

0:00:11.760,0:00:18.180

Um, so our primary goals were how do we talk about the graduate student experience is not,

0:00:18.960,0:00:24.300

um, just one about sort of difference and sort of what's gone wrong, but what can we do, right?

0:00:24.300,0:00:28.740

Because we didn't want this to be just about all the things that are wrong with graduate school,

0:00:28.740,0:00:33.300

but how can we create a space where the door swings both ways. Right so, the gate isn't

0:00:33.300,0:00:41.040

just closed, um, but it's one that opens. So we wanted to talk about a range of possibility,

0:00:42.000,0:00:44.280

um, with this project and to that end...

0:00:46.980,0:00:52.200

There we go. Um, one of the things we had to happen was a really deep conversation about what

0:00:52.200,0:00:58.740

we mean by diversity and whose graduate student experiences count, right, and what constitutes,

0:00:59.460,0:01:03.900

um, part of the con... conversation. I think we're accustomed to talking about race,

0:01:03.900,0:01:09.420

ethnicity, gender, but in this particular case we also want to include national identity,

0:01:10.080,0:01:14.520

um, and immigration status, sexuality, gender identity, class and social status,

0:01:14.520,0:01:19.860

which are also very much a part of this process. But we also wanted to include things

0:01:19.860,0:01:24.660

around student evaluation, so how students are being discussed in departments or not,

0:01:25.260,0:01:30.360

um, what kind of feedback students may be able to get um from their department, disciplinary

0:01:30.360,0:01:35.640
representation, which has been talked about a lot, not just in terms of faculty members but

0:01:35.640,0:01:40.620
in terms of what students get to read, what kind of materials students are exposed to. And then

0:01:40.620,0:01:45.420
just larger notions of departmental inclusion. So there's what happens in the discipline and

0:01:45.420,0:01:48.360
then there's what happens in your department and those can look very different, right?

0:01:48.360,0:01:52.680
Like let's talk about where Michigan was and how the Michigan model for bringing in

0:01:52.680,0:01:59.760
students of color became really prominent. So there are several issues, if you will,

0:01:59.760,0:02:04.140
that we kind of talk about because there's the stuff that happens on the front end and then

0:02:04.140,0:02:08.640
there's the stuff that happens during and then there's the stuff that happens on the back end.

0:02:09.900,0:02:15.960
Um, so one of the first things that often comes up are the many barriers to acceptance to graduate

0:02:15.960,0:02:22.320
school. So the GRE is probably one of the most prominent, almost all graduate programs use them,

0:02:23.280,0:02:30.060
um, or used them, uh, in the past tense. Some abandoned the GRE in the wake of,

0:02:30.960,0:02:38.520
um, the pandemic and, uh, found that it didn't really do anything to affect quality. Some

0:02:38.520,0:02:42.360
schools had already talked about getting rid of it beforehand because we know it

0:02:42.360,0:02:49.500

doesn't really tell you anything about a student's likelihood of success. But the GRE for some, um,

0:02:49.500,0:02:57.960

marginalized communities are not really helpful when, uh, people are going to school. The other is

0:02:57.960,0:03:04.680

application fees, so if you want to go to school, most of the time you are paying application fees

0:03:04.680,0:03:12.120

for multiple schools and they are not cheap. So if you think of 10 schools and you're paying 70,

0:03:12.120,0:03:21.120

60 dollars per, this can be very expensive and usually the fees are waived only if you are apart

0:03:21.120,0:03:26.580

of something like a McNair program or something like that. So um, it can be really difficult for

0:03:26.580,0:03:33.420

students who may be experiencing financial distress, um, to... to get, uh, into school.

0:03:33.420,0:03:37.980

The other is mentorship, so we talk a lot about mentorship that happens within the discipline

0:03:37.980,0:03:44.220

as we are professionals, but it's also really important for undergraduate students. So when

0:03:44.220,0:03:48.120

do students get their first contact with the discipline of political science? It's going

0:03:48.120,0:03:52.860

to be as undergraduate students. And then who encourages students to go to graduate

0:03:52.860,0:03:58.500

school. It's their undergraduate faculty. Um, and so students know if your faculty

0:03:58.500,0:04:03.900

has been telling you to apply for things like Ralph Bunch Summer Institute or Shroff or some

0:04:03.900,0:04:09.000

other enrichment exercise if no one's ever told you potentially about going to graduate school,

0:04:10.140,0:04:14.220
um, you may not know that that is an
op... or that is an option available to

0:04:14.220,0:04:20.640
you professionally. Right um, I know anecdotally
that was me, right. If I was not a McNair student,

0:04:20.640,0:04:24.360
I probably would not have gone to graduate
school in political science. And it was actually

0:04:24.360,0:04:27.900
[inaudible] at the University of Pennsylvania who
told me about the Ralph Bunche Institute, not my

0:04:27.900,0:04:34.140
home institution and it was too late to apply. So
I didn't go to Bunche, um, but we'll come back to

0:04:36.180,0:04:39.780
why it matters in a minute. We'll talk
about why that matters in a minute.

0:04:39.780,0:04:43.860
Then there's the hidden curriculum stuff,
right. Like things that people don't know

0:04:43.860,0:04:47.820
about going to graduate school because
they don't know anybody who's ever done it.

0:04:48.660,0:04:53.760
Um, so they don't know about how to pull
together maybe their research statement or

0:04:53.760,0:04:58.560
their statement of interest and those kinds
of things that are very much a part of,

0:04:59.400,0:05:04.680
um, getting into a graduate program. They don't
know that when they're writing letters to mention

0:05:04.680,0:05:09.420
a faculty member and the work that they do,
that kind of stuff is just left off the table.

0:05:10.860,0:05:16.680
Um, campus visits. When we do get students into
school, it can be very difficult particularly if

0:05:16.680,0:05:22.800

a university has students front the cost for those visits. It assumes that people

0:05:22.800,0:05:28.200

have access to money, to credit that they can float that kind of expense,

0:05:29.220,0:05:35.400

um, that they can do that over multiple days, right. Like these kinds of things are and can be,

0:05:36.900,0:05:42.660

um, a big issue. There are challenges to retention and graduation. Um, some peop... point out

0:05:42.660,0:05:48.360

isolation, right, feeling like they're alone, um, perhaps not getting a lot of attention from

0:05:48.360,0:05:52.260

faculty or having faculty mentors. We've been talking about this over over lunch.

