Physics Values Committee Town Hall

Zoom
December 3, 2020, 12:00 - 1:30 p.m.

Summary of ground rules

1. Follow our Physics Community Values - be respectful!

2. Intent of your statements ≠ their impact on others

3. Want to raise your hand? Type in the chat!

- Type the number “2” to comment on a current topic
- Type the number “1” if you want to start a new topic
- Wait until we call on you before you unmute yourself

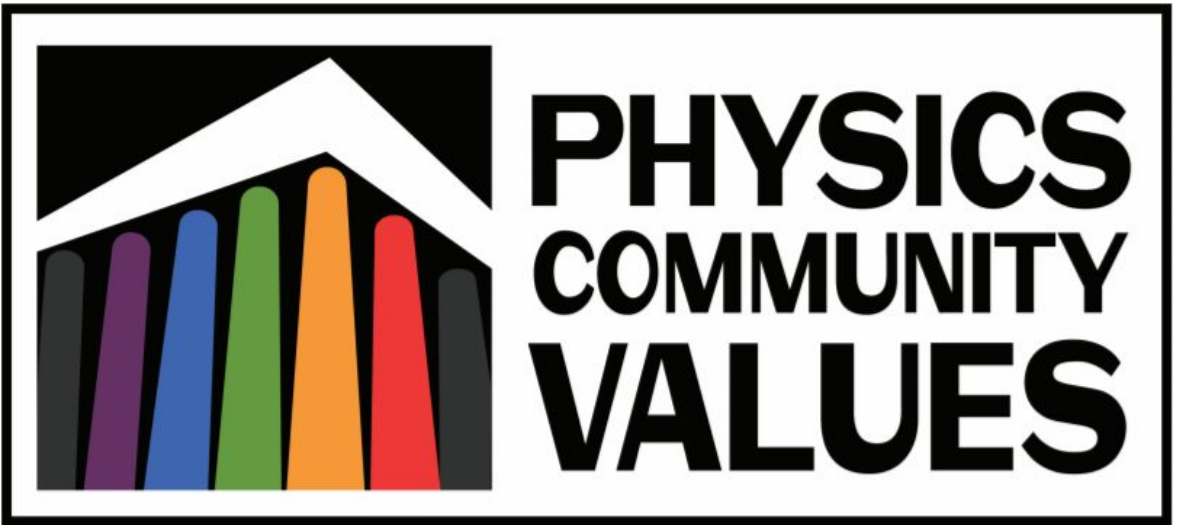
4. Respect and maintain confidentiality of the other participants.

Notes

- **PVC representatives will be taking notes during this meeting.**
  - Notes will not include people's names, just a general description like "graduate student said ___"
  - Notes will be stored in the PVC's private Google Drive
- **Please private-message Christina Andujar if you would like to make an anonymous comment,** and she will read it aloud.
- **Department leadership are present as community members** who may have problems they wish to bring to the PVC, not as hosts or moderators, nor to respond or resolve problems at the event

Plan for today

1. Who we are
2. What we do
3. Feedback from **<u>you</u>**



Well-being
Respect
Inclusion
Collaboration
Mentorship

Decision-makers at MIT = Committees

Department level

- Physics Council (department + division leaders)
- Education Committee
- Physics Values Committee
- PhysicsX Planning Group (edX)
- Colloquium Committee
- ARC (MSRP admissions)
- etc.

Division level

- Faculty hiring and promotions committees
- Postdoc hiring
- Graduate admissions
- Seminar organizers
- Technical needs, e.g. LNS computing resources committee
- Strike for Black Lives task forces
- Ad hoc, as needed
- etc.

Our Mission

The PVC is an advisory council whose role is to help guide the MIT Physics Department to better uphold its values at a ***systemic and structural*** level through its policies, procedures, and practices.

The PVC considers problems brought to its attention by the MIT Physics community and devises action plans to resolve them.

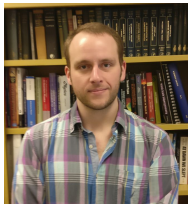
Check out our website at
physvals.mit.edu

Who are we?

physvals.mit.edu/members

Kylee Carden
(new!)

