved minutes can be found on the EGU page [here](https://english.arizona.edu/english-graduate-union).
* First-Year (Josie):
  + No news.
* EDI (Alyx and Claire):
  + Claire has now been added to AIME list-serv; both Co-Chairs are now on AIME list-serv and are attending meetings
  + AIME would like to meet with EGU Co-Chairs and EDI representatives
    - AIME is interested in backing us in our project for addressing grad concerns with the department writ large (i.e. drafting address letter similar to 2017 response)
    - EGU Co-Chairs and EDI representatives have agreed to meet with AIME; meeting date TBD but will happen sometime soon (time is pressing for getting our project started)
  + Conflict Resolution Packet for presentation (see projects below)
  + AIME met with Aurelie Monday (2/1)
    - AIME is expanding its focus of the textbook survey into a more comprehensive inquiry, including preceptorship and program satisfaction. We asked Aurelie to help us obtain survey results from 2017 and 2019 to keep continuity with past questions.
    - Part of AIME’s concern involves Shelley’s response to the last round of surveys, where she took offense at AIME’s action (though AIME is an advisory committee for the *whole* English department) and indirectly affected results by telling people to not respond.
    - In regards to EGU, Aurelie mentioned Hannah’s meeting with her and how Shelley appears to be questioning EGU’s legitimacy as a group; members of AIME and Aurelie agreed that this questioning was uncalled for, given that EGU is in the department constitution.
      * Aurelie’s solutions were for us to present ourselves as representatives of a larger group than Shelley thinks we are (a few vocal outliers)
      * AIME was insistent that department culture is somewhat to blame, as it is usually graduate student complaints that reveal problems within the department rather than tenured faculty or lecturers noticing the problems.
* WriPACA (Leah, Lauren, Marisa):
  + General:
    - Outline of the Proposed By-Laws: ([Proposed Draft](https://docs.google.com/document/d/1HObJC6-X69WQQ0CJ0x8uHMcYWQb4XDuRZDoUvmDr5MA/edit?usp=sharing))
      * The new By-Laws create a tripartite power dynamic in new Sub-Committees (Admin/Lecturer or CT/Grad);
      * The issue of the By-Law is the Voting Procedure (VP).
        + The new VP states that by having the WP (or was it WriPACA?) hold the elections for the members of the Sub-Committees, this creates an equitable committee since not all Grads who work in the WP are in the Dept. of English;
        + As it is now, EGU elects the representatives for the Sub-Committees. So, the new VP is taking power away from EGU and giving it to the WP.

each EGU rep currently has a vote in WriPACA decisions. In the new model, each GAT rep would still have a vote, but it would not be formally tied to EGU