0:05:53.280,0:05:57.900

Um, Carol talked about some of this a moment ago, the harassment in various forms that students may

0:05:57.900,0:06:04.380

experience. It can be in the form of bullying, it could be you know about who or how they identify,

0:06:04.380,0:06:10.500

those kinds of things. Um, the curriculum itself, right. People feeling like they're not interested,

0:06:10.500,0:06:18.120

that it's dry, that it doesn't speak to them, um, that it is not for them, right. And so people,

0:06:19.080,0:06:26.160

um, view the... the enterprise as not a one of interest and then their job market and beyond,

0:06:26.160,0:06:32.040

uh, kinds of concerns. So if a student is successful and finishes, the job market

0:06:32.040,0:06:36.720

presents its own kinds of challenges. One, there may be limited jobs and we

0:06:36.720,0:06:42.060

know universities have been cutting back on tenure track positions, um, you've already talked about,

0:06:42.060,0:06:48.300

uh, joint appointments as an avenue with its own set of issues, but there are also

0:06:48.300,0:06:54.900

financial limitations to the job market. Again, having a graduate student or recent graduate

0:06:54.900,0:07:00.480

fund their own visit to your university for a job interview on the promise that they're

0:07:00.480,0:07:04.320

going to be reimbursed, without interest of course, that they have access to credit,

0:07:04.320,0:07:12.120

that they're able to have clothing even for multiple days, right, or professional interviews.

0:07:13.080,0:07:20.280

Um, are our maybe perhaps hard, um, things to... or those are a lot of assumptions to make about

0:07:20.280,0:07:24.360

people, I'll say that. And then the norms of participation in the discipline more generally,

0:07:24.360,0:07:30.240

right, in terms of conferencing, being able to go, being able to afford, being able to,

0:07:31.020,0:07:35.880

um, even know that like you have to register to get into the corral at APSA,

0:07:35.880,0:07:42.360

right. Those kinds of things, uh, can present some issues. So let's talk about finances, right. Uh,

0:07:42.360,0:07:49.740

this was one that I think of students... on students and recent graduates on my committee, but

0:07:49.740,0:07:56.580

in the APSA report and we use the APSA graduate student climate survey, that's the proper name.

0:07:57.660,0:08:04.200

Um, and just to a nod to the point that Sandy made earlier, this survey only had about 300

0:08:04.200,0:08:09.420

respondents across all the graduate programs. So it's a very low response rate given the amount

0:08:09.420,0:08:15.240

of people that we know are in graduate school. Um, there's only one person who identified as

0:08:15.240,0:08:21.780

native or indigenous there were only about, uh, 30 or so students who identified as Hispanic,

0:08:21.780,0:08:26.640

Latino, you'll see it in a moment, and only 11 who identified as Black or African-American.

0:08:26.640,0:08:34.320

So we didn't do anything fun or predictive with this, these are just, um, mostly crosshairs. Um,

0:08:34.320,0:08:40.740

so both students said that they felt some level of financial security, which I think speaks to

0:08:40.740,0:08:49.080

probably the funding, um, issue in some schools, um, and of course programs are... I think getting

0:08:49.080,0:08:55.320

the message at least. We've seen two big strikes, right um, at Temple most recently, but also at UC,

0:08:55.980,0:09:00.840

um, that funding is an issue. About 40 percent said they were very satisfied or somewhat

0:09:00.840,0:09:05.820

satisfied with their institution's level of financial support and about the same amounts

0:09:05.820,0:09:10.680

that they were unsatisfied. Um, 78 percent of graduate students had some sort of financial

0:09:10.680,0:09:16.380

support to attend conferences, but only nine percent had their conference travel fully funded

0:09:16.380,0:09:20.580

and I think that makes a difference, especially if students are selecting where they want to go.

0:09:21.720,0:09:25.080

Um, female graduate students reported noticeably less financial security and

0:09:25.080,0:09:30.660
greater dissatisfaction with institutional support
than their male counterparts. We can't say why,

0:09:31.800,0:09:37.620
um, necessarily, um, but we do know that
there is a likelihood that people are

0:09:37.620,0:09:41.700
receiving less support, maybe just about the
institutional choices that they're making.

0:09:42.840,0:09:48.180
Um, they are also carrying student loan
debt, which is also going to be there.

0:09:48.180,0:09:50.580
And let me just say, I'm
talking about these findings

0:09:51.240,0:09:57.300
in the most general sense, not about any group in
particular. Um, there was also greater financial

0:09:57.300,0:10:02.520
insecurity among those students who identified as
bisexual, gay, or lesbian than students... uh, or

0:10:02.520,0:10:09.120
gay or lesbian than students who were identified
as straight. Um, and I think this also dovetails

0:10:09.120,0:10:13.920
with some of the findings we had about people's
feelings of their own emotional, uh, needs in

0:10:13.920,0:10:18.300
their programs and not being, um, adequately
addressed and we can talk about that more.

0:10:22.080,0:10:26.520
There you go. Um, I know this is... I'm sorry,
this is really hard to see. I was trying to

0:10:26.520,0:10:31.200
give you all the sense of what it looked
like, um, and I do want to say we included,

0:10:32.220,0:10:37.920
um, the Pacific Islander, Native American,
um, students. As you can see, very very

0:10:37.920,0:10:44.580

small numbers of those students who answered,
um, and this is just on one question about,

0:10:45.660,0:10:51.720

um, student loan debt and they're in the
report at least five other tables that

0:10:51.720,0:10:58.080

talk about where students are finding,
uh, themselves financially. Um, and this

0:10:58.080,0:11:03.900

question about finances is not just about kind
of what students have to do to stay in school.

0:11:03.900,0:11:09.120

A lot of students do side work and if
you know a lot of university contracts

0:11:09.120,0:11:15.120

prohibit students from working outside of
their contract with the institution as TA's

0:11:15.120,0:11:20.220

and GA's or other things. so students could be
putting themselves in financial jeopardy if,

0:11:20.220,0:11:25.500

um, someone really wanted to enforce that and
when we think about students who are immigrants,

0:11:25.500,0:11:31.920

who have visas, this is even more dangerous for
them and students who might be undocumented,

0:11:31.920,0:11:37.080

this is another layer of potential danger. So it's
not just a matter of people having money or not,

0:11:37.080,0:11:41.820

it's a matter of people potentially having
their visas revoked and other kinds of

0:11:41.820,0:11:46.920

financial offering for folks. So there
were also a number of questions around,

0:11:47.760,0:11:55.080

um, diversity, equity, and inclusion, right.
So in general, graduate students were critical

0:11:55.080,0:12:00.600

of the discipline of political science,
whether it came to religion, race, gender,

0:12:01.560,0:12:09.060

etc. People did not feel that this discipline respected, um, those kinds of differences.