Felix Knollman
(QI)


Dan Hackett
(CTP)

Christina Andujar
(HQ)

Joe Checkelsky
(CMX)

Chih-Wei Joshua Liu

Rahul Jayaraman
(ASTRO)

Mallika Randeria
(CMX)

Rosaleah Brown
(Finance)

Yen-Jie Lee
(NUPAX)

Karna Morey

Alyssa Rudelis
(AMO)

Yannick Salamin
(CMT + RLE)

Emma Dunn
(APO)

Tracy Slatyer
(CTP)

Anjali Nambrath

Stella Schindler
(CTP)

Andy Neely
(Technical services)

Senthil Todadri
(CMT)

Committee History

2014-15:
- The Visiting Committee notes that too few students take advantage of the opportunity to meet with it

2016-17:
- Department organizes students to meet with Visiting Committee

- Visiting Committee reports back widespread problems with culture of student body

- Group of students, staff, faculty forms to write a code of conduct

2017-18:
- Physics Values Statement finalized

- Design posters

- First values trainings

2018-19:
- Physics Values Committee becomes a standing committee

- Two subcommittees:
(1) Trainings
(2) Resources and Accountability

Committee History, continued

Fall 2019:

- Trainings keep running

- Resources & Accountability team starts building website

Spring 2020:

Recommendations & Actions team forms:

- How can the PVC take action on issues that come to its attention?
- Focus on systemic issues

Summer 2020:

PVC restructures itself:

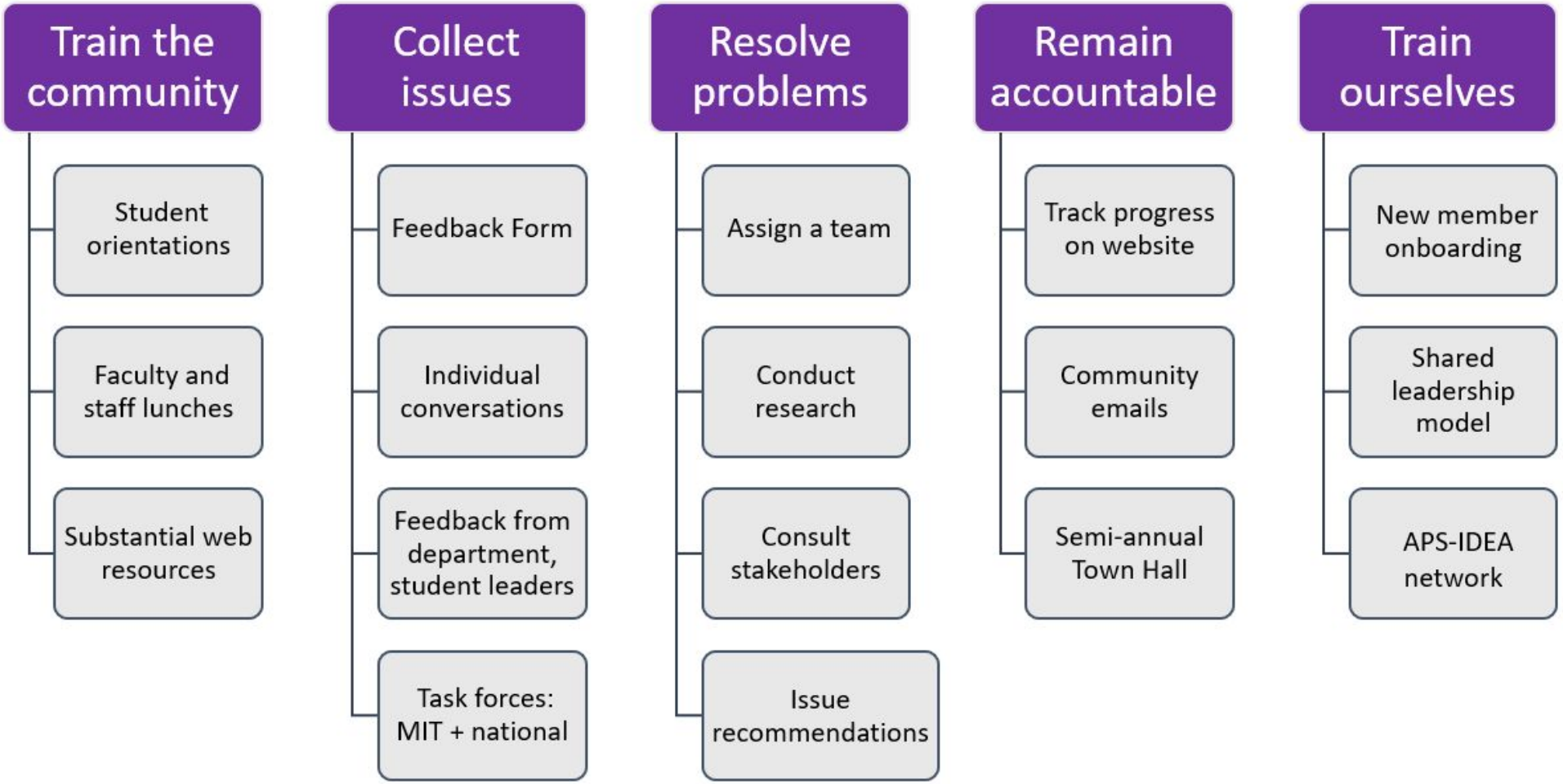
- Before: upholding values as individuals
  → Now: tackling systemic problems
- Scope now includes faculty, staff issues
- Joined APS-IDEA network
- Launched website