* + - The Argument For:
      * The Grads who are nominated to the WP can still be on EGU (that is, we can still nominate a person in EGU and vote for them)
      * Reduces labor for EGU and allows us to focus on more pressing issues
        + There was not explanation as to what the issues are
      * This is a more equitable distribution of Grad power (other Grads, such as iSchool and SLAT, can be represented)
      * EGU is not officially recognized by the University therefore incorporating them into the By-Laws is unprofessional
    - The Argument Against:
      * While the VP is equitable, it is the application that can produce imbalances of power (for example, if a Grad disagrees with Shelley, who do they go to in order to voice their concerns?)
      * We lose voting power in the Sub-Committees themselves, which means we lose voting power in what WriPACA/WP does
      * The WP is still within the Dept. of English, so the argument of other Grads outside the Dept. who work in the WP is misleading
      * EGU is recognized in the Dept. of English Constitution
    - Conclusion:
      * Create more pathways of communication with WP Admins, both to gain a better perspective and because they have voting power on this topic
      * We need more Non-RCTE in these meetings. As RCTE Grads, we work closely with these individuals outside of EGU and this can affect our time here.
        + This point is re-enforced; we need feedback from English affiliate GTAs about whether or not EGU represents them
      * EGU needs to create an official stance so that we can support Leah as the WriPACA By-Laws Rep.
      * We need a statement that Leah (or any of us!) can bring when we are confronted with these arguments and to maintain consistency as EGU.
      * We need to go to Aurelie and get support for EGU's authenticity (WP has continually questioned our authenticity due to the (simple) word of "Union")
  + Bylaws (Leah):
    - See recap of large meeting discussion under “General” update
  + Assessment (Marisa):
    - No updates
  + Curriculum (Lauren Harvey):
    - No updates
* EAL (Eric): No news currently. EAL seems pretty happy. Currently working with REAL on becoming an official organization/club.
  + REAL is the Representatives of English/Applied Linguistics
  + There is a question about whether REAL is no longer official
* RCTE (Interim, Martin):
  + I’m currently working on a climate survey that I plan on sending to Grad Students in the RCTE program. However, I’m bad at figuring out the right questions to ask, so I need some feedback! I want the language to be interchangeable so that this could be potentially used in the future or for other programs! Feel free to add comments and suggestion in this doc:
  + <https://docs.google.com/document/d/1fC2h0ewIqZVj4SaLHa306wS5ksN_DUlzCkzJITXaZuk/edit?usp=sharing>
    - A copy of the Grad Survey that AIME got is shared for guidance.
    - CALL TO ACTION: Feedback requested before 2/10
* Lit (Casey): We still haven’t met! No news
* SLAT (Hongni):
  + This year’s SLAT Roundtable will be held fully online tomorrow (Saturday, Feb. 6th). Here is the link to the program: <https://slatsa.arizona.edu/wp-content/uploads/sites/23/2021/01/Program-SLAT-IRT-2021.pdf>
  + To register as attendees: <https://tinyurl.com/SLATRT2021REG>
  + SLATSA still needs a few volunteers to moderate the 15-minute Q&A sessions. You can also add to your CV that you have chaired a session in the event. The sessions will happen via Zoom and the moderator is expected to:
    - have previously watched the presenter's video;
    - host the Zoom meeting for that presenter;
    - moderate the audience's questions;
    - prepare 2-3 questions and/or comments to the presenter.
  + Click to s[ign up](https://docs.google.com/spreadsheets/d/1lQPGTtQfwDHAxzz6g892-FOqT0bjMciPM-RK7TXbqgA/edit#gid=0) to be a moderator.
* GPSC (Kelli):
  + GPSC is discussing whether or not to publicly post the stipends associated with rep. and executive positions (GA). I supported this
    - GAs: president, VP, communications (staff), and elections director (staff) are .5 FTE and come with health insurance and tuition
    - Reps: we get $83 per month. --but that this requires about 12 hours per month
    - GPSC elections are coming up. Anyone want a 1-year leadership position that will come with a stipend, insurance, and tuition?
  + Reading days (Feb 25, Mar 9, Mar 10, Apr 2, and Apr 21)
    - You are NOT expected work on reading days in any positions (unless it is written into your contract)
      * We are asked to hold firm on this
    - You are NOT supposed to have a heavy work day before, during, or after a reading day - discussed in faculty senate
    - You are NOT supposed to assign work the day before, during, or the day after a reading day
    - If you are asked to work on a reading day, you can email vice president, Adam Roussas [GPSCExecutiveVP@email.arizona.edu](mailto:GPSCExecutiveVP@email.arizona.edu) or Shilpita Sen [GPSCPresident@email.arizona.edu](mailto:GPSCPresident@email.arizona.edu)
      * Conversation around moving EGU meeting on reading day and whether we got information about these
  + Student Showcase <https://gpsc.arizona.edu/student-showcase-2021>
    - You can still apply for the Student Showcase (registration is staying open an extra week:
    - $500 for first place in each category, $300 for second place in each category
    - Also looking for undergrad research judges
  + Unfair or Inappropriate Treatment by Faculty Members - (this is copy pasted)
    - <https://compliance.arizona.edu/hotline>
    - various pathways and mechanisms exist to anonymously report unfair or inappropriate treatment by faculty members or mentors. You can read the grievance policy [here](https://grad.arizona.edu/policies/academic-policies/grievance-policy) and find a list of available resources for finding support for or filing a complaint of discrimination, violence, unfair treatment, and the like [here](https://hr.arizona.edu/supervisors/workplace-climate). You can submit your urgent/emergent (especially violent) or unlawful reports [here](https://uapd.arizona.edu/content/compliments-and-complaints) and you can submit non-urgent complaints [here](https://hr.arizona.edu/ask-hr/report-incident). You can also call the University’s 24/7 Ethics and Compliance Hotline at (866) 364-1908.
  + Just a reminder, let me know if there is an issue you would like me to take to the Graduate Student Counsel. You can also join the GPSC slack: <https://join.slack.com/t/graduateprofessional/shared_invite/zt-lpmbzd87-c5xI_yOZINEOzd5Vn6oXTg>
* Lit Grad Curriculum (Casey): No news
* Undergrad Curriculum (Open): --
* Social Chair (Ruixue): nothing new