0:12:09.060,0:12:13.680

More than 60 percent disagree with the statement that the discipline is tolerant and respectful of

0:12:13.680,0:12:19.020

differences in socioeconomic background, excuse me, in socioeconomic backgrounds,

0:12:19.020,0:12:24.480

right. Which I think kind of tracks because we operate I think as a discipline as if

0:12:24.480,0:12:28.920

everybody has access to the same resources financially, and you know that's not the case.

0:12:29.880,0:12:36.240

Um, on the brighter side, I guess you should say, people were more favorable about their department.

0:12:37.320,0:12:41.760

And that kind of makes sense in some respects if you think about people choosing departments that

0:12:41.760,0:12:46.680

make sense for them. So if you have an identity that is marginalized, you're probably not going to

0:12:46.680,0:12:51.840

choose the institution that is most hostile, you probably didn't apply to an institution that would

0:12:51.840,0:12:57.420

be in a place that was most hostile. You probably picked that institution because it looked more,

0:12:58.260,0:13:02.520

um, open to a person like you. So at least people felt like,

0:13:03.480,0:13:09.180

um, the departments that they were in were more tolerant than the discipline itself.

0:13:13.320,0:13:15.600

Oh good, thank you.

0:13:17.760,0:13:22.740

Um, so this is, um, about the political science,

uh, profession and its level of tolerance and

0:13:22.740,0:13:29.880

respect of people like me. I have issues with the question for sure, but um, as you can see these,

0:13:29.880,0:13:37.320

uh, there's some big across group differences, right. Um, so if you look at Blacks, for example,

0:13:37.320,0:13:43.020

even though there are 11 of them, none of them strongly agree with this thing. Right,

0:13:43.020,0:13:47.520

the same is true for people who are identified as Middle Eastern and North African, same is

0:13:47.520,0:13:54.300

true for the singular Native American person, um, the same is true for the Pacific Islanders.

0:13:55.380,0:14:04.500

Um, on the other hand about, uh, 63 of whites were strongly agreed to agree on this question.

0:14:05.880,0:14:11.640

Um, for people who identify as other strongly agree to agree, about 70 percent agree with that

0:14:11.640,0:14:16.800

statement. But there were a lot of people who deferred, right, and said neutral. So I don't

0:14:16.800,0:14:19.980

know what we do with that, I don't know if these people don't want to say one way or the other.

0:14:20.880,0:14:26.100

Um, and then when you look at, um, sexual orientation, people who were asexual, there's

0:14:26.100,0:14:33.780

one... one person who identified that way, um, it's zero percent and for folks who identified as

0:14:33.780,0:14:44.880

bisexual, about uh, 38 percentage, um, agreed to strongly agree, um, straight people. I think that

0:14:44.880,0:14:50.820

makes sense in that the world is, um, straight oriented. Um, gay or lesbian people about,

0:14:51.720,0:15:00.060

let's say 4.2, 45.8... it's like 50
percentage, about half said, um, they felt, um,

0:15:00.060,0:15:06.360

that they... the... the profession was tolerant
and respectful. And then when you look at gender,

0:15:07.560,0:15:13.920

um, you see the the distinctions there.
Women are a little less sanguine than men

0:15:13.920,0:15:19.080

about the level of respect that they received in
discipline. People who are identified as men say,

0:15:20.160,0:15:23.760

um, overwhelmingly that they feel
like the discipline is respectful

0:15:23.760,0:15:29.460

and tolerant for them and this is table 18
by the way, um, in the... in the report.

0:15:32.700,0:15:38.460

So preparedness and support, now this is an
area where I think at least we can say, um,

0:15:38.460,0:15:43.380

the discipline and departments are doing pretty
good. Overall, the appraisal by graduate students,

0:15:44.220,0:15:51.600

um, was... was positive meaning that, um, most
students said that they had two or more mentors,

0:15:51.600,0:15:56.880

I should say when you look by race however,
that breaks down a bit. When you look at

0:15:56.880,0:16:04.380

um Latino, uh, Latinx, Hispanic students, they
report having fewer mentors. Um, now we didn't

0:16:04.380,0:16:09.600

know whether these mentors were in their programs
or in their school or in other departments across

0:16:09.600,0:16:13.200

institutions. So we don't know who these mentors
are, but people are saying that they have them.

0:16:13.200,0:16:17.340

Also, most students are reporting that they

understand the program requirements, which I

0:16:17.340,0:16:21.600

think is probably an improvement over where most of us are. It means that you know what is required

0:16:21.600,0:16:26.400

of you, what the bulletin says or whatever they call it, a handbook now, um, you know what the

0:16:26.400,0:16:29.760

requirements are for testing and other things, which I think is a positive thing because the

0:16:29.760,0:16:36.000

people know the rules, it probably helps them, uh, get to... get to the degree, uh, faster.

0:16:36.000,0:16:42.360

The academic market preparation, most of the students said that they had felt prepared,

0:16:43.020,0:16:48.660

um, for the job market of course. The flip side of that is we do less well for students who don't

0:16:48.660,0:16:53.220

want to pursue an academic career for whatever reason, right. Um, I don't know that any of us

0:16:53.220,0:16:57.540

are probably trained for non-academic careers quite frankly and therefore, probably will have

0:16:57.540,0:17:04.860

a very difficult time, um, training students for non-academic, uh, job preparation. But that's an

0:17:04.860,0:17:12.600

area where, um, we should be thinking, especially given the climate of universities right now. One

0:17:12.600,0:17:17.520

because our colleagues in places like Florida, Georgia, Texas are probably not going to find

0:17:17.520,0:17:22.020

themselves working in institutions of higher education for numerous or sundry reasons, but also

0:17:22.020,0:17:28.320

because institutions are scaling back. Conflict management, now this was another area where,

0:17:29.220,0:17:33.900
um, students did express, um, some
misgivings. There was little faith

0:17:33.900,0:17:38.880
that the department could do a lot to
handle student to student conflict and

0:17:38.880,0:17:43.920
less faith that they could do anything where
a student and a professor had a conflict.