Fall 2020:

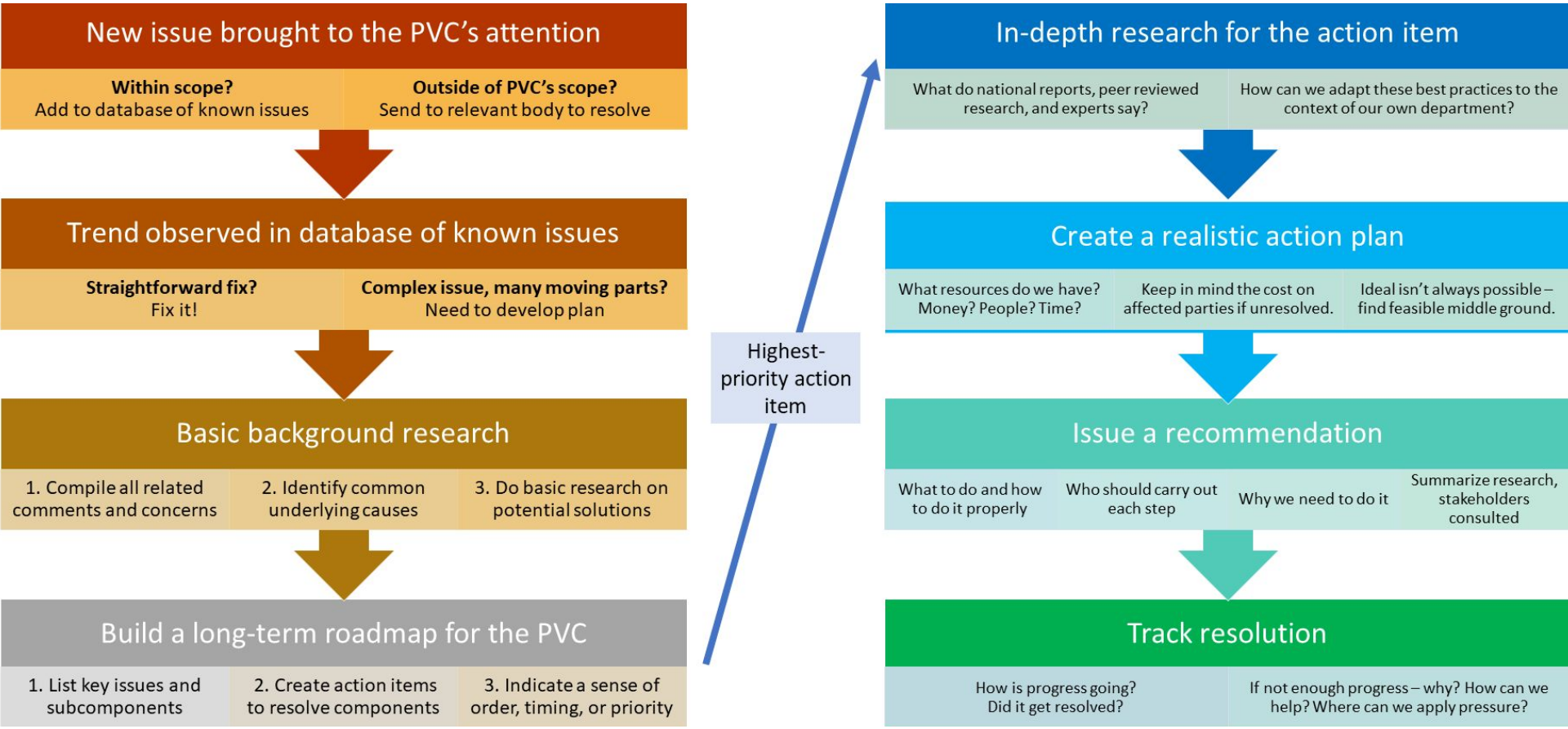
- Department leadership step down from PVC — PVC now issues independent advice to them

- Work begins.

