

Meeting Notes 2021-10-06

1:00 pm – 2:00 pm Zoom

Present: Mak Saito, Sheri White, Andrew Ashton, Kathi Benjamin, Mike Brosnahan, Christine Charette, Veta Green, Jess Kozik, Anna Michel, Dina Pandya, Erin McParland, Nataile Nevarez, Mallory Ringham

Introduction of Natalie Nevaréz

Topic: EF Resignation Letter and WCC, in particular the student perspective

Mallory Ringham (student representative perspective)

- Student Rep and former SSF – has gathered a lot of comments
- Resignation letter was shared at MIT, and some anonymous issues were brought up there as well (by students as well as faculty); fear of retaliation
- Student view: maybe have considered leaving WHOI/science
- Not always clear who students should go to, what the chain is
- Natalie will be checking in with Dean Kulehi Dutt at MIT regularly
- First and second year students have felt less comfortable reaching out due to COVID

- Post-docs are onboarded differently – APO (Scholars, Fellows) or Supervisors (Investigators) [Education v. Employment]

- HR is working on an onboarding guide – should include stuff for students & post-docs
 - Also need to reach people who are already here
- Are there exit interviews to understand reasons why
 - Todd Kohn does those for employees, Meg Tivey does for post-docs and students

What can WCC do?

- Short survey on how folks are feeling
- More communities as smaller/department levels
- Have something just for a dept, require department to show up may be more effective
- Include people who have left in climate surveys, may be possible

This is location on the HR intranet site that lists the Resources for Reporting Concerns
<https://www.who.edu/website/HR/title-ix-information>