0:17:43.920,0:17:49.200
And I think we can talk about why that is,
right, especially if we're asked to be the

0:17:50.400,0:17:56.340
arbiters for our friends and other kinds of
things. Um, but in general, preparedness is one of

0:17:56.340,0:18:01.200
the places where there was sort of broad agreement
that departments were doing a pretty good job.

0:18:02.940,0:18:08.640
Um, so these are just, um, the top line for all
students regardless of race, gender, identity,

0:18:08.640,0:18:15.720
sexuality, etc. uh, nationality, um, on do you
understand what is required in your program,

0:18:15.720,0:18:24.180
prepare as, uh, for academic careers and for
non-academic careers. But just you can see

0:18:24.180,0:18:34.980
those in that in the latter part. Uh, um. Sorry.
So I just put this here because I'm thinking about

0:18:34.980,0:18:41.760
this as I was putting this together and part of
what the challenge is is how do we make this thing

0:18:41.760,0:18:46.620
better? And the way we do it is by talking about
the people who are the least well represented

0:18:46.620,0:18:52.080
and I've made a mistake, I thought I had double
checked it, but it's people, it's not "peopoe".

0:18:52.860,0:18:59.940
Okay, so how do we get to this better thing? I

think one of the things that has been said over

0:18:59.940,0:19:05.340

and over and over again, there's just a lot we don't know. There's a lot of data that is missing,

0:19:05.340,0:19:10.860

so we definitely need better data efforts, not just in terms of the number of people that are

0:19:10.860,0:19:16.740

represented. We certainly have to do a better job of that, um, but the kinds of things that

0:19:16.740,0:19:22.680

we're asking about and the ways that we ask them. So improve data gathering and I think there are a

0:19:22.680,0:19:27.180

number of possibilities, right. John's earlier point, like some of this data we can talk to

0:19:27.180,0:19:32.160

our colleagues who are doing, uh, the work and talking to folks from underrepresented groups

0:19:32.160,0:19:37.320

that we're trying to get access to like Indigenous, um, and Native individuals.

0:19:38.700,0:19:45.600

Um, there's also the possibility of of thinking about partnering with other institutions because,

0:19:46.620,0:19:53.520

um, NCOBPS for example, or using some of our affiliate, um, groups right, like Committee on

0:19:53.520,0:19:58.560

the Status of Asians in the Profession or other or Latinos in the Profession, and using those to

0:19:58.560,0:20:04.080

bring more awareness. And then sometimes we just have to go where people are, right. So we want to

0:20:04.080,0:20:09.420

talk to say Black graduate students, Clark Atlanta and Howard University are the two HBCU's that

0:20:09.420,0:20:15.300

grant PhDs. We have to go to them, especially since many of the faculty may have opted out

0:20:15.300,0:20:21.240
of APSA membership or any relationship to any
professional organization for that matter, right.

0:20:21.240,0:20:29.520
And so if that is the case, then we have to go to
them and an email blast won't do it and certainly,

0:20:29.520,0:20:36.720
uh, Kim and India can't do by themselves. So I
think we have to encourage, um, our colleagues

0:20:36.720,0:20:43.200
and graduate students to do that. The other is
having better measures. So one of the things that

0:20:43.200,0:20:50.940
came up in some of the questions, um, particularly
the questions around, um... uh, sexuality,

0:20:52.020,0:20:57.540
um, were... whether these questions were
the right questions and whether the,

0:20:57.540,0:21:04.560
um, the language was the right language, right?
Um, so I just wanted to quote, uh, something

0:21:05.400,0:21:15.000
that someone, uh, wrote. Um, one respondent from
the survey highlighted the need to update the

0:21:15.000,0:21:20.100
question around, uh, gender identity because the
question says, "What is your gender identity? Man,

0:21:20.100,0:21:24.300
male, woman, female, non-binary, transgender."
And this person wrote, "These are not gender

0:21:24.300,0:21:28.320
identifications. I would select female, but
what is the point of a climate survey if it

0:21:28.320,0:21:33.420
makes this type of mistake." So if we want to
talk to this community of people, then we need

0:21:33.420,0:21:38.760
to talk to this community of people about how
we might best identify them for this purpose.

0:21:38.760,0:21:43.140
And then the same thing was said something, uh,

something similar was said about the question

0:21:43.140,0:21:50.340

about sexuality. Which it asks, "With which sexual orientation do you most closely identify?"

0:21:50.340,0:21:56.640

Heterosexual, straight, homosexual, gay or lesbian, bisexual, asexual, other. Explain." And

0:21:56.640,0:22:01.800

the person wrote the term homosexual was used as a clinical term to suggest same-gender loving people

0:22:01.800,0:22:06.780

were psychologically unwell. We suggest using terms that more accurately reflect the parlance of

0:22:06.780,0:22:11.760

the time and there were a couple people who just wrote in "queer" right and didn't use any of those

0:22:11.760,0:22:18.720

terms. So I think that might be something to think about in addition to disaggregating this gay or

0:22:18.720,0:22:25.560

lesbian, homosexual... like those might be worth doing including pansexual and queer and other

0:22:25.560,0:22:32.220

options. And some suggest even making it a sliding scale, right um, that that since these identities

0:22:32.220,0:22:41.760

can, um, be fluid, right, and that maybe the way we ask it should reflect that in some fashion.

0:22:41.760,0:22:46.380

Exposure, so building more undergraduate experiences... I know Leslie you were talking

0:22:46.380,0:22:53.820

about something they want to do, um, at Johns Hopkins or want to do, um, but there is only one

0:22:53.820,0:23:00.480

Bus program, right, and Bus can't do it all. Um, so we could think about, uh, expanding Schropp.

0:23:01.320,0:23:05.340

Um, there's also the, um, college style research lab at Jackson State University,

0:23:05.340,0:23:10.680

DeAndre Ori runs that has been a great pipeline,
um, for getting students from Jackson State to

0:23:10.680,0:23:15.900

some really good, uh, graduate programs...
Princess Williams, Jasmine, these people are

0:23:15.900,0:23:21.780

out here in the world doing stuff. Um, in part
for that, um, at Howard University there's the,

0:23:21.780,0:23:28.140

um, Kenisha Grant runs the, um, free PhD summer
enrichment program, which is not political science

0:23:28.140,0:23:33.660

specific, but it does have political scientists
in it and that program is the aim is just to

0:23:33.660,0:23:36.960

introduce kids who might not have thought
about graduate school or thought about a PhD

0:23:36.960,0:23:44.280

as an option, uh, to think about PhD as an option.
There's also the UC region HBCU program that I can

0:23:44.280,0:23:49.200

imagine could be scaled up or something smaller
could be done. We were able to put one together

0:23:49.200,0:23:56.760

for Howard and UCLA. Uh, there was one between
Spellman, Morehouse, and UCSD. Um, uh so I think

0:23:56.760,0:24:04.380

that could be a part of it, uh, as well and just
better undergraduate mentoring more generally.