Our charge


Train the community
Student orientations
Faculty and staff lunches
Substantial web resources
Collect issues
Feedback Form
Individual conversations
Feedback from department, student leaders
Task forces: MIT + national
Resolve problems
Assign a team
Conduct research
Consult stakeholders
Issue recommendations
Remain accountable
Track progress on website
Community emails
Semi-annual Town Hall
Train ourselves
New member onboarding
Shared leadership model
APS-IDEA network

Framework for issue resolution



Note that the focus of the PVC is developing long-term solutions to systemic, structural, and department-level problems, — not implementing quick fixes to individual issues nor punishing individuals for violating the community values.

Examples of identified problem areas:

Started out the semester with ~150 known issues on our list

PVC progress this fall

September 30 - First meeting with new charter

October
- Onboarding 10 new members
- Intro project: take a small preassigned issue and design an action plan to resolve it

November Develop long-term plans for:

(1) Interpersonal interactions
(2) Staff climate issues
(3) Improving teaching, mentoring, and advising practices

Long Term Strategic Plan to Improve Staff Positions

Identify and Select Topics

PVC Identifies Issue:
Staff Concerns

Form PVC Sub-Committee:
Christina Andujar (Lead), Joe Checkelsky, Emma Dunn, Andy Neely

Background Research:
-Online Committee Discussion
-Staff Experience
-Reach out to staff via email list (ongoing)

Produce & Evaluate Potential Solutions

Present and Feedback with PVC:
-Biweekly PVC Meeting
-Ongoing communication with PVC Members

Identify Goals:
1. Staff Career Development and Professional Resources
2. Staff Inclusion
3. Staff Positions during and post COVID

Action Items for Each Goal

Goal	
1	(a) Make Career Path Planning Resources Available (b) Audit by Senior Leadership: evaluate each staff person, their roles, responsibility, experience & education level (c)Scope of position:relationship between adding new projects & reevaluation of position
2	(a) Involvement with institute-wide surveys
3	(a) Improve communication on the department level for staff (b) Inclusion/input during the 'reboot' process: structure plans (c) Work from home: commuting & childcare flexibility

Implementation & Feedback

Issue Recommendation
-Describe Changes Needed
-Who/Why/How Make Changes
-Projected: Spring 2021

Track Resolution
-Follow use of recommended resources and success/impact with Staff
-Feedback to PVC
-Projected: Summer 2021 on

In parallel to other department efforts like...

Communication tools

- Peter+PGSC+SPS newsletter
- Piazza page
- Slack workspaces
- Dept leadership office hours

Booths at recruitment events

- NSBP (students + faculty)
- Black in Physics Week **(PVC!)**
- Ivy+ Puerto Rico, UPRM (GAGA)

Student support

- Ed + Kerstin mentor program
- Careers Task Force
- Grad student advocate
- Undergrad coordinator

Diversity & inclusion task forces

- Task forces in ¾ Divisions (LNS, CTP, MKI), plus CUA
- PGSC-GAGA working with Matt Evans on admissions reform
- ARC: revamp MSRP admissions

Key takeaways

1. **We interface with the community**
   about our values, existing problems, and available resources

2. **We create long-term strategic plans**
   to resolve major issues

3. **We devise specific recommendations**
   for how to implement each step of a strategic plan within our community

We'd like to hear from you!

Questions for us? What is working well? What is not working well?

- Department climate and culture
- Interpersonal interactions
- Teaching and advising
- Communication
- Department structures that should be rethought
- Expectations for students, faculty, and staff
- Mentoring and support for professional goals
- How you feel the department is addressing issues
- etc.

Recap of ground rules

1. Follow our Physics Community Values - be respectful!

2. Intent of your statements ≠ their impact on others

3. Want to raise your hand? Type in the chat!

- Type “2” to comment on a current topic
- Type “1” if you want to start a new topic
- Wait until we call on you before you unmute yourself

4. Respect and maintain confidentiality of the other participants.