**Projects/Tasks**

* Constitution Revision
* Conflict Resolution/Retaliation Packet
  + Alyx, Claire, Kelli
  + Links (coming as we split these documents)
    - A Position Statement on Communication Practices in the Academic Workplace
    - Suggested Mediation Protocol
    - Suggest Email Templates for Respect-Centered Communication
  + As a reminder, this packet was produced after another round of threatening emails from Shelley concerning GATs’ use of the textbook. It saw some revision given the reported issue with Preceptorship and the other reports about WP harassment.
  + We would appreciate EGU feedback on these documents within the month, as we hope to finalize this by early March.
    - We also think seeking feedback from other student groups on campus (such as AASA or Disability Resources) would be useful, but we are seeking internal feedback first.
  + CALL TO ACTION: please leave feedback before next meeting, if at all possible.

**Conversation:**

* New Directions Graduate Conference
  + Heidi and Sarah visit and discuss situation left by last year’s upset
  + Gauging interest in new co-chairs for next spring (could be next fall)
  + A tradition going on ten years
  + Great opportunity to connect with scholars around the nation (and internationally) with scholars
  + As co-chair and committee, you can decide focus, special subject
  + It is a time commitment that depends on timing around the conference
    - Around 5 hours a month the previous semester, ramping up the closer it gets to the actual
    - Fundraising is a large part of being a co-chair but since no monies were spent this past year
      * This can include grants, emailing deans,
    - Organize a committee to delegate things like organizing panels, catering, budgeting, etc.
    - Extremely independent - most dept involvement is through budget office
  + Sarah even made a guide! And they are happy to pass on their knowledge
  + Reach out to Sarah and Heidi
* EGU as an organization
  + We are glad Aurelie seems to be taking a stance. Pressing Aurelie a bit for Faculty & Staff support still seems necessary.
    - Why do we have to present ourselves as X? Where is the departmental support?
  + Related concern/topic of discussion is the vision and short-term goals of EGU.
    - Re vision: If the WP's WAC initiatives require they hire more GATs **outside** of the English department, can EGU effectively advocate for English grad students concerns regarding all English department programs AND working conditions for all/any graduate teaching assistants hired by WP?
    - Re short-term goals: what do folxs want to get DONE? What matters are most pressing? Achievable?
  + Rebranding? What is the purpose, who do we serve, and if we are an advisory or oversight?
  + We need to talk about how EGU acts if/when hires GATs outside English
  + Is the threat that WP is separating hearsay or actually a plan?
    - For the most part, we think it rumor and Shelley doesn’t actually seem on board
    - The point is made that it would be years out if it did happen
  + Again, how can we accurately create language that represents the people we are working for? How are we misrepresenting ourselves to where those unfamiliar do not understand who we are and what we do?
    - This being prompted by SLAT confusion as to whether they fall into our scope - “English Graduate Union” could seem exclusionary, but “English-affiliates” language could mitigate this problem.
* Statement from EGU for Leah in Bylaws concerning WriPACA positions
  + Positions: the new bylaws do provide more grad representation but there is little to no accountability written into the bylaws right now
    - The inevitability on how these members report out has not been formalized either
  + There is concern in the lack of grad voices in the formation of these rules
  + There is concern also that there was no feedback on this *because* there was no space for them (sparse meetings and time since October)
    - Others point out that EGU has provided feedback since they began years ago, so there needs to be pushback on that point
    - The time crunch is odd as well
    - CALL TO ACTION: write position statement by Feb 16th
      * Especially if it is voted into being piecemeal
      * Look over document of draft
      * Reaching out to other members of WriPACA to discuss votes?
* Leah met with Joey and is now invited to the Lecturer’s meeting (meeting before next meeting)
* The reading days announcement made us realize that one of our meetings is supposed to meet April 2. We decided to cancel the meeting.

**Questions:**

* none

**New Concerns/Homework:**

* Out-reach/Getting people interested in EGU
* Look at Slack
* Determine questions for Shelley and Aurelie

**Going Forward:**

* Continue making clear our value to the university and to make us more visible on campus

**More Ways to Get Involved:**

* The EGU Slack
* [CAJUArizona](https://www.cajuarizona.com/) (on Instagram under this tag)
* Attend Department Meetings
* Attend Open Hour meetings
  + [Link to all Spring 2021 WP meetings](https://docs.google.com/document/d/14AYzPB8ny8tAzkgHRJSJMxfVH1sW5dbegmXlU3k9iss/edit)