0:24:05.220,0:24:08.220

Um, I know some of us think of
undergraduate mentoring as a pain,

0:24:08.220,0:24:11.640

it's not something that people want
to do, um, but it is nonetheless

0:24:11.640,0:24:16.260

critical when we talk about marginalized
students into getting into these spaces.

0:24:17.700,0:24:24.660

Um, inclusion, so operative anti-discrimination

policies, right, I think would be one way to go.

0:24:24.660,0:24:29.340

And write it down, right, and let people know that it's a thing that lives and there are

0:24:29.340,0:24:34.740

consequences if it's violated. That there's a way that students can complain if something happens

0:24:34.740,0:24:40.440

and be protected. Um, chosen name policies would also go a long way to extending to,

0:24:41.160,0:24:46.980

um, gender non-conforming individuals or trans people that, um, they're respected and their

0:24:46.980,0:24:53.220

choices about who they are and how they are in the world are respected. Curriculum, right. So John's

0:24:53.220,0:24:58.560

point about citations and what we consider to be the canon, even Cathy's earlier point about why

0:24:58.560,0:25:04.920

we fetishize these three journals and why we say, these are the ones, right, are things we can do or

0:25:04.920,0:25:09.540

things we can challenge in our classroom by what we decide to expose our students to and what they

0:25:09.540,0:25:15.780

can read. We don't all have to read, you know, Robert Dahl. I know, shoot me, but like seriously.

0:25:16.620,0:25:22.020

Um, um self-study, right. Like so part of this is taking stock of what you do in the department. So

0:25:22.020,0:25:26.040

there's what we do as a discipline, but there's what we do in departments and universities.

0:25:26.040,0:25:33.720

So holistic DEI policies... so yeah, you can do hiring and retention, but it has to be more than

0:25:33.720,0:25:38.340

that because for for numerous and sundry reasons these people become settled down from the surface,

0:25:38.340,0:25:42.720

may not actually be able to make it to tenure
and all these other things. And all we're doing

0:25:42.720,0:25:49.560

is sort of repeating the same cycle, um, of
hiring and people leaving and all that other

0:25:49.560,0:25:55.200

kind of stuff. Um, it needs to be more than a
box that we check, like we went to some workshop

0:25:55.200,0:26:01.980

and you get a little certificate at the end. Um,
curricular audits, so what do our classes teach,

0:26:01.980,0:26:08.700

right? Um, if we are all teaching the introduction
to American politics survey class, what do our

0:26:08.700,0:26:16.500

syllabi look like, right? I think those would be,
um, helpful. Um, so things that we can launch,

0:26:16.500,0:26:21.600

right. Star prac... stop practices that
harm. Reimbursements should be stopped,

0:26:21.600,0:26:27.780

full stop for graduate students. As a practice, I
mean I know that there might be some issues around

0:26:27.780,0:26:32.460

state institutions that might be a little
bit more cumbersome, but having students

0:26:33.420,0:26:39.720

shoulder the cost for things like campus visits,
for things like job visits is an undue burden.

0:26:39.720,0:26:44.340

Right, the assumption around people's credit,
right, the assumption around people's ability

0:26:44.340,0:26:51.600

to manage and hold on to those debts until those
reimbursements can happen, um, is detrimental.

0:26:51.600,0:26:58.080

The nine month pay schedule for student
stipends is ridiculous. It... and it is,

0:26:58.080,0:27:05.400

you know, if students don't have a way to support

themselves in the summer, this can present a lot

0:27:05.400,0:27:10.320

of stress, right. Because right about now, there's some student somewhere trying to figure out how

0:27:10.320,0:27:15.480

they're going to pay for summer. Luckily when I was in graduate school, I was a TA for the Bunche

0:27:15.480,0:27:19.980

program so I was able to make it. But in that last month, I still had to take out a student loan.

0:27:19.980,0:27:26.100

Lots of students are taking out loans. I know Duke moved to a 12-month process, which yes, I'm

0:27:26.100,0:27:31.920

glad it did, but paying students on a nine month pay schedule when they barely make 15 dollars an

0:27:31.920,0:27:36.000

hour I think is what the average student stipend is. I know that there are some variations like

0:27:36.000,0:27:43.080

UC just went up, um, Temple just went up, I think Duke went up and added more money for,

0:27:43.680,0:27:49.680

um, child care, um uh, for students that need it, but most institutions don't offer child care,

0:27:49.680,0:27:55.080

that's rare. Um, so the the the nine month pay schedule is a thing.

0:27:55.740,0:27:59.460

Um, the scholarly fees and the academic fees, so there's things that the university

0:27:59.460,0:28:03.420

requires you to pay for like your health insurance and put some money towards that.

0:28:04.440,0:28:08.880

Um, we would suggest that taking up a bigger portion of those premiums would

0:28:08.880,0:28:12.780

be helpful for the insurance and then when we think about the end, right,

0:28:13.500,0:28:18.360

not having academic regalia. I know that seems like a small thing, but that's a huge thing. I

0:28:18.360,0:28:22.920

didn't buy my academic regalia until two years ago, three years ago. I couldn't afford it,

0:28:22.920,0:28:29.340

it was too expensive. So those kinds of things, the cost of participating in this discipline

0:28:29.940,0:28:37.740

are high and the assumption that everybody can make it on is I think outstripped.

0:28:38.940,0:28:45.360

So, um, in summary, what we were trying to do here is talk about the ways that we can make this thing

0:28:45.360,0:28:51.360

that we do called political science better, right. Um, it's not just about, you know, sort of tearing

0:28:51.360,0:28:58.860

down, but how do we think about removing obstacles as a real part of what it is we do, right. We say

0:28:58.860,0:29:03.360

we care about justice, then that means you have to start thinking about some of these things. And I

0:29:03.360,0:29:10.920

know I talked a lot about finances and that's in part because this was a leisurely man occupation

0:29:10.920,0:29:15.420

and that is not the world that we live in anymore. Increasingly, our students have children,

0:29:15.420,0:29:22.680

right, increasingly people have, um, you know obligations. Uh, we're talking about a lot of

0:29:22.680,0:29:28.740

people who may not have been the people who would have normally been trapped into this profession,

0:29:28.740,0:29:36.360

but our profession has not kept pace with this diversity. So, um, with that I will stop.

