



CSE Graduate Student Town Hall

Monday, March 30th, 6pm



Town Hall Purpose

The primary purpose of this Town Hall is to **inform students and community members**.

The secondary purpose is to hear and respond to questions and concerns.

(Other goals, such as establishing personal trust or providing a forum for all students, are more challenging in an online format.)

The Town Hall will not be recorded. Notes will be taken, but no students will be named and details will be paraphrased.

Town Hall Agenda

CSE Activities and Climate Survey

(Wes Weimer)

Misconduct Reporting and Investigations

(Michael Wellman)

Graduate Student Address and Statement of Values

(Peter Chen)

Questions from the Community, via chat app or asked live

(Peter Chen, Emily Mower Provost, Wes Weimer, Mike Wellman)

CSE Climate & DEI Activities

Hearing From You

Anonymous cryptographic and physical drop boxes. 1-3 Climate/DEI questions in each official course evaluation. Meetings with HKN (100+), EECS 496 (400+), CSE Staff (30+). More Faculty Annual Report questions on DEI.

Classroom Concerns

Funding to double office hours staffing in EECS 183, 280, and 281. Inclusive teaching training for ENGR101, EECS183, 203, 280, 281, 376, and 481 TAs.

CSE Climate Activities Survey

<https://cse-diversity.engin.umich.edu/projects/climate-activities-survey/>

434 responses: 117 (26%) graduates, 44% not identifying as men, and 6.9% identifying as members of underrepresented racial or ethnic minorities.

32% of responses were satisfied or very satisfied with the climate and 48% of responses agreed or strongly agreed that they had to work harder than others to be valued equally.

#1 - “Increase transparency involving decisions and processes such as hiring, enrollment, budgeting, and investigations of misconduct.”

Top Graduate-Relevant Priorities

- Increase **transparency** involving decisions and processes such as hiring, enrollment, budgeting, and investigations of misconduct.
- Create and publicize guidelines explaining how graduate students are supported and **protected** during advisor conflicts or changes.
- Improve laboratory **culture** and promote positive student-to-student working interactions.
- Develop policies and support to combat the culture of overwork and **“grinding”**.
- Provide stress, emotional wellbeing and mental health **support** services focused on CSE without requiring a trip to CAPS.

Resulting Activities

<https://cse-diversity.engin.umich.edu/projects/climate-activities-coordination/>

These priorities all have faculty sponsors: “Transparency”, “Advisor Changes”, “Grad Career Information”, “Lab Culture”, “Counseling Support”, “Promotion and Tenure”, “Hiring Teachers”

COVID-19 delays, but examples: considering non-voting student reps on, hear from, or input to key committees; considering having additional information (e.g., CRLT-E or ADVANCE attendance) visible to P&T casebook committees; Mower Provost, Crang, Andreae, ECSEL+, CSEG creating approachable grad information.

Examples of Involvement and Feedback

- For some activities, a **non-voting student member** may be appropriate
 - Faculty hiring, graduate admissions
- For others, **communicating the process** may be appropriate
 - Promotion & Tenure (e.g., faculty are not always involved)
 - Clarifying your ways of providing feedback and input (e.g., letters)
- For others, communicating **student-relevant aspects** may be appropriate
 - Budgeting for office hours
- **We do listen** to your feedback (e.g., follow-up hiring meetings)

Dean Gallimore: Office of Institutional Equity

Dean Alec Gallimore has now met with OIE three times. **He writes:**

- I share many of the concerns you have with the current OIE process while acknowledging how difficult these matters are and that everyone associated with these investigations is trying to do their best work. I reject the notion that there are bad actors in OIE.
 - Much of the wounds are self-inflicted [by the University] in part because University policies and practices have not kept up with the times.
- I have gathered much input and used it to prepare a document with findings and recommendations for OIE that I have shared with OIE's new leader, Tamiko (Tami) Strickman at her request: "I welcome hearing your perspective and the lessons learned..."
 - Tami has requested a meeting with College leadership to discuss OIE processes but mostly to listen to what we have to say.
 - In preparation for this meeting, I asked for and she agreed to a meeting for us to review the OIE findings and recommendations document I shared with her.

OIE Recommendations

Dean Gallimore previously indicated favoring:

Transparency. Academic HR and Office of General Counsel may be guides.

One size does not fit all. Have published rules for disclosing an investigation in high-profile cases and procedural administrative leave.

Community-centric communication. Reporting, process and timeline clarity.



Michael Wellman


Associate Dean for Academic Affairs





Peter Chen

Interim Chair of
Computer Science and Engineering





Community Questions

(review of online “hand raising”)



Concluding Remarks

One way to get involved: <https://bit.ly/3dzRu5X>



Notes will be published and emailed to graduate students and faculty.

Special thanks to Peter Chen, Emily Mower Provost, and Michael Wellman.

Special thanks to CSEG and ECSEL+ (Kamran, Loughlin, McDonald, Shearer).

Upcoming: ugrad Town Hall, revisit best ways to get feedback and input.