0:29:44.460,0:29:46.620

Thank you and also, some

of this didn't make it in,

0:29:46.620,0:29:50.272

I was also [inaudible] as we were going.
I... I had a few questions. [inaudible]

0:29:50.272,0:29:58.380

One is: any of the things that you notice
here seem to me to have a indirect response

0:29:58.380,0:30:13.560

... but in terms of general
mental health that's responsive...

0:30:13.560,0:30:16.530

[inaudible]... how you you
see... interacting [inaudible]

0:30:16.530,0:30:17.580

So,

0:30:24.180,0:30:27.900

yes. In general, we didn't
talk about it a lot here,

0:30:27.900,0:30:32.220

but there were a lot of, uh, there were a
few items about people's mental wellness.

0:30:33.360,0:30:37.020

Um, and there were places and certain kinds
of students who expressed more mental,

0:30:37.800,0:30:43.200

um, issues particularly students who were, um,
lesbian, gay, bisexual, transgender identified.

0:30:44.100,0:30:49.260

Um, and those people along with their
colleagues did not feel that their advisers,

0:30:49.260,0:30:55.080

their departments were well equipped to help
them manage those crises and while it's not here,

0:30:55.080,0:31:00.780

one of the pieces we cite talks about how having
a very functional relationship with an advisor

0:31:00.780,0:31:06.900

can help students navigate those crises. Um, but I
think one of the things that a university can do,

0:31:07.500,0:31:10.920

um, I'm blanking on the author's name... it's in the... in the citations,

0:31:11.460,0:31:18.960

talks about having a very prominent mental health presence on campus, like a counseling services.

0:31:18.960,0:31:24.840

And if you can make that part of our orientation to the school, not just tell students all the

0:31:24.840,0:31:30.060

things that we do great academically, but what is our wellness services look like? And I would say,

0:31:30.060,0:31:35.880

if we can even expand that, I think most of the time that's covered by student health fee. Um,

0:31:35.880,0:31:41.400

but you know, making sure that students know that those things may be of no cost or very low cost to

0:31:41.400,0:31:48.120

them could go a long way to helping students seek the help that they need sooner rather than later.

0:31:48.120,0:31:51.660

Because by the time most of us see our students who are experiencing some kind of mental health

0:31:51.660,0:31:57.960

crisis, they are at a crisis. I mean, you know, this is again anecdotal, but I had a student come

0:31:57.960,0:32:02.640

to me at the end of the semester like I'm about to check myself into inpatient, so what can I do?

0:32:03.180,0:32:10.080

And we're still thinking about trying to finish like coursework and so had I known, hopefully,

0:32:10.080,0:32:15.060

you know, sooner I would have been able to assist. I don't know what I could do beyond say go to

0:32:15.060,0:32:20.820

counseling services, but hopefully... I'm glad she felt comfortable enough to come to me and say I am

0:32:20.820,0:32:26.700

having a crisis, but the fact that we were at a crisis point, um, made me afraid. But there

0:32:26.700,0:32:33.600

is evidence that having prominent mental health counseling on campus and making students aware

0:32:33.600,0:32:38.640

of those resources goes a long way, also having functional relationships with advisors helps.

0:32:39.720,0:32:44.040

Um, the collective bargaining piece I think actually is important because at least,

0:32:44.580,0:32:49.680

um, in two of the cases that I talked about, um, Temple most recently,

0:32:49.680,0:32:53.220

you know Temple just ended their strikes, I think it started in January they just ended.

0:32:54.240,0:32:59.880

Um, one of the things that they were able to do was raise their money to like 24

0:32:59.880,0:33:03.120

thousand dollars a year, still not a lot of money, but more than what they were getting.

0:33:03.120,0:33:09.000

Same thing with the UC system, they were able to raise it to I think 36 and a half thousand

0:33:09.000,0:33:13.920

dollars. The other thing the students at Temple were able to do was to get more parental leave,

0:33:13.920,0:33:21.540

they only had five days parental leave. They got 21. Um, and then including, uh, healthcare

0:33:21.540,0:33:28.320

premiums as opposed to making them pay for it, the university take care of it. Um, and I think,

0:33:28.320,0:33:33.240

you know, I think collective bargaining can be really effective. I do think though, you know,

0:33:33.240,0:33:37.440

those students probably did suffer a lot of emotional distress because one of the things that

0:33:37.440,0:33:41.700

happened was essentially the university telling you you're on strike, so your tuition isn't paid,

0:33:41.700,0:33:48.660

so you're not enrolled, so you're not a student. That is retaliatory and dangerous. Um, and I think

0:33:48.660,0:33:53.520

it is incumbent upon us as faculty to support our students in those efforts, I mean we're paying

0:33:53.520,0:33:58.140

them peanuts. I mean we've all been grad students, we know how little we got paid when we were in

0:33:58.140,0:34:05.520

graduate school and some of us were parents in graduate school trying to to to do this.

0:34:05.520,0:34:09.180

I mean if you were lucky to have a partner or somebody who could help you shoulder financially,

0:34:09.180,0:34:14.220

then that's one thing, but some people don't have that. So I don't know that it would make

0:34:14.220,0:34:20.940

them worse off than they already are because I do think the the system, I'm assuming is supposed to

0:34:20.940,0:34:27.480

be an apprenticeship, but it can be another form of abuse, right. Um, for our graduate students,

0:34:27.480,0:34:34.560

the amount... the amount that they get paid are, um, really stressful and so you do have a

0:34:34.560,0:34:39.660

number of students who do go for outside work. And I don't think we want that either, right

0:34:40.500,0:34:48.000

um, but students are risking those kinds of of burdens just to make ends meet. So I don't

0:34:48.000,0:34:53.580

know that collective bargaining would do worse than what they're experiencing on their own.

0:34:56.640,0:35:02.100

Uh, yes. So I'm back to this point, we also raised, um, our stipends... I think it's going

0:35:02.100,0:35:07.320
to happen, uh, certainly in progressive locations,
progressive states. We're New York state so we

0:35:07.320,0:35:12.720
just went up to 26, done striking but this was in
response to reading the tea leaves, right, seeing

0:35:12.720,0:35:17.640
what's happening in California. What I'm not
sure about is we're not a greatly endowed campus,

0:35:17.640,0:35:22.020
so now I don't know what's going to happen,
how many lines will we end up getting? We're

0:35:22.020,0:35:27.240
a big science campus, so of course our science
departments funds students on their grants.

0:35:27.900,0:35:31.380
They look at us like well these departments
are rather expensive, aren't they? You know,

0:35:31.380,0:35:35.760
we have to pay for these graduate students
they teach... I think they're tremendous... we

0:35:35.760,0:35:40.020
actually make our graduate students teach a class
towards the end for the value, but I think that

0:35:40.020,0:35:44.940
the consequences are unclear. I'm still not sure
what exactly is going to happen. I mean our budget

0:35:44.940,0:35:49.860
doesn't seem to be expanding, but are constantly
going up, um, and I can see a lot of pressure at

0:35:49.860,0:35:54.540
state universities... We're losing lines. What
we're getting are full-time instructors or, uh,

0:35:54.540,0:36:00.180
contract instructors, um, we're not getting
tenure track lines. And this I think is

0:36:00.180,0:36:04.140
another trend that we're going to see, which is
problematic for our graduate students as they

0:36:04.140,0:36:09.720

go out. They're all seem to be vying now for one year teaching positions, you know, on contract.

0:36:09.720,0:36:15.360

So I... I don't know, I mean higher education is not in its best location right now financially.

0:36:15.360,0:36:21.540

So this might be where it's important to think about non-academic careers. Exactly! Right,

0:36:21.540,0:36:25.080

pivoting... because there are people who are... I mean like one of my former students found herself,

0:36:25.080,0:36:31.440

you know, in private industry working in tech. I don't know that that was where she

0:36:31.440,0:36:39.420

thought the PhD would take her, but it's more lucrative... I'm saying... But... but, you know,

0:36:39.420,0:36:44.520

but there are people who are willing to pay for the expertise that our students do have,

0:36:44.520,0:36:51.360

whether it be statistical or philosophical that are applicable to other areas. And I

0:36:51.360,0:36:57.300

don't know... so... so I agree with you there are ways that this is putting other pressures on,

0:36:57.300,0:37:01.860

but I think that they... we can be creative too and thinking about how we... think about

0:37:01.860,0:37:07.440

the training that we give our students as being useful in multiple domains. Because a lot of us

0:37:07.440,0:37:13.140

probably consult and do other things with our degrees that don't have anything to do with,

0:37:13.740,0:37:18.720

you know, political science in the traditional academic sense, but can be of service,

0:37:19.560,0:37:24.600

um, in other places. So I think maybe bolstering some of that and it might be, you know,

0:37:25.140,0:37:30.000

I don't know that we take advantage of like employment services on campus the way we encourage

0:37:30.000,0:37:33.780

our undergraduates to... right? Like there's usually an office of employment or something

0:37:33.780,0:37:37.800

another. I don't know what it's called, office of employment, it sounds like social service agency,

0:37:37.800,0:37:43.260

but you know what I mean. Like we don't encourage that or even how to make a CV adaptable to

0:37:43.260,0:37:48.780

industries that are not, you know, academic. I think that's something we can think about,

0:37:48.780,0:37:53.940

I mean here for example, I mean the federal government is huge. The federal government

0:37:53.940,0:37:59.940

is huge and they are looking for people with skills. Um, I don't know that that's attractive

0:37:59.940,0:38:10.680

to everybody, but I think being employed is attractive to lots of people. [laughter]

0:38:13.700,0:38:14.700

[inaudible]

0:38:14.700,0:38:20.280

...systemic, but also idiosyncratic. People can give their own individual accounts about how they

0:38:20.280,0:38:26.400

survive. Yes. But one thing to me, my experience in this and then what I know from research, is

0:38:26.400,0:38:33.300

decision making is a king element. Deciding to go to graduate school, which for first... first

0:38:33.300,0:38:39.540

generation is a late decision, which puts you at a disadvantage in terms of choices and funding, etc.

0:38:39.540,0:38:45.840

So essentially is one is how do, you know, how do

you try to intervene earlier so that it doesn't

0:38:45.840,0:38:51.600

put that disadvantage? The other issue I think is what I call best fit. Uh, of course Michigan is

0:38:51.600,0:38:56.160

not necessarily the best of situations, but in the late 60's early 70's, Michigan took an aggressive

0:38:56.160,0:39:01.260

action... position to recruit more students of color, predominantly African-American and Latino.

0:39:01.260,0:39:01.581

They went to schools, I don't know about [inaudible]... St. Mary's University in San

0:39:01.581,0:39:11.580

Antonio produced a lot, their MA program. So it generated a lot of master's candidates who

0:39:11.580,0:39:17.160

[inaudible] recruited them. I talked, I think, 780... every student of color

0:39:17.160,0:39:23.366

who was at that program came and introduced themselves to me the first week I was there.

0:39:23.366,0:39:33.120

[inaudible] ... the faculty, they don't understand me, don't appreciate me. And the big question that

0:39:33.120,0:39:38.340

most people were asking was, well why did you come to Michigan? [inaudible] They had a great

0:39:38.340,0:39:43.140

financial package, they had a good reputation. So the question is... is a better fit you know

0:39:43.140,0:39:48.300

analogy you put on a very young person, how do you make that decision that institutions that

0:39:48.300,0:39:52.980

maybe have certain attractiveness, but at the same time in terms of your interests and your

0:39:52.980,0:39:59.640

potential for success and completion instantly diminished and so the best fit is... is this

0:39:59.640,0:40:03.960

part. And given that since we're in the middle of March Madness, is there a... [inaudible]

0:40:03.960,0:40:11.940

[inaudible] ...what other places can I go to? I mean that's another... I mean... well at least

0:40:11.940,0:40:16.680

Michigan that's the end of my academic right yeah progression. So is there... you know people

0:40:16.680,0:40:20.880

do that. You know, go elsewhere, they drop out of whatever program they started with. And the

0:40:20.880,0:40:26.940

other thing is the ingenuity of gratitude. [inaudible] ...I argue is basic survival.

0:40:26.940,0:40:33.420

[inaudible] ...isolated, aggressively sought and developed their own communities outside of their

0:40:33.420,0:40:37.980

department and other... the other graduate students, faculty and that's the way they

0:40:37.980,0:40:44.460

survived. So survival can be a significant motivation in terms of both persistence and

0:40:44.460,0:40:50.760

completion and I don't think we given students enough credit or enough [inaudible]. If I want

0:40:50.760,0:40:55.500

to survive, I got to do something other than what my department is doing or the university is doing.

0:40:55.500,0:41:00.360

And... and then the last thing about stress and going back to the Michigan model, one of the

0:41:00.360,0:41:05.280

mental health stresses I see in Michigan does being a very good department, very productive

0:41:05.280,0:41:10.920

department, a lot of graduates have gone on [inaudible]. The anxiety level among Michigan

0:41:10.920,0:41:17.760

graduate students, they're not unique. It's...

they're worried about publishing and producing

0:41:17.760,0:41:23.220

work in their first year of graduate school. So the level of anxiety is... is incredible, I mean.

0:41:23.220,0:41:28.860

[inaudible] ...generational, junior faculty. Let's think about this in your third year. And

0:41:28.860,0:41:33.900

so it's an high level of stress and everything is driven in that way so that... if that is the

0:41:33.900,0:41:38.160

climate... So there's a number of things that that come into play that I think we

0:41:38.160,0:41:42.540

need to sort of recognize and deal with it, but also I guess the bottom line is that

0:41:43.620,0:41:50.220

students who do pursue graduate education can be very inventive, creative, survival in

0:41:50.220,0:41:54.480

conjunctions not only with their own efforts, but with other... but with the institutional context.

0:41:54.480,0:41:57.720

So two things really quickly. I think you're absolutely right about best fit,

0:41:57.720,0:42:02.520

but I think for some students particularly those who don't know a lot, it's like is this

0:42:02.520,0:42:06.600

the best... the best school that I know and is the money right. And if you're thinking about

0:42:06.600,0:42:11.400

an academic career and I don't know that... I mean I was and I wasn't. Um, you want to send

0:42:11.400,0:42:17.640

the best signal you can, right? So if I got into, you know, Princeton, might not be the best fit,

0:42:17.640,0:42:22.140

but I know if I have a Princeton degree, that says something. Right, and I think that's how

0:42:22.140,0:42:26.820

some people select and they may find themselves in really difficult positions and I think you're

0:42:26.820,0:42:33.000

right, looking outside of your department is a way... a strategy for survival, but it was

0:42:33.000,0:42:40.440

something you said on the... on the tail end that I also, uh, made me think about, um, about how,

0:42:40.980,0:42:45.840

um, the departments can be of help. Because at least for me, Duke wasn't my first choice,

0:42:45.840,0:42:49.620

actually the University of Chicago was. I wanted to go to the University of Chicago or New York

0:42:49.620,0:42:54.900

City. I wanted to go work with Michael Dawson and I went to go meet with him and he wasn't there and

0:42:54.900,0:43:00.540

I was like, okay. And then I looked at the news, you know, in March and it was cold in Chicago I

0:43:00.540,0:43:04.860

was like, oh, I don't want to do that. But what really tipped the scale was John Brim called me.

0:43:04.860,0:43:09.840

John Brim who'd been... who was with the University of Chicago. But he called me,

0:43:09.840,0:43:15.060

he was the only director of graduate studies that called me. And he called me at my job

0:43:15.060,0:43:20.400

because this was '99, we didn't have, you know, cell phones and it just... I was like,

0:43:20.400,0:43:24.000

this is the place I should go. Right, because somebody called me.

0:43:24.660,0:43:30.660

[inaudible] real quick is that... [inaudible]

0:43:30.660,0:43:32.760

That so and so is there. right? But that so and so may or may not be a

0:43:32.760,0:43:38.760
good person. [inaudible] ...the opposite
reputation, but you don't know that.

0:43:38.760,0:43:39.480
Exactly.

0:43:39.480,0:43:43.320
And... but this is also something we were talking
about at lunch about like, there are people who

0:43:43.320,0:43:48.000
have lineages of academic families. Right, right.
And I didn't know that that was a thing until I

0:43:48.000,0:43:52.740
got to graduate school and you don't know that.
Right. You... this is stuff that you have no idea

0:43:52.740,0:43:58.500
about and thankfully I say to [inaudible] the next
year but like, there's just things that you don't

0:43:58.500,0:44:03.960
know about things like fit and that's why that
mentorship piece is really important at that early

0:44:03.960,0:44:09.060
stage. Oh, gosh. It was something else you said at
the end that made me... I wanted to address, um.

0:44:09.060,0:44:27.341
[inaudible] Maybe we could combo them?
You... you said enough [inaudible]. Oh, okay.

0:44:27.341,0:44:27.352
[inaudible]

0:44:27.352,0:44:28.740
Oh yes, they definitely were mine.

0:44:29.820,0:44:38.100
Thank you. So, um, talking about the training
of like [inaudible], I was wondering if you

0:44:38.100,0:44:43.620
have any data on that. Right, because
if we have let's say... [inaudible]

0:44:48.420,0:44:54.840
...very often we... I hear a lot about the
skills that we have to provide on [inaudible]

0:44:54.840,0:45:04.980
[inaudible] ...out there and I... I don't know
it, right? Other people want those type of skills,

0:45:04.980,0:45:11.400
but you got... [inaudible] ...because
we don't know [inaudible]. So it will

0:45:11.400,0:45:18.600
be very useful to have some type of survey to
really understand, you know, why because that

0:45:18.600,0:45:25.320
capture the attention of an employer from the
perspective of [inaudible] social scientists,

0:45:25.320,0:45:32.100
political scientists. And the other point
and this is an announcement more. Uh,

0:45:32.100,0:45:36.600
one of the pipeline programs that
is coming out is the [inaudible]

0:45:36.600,0:45:38.476
and political economies pipeline program that
is gonna start... [inaudible] for undergrad.

0:45:38.476,0:46:10.500
[inaudible] If you go to the website of
the graduate school at Duke... there's a

0:46:10.500,0:46:11.844
whole professional development... [inaudible] dean

0:46:11.844,0:46:12.540
for professional development, there's a
whole [inaudible] workshop... [inaudible]

0:46:12.540,0:46:26.340
...and turn it into a resume. I mean, Duke
is on the forefront of that kind of thing.

0:46:26.340,0:46:36.000
The stumbling block however, are faculty.
The faculty want to train [inaudible] and

0:46:36.000,0:46:40.980
they tend to be for students, right,
who come to professional development,

0:46:41.520,0:46:48.960
but don't tell my advisor [laughter] that I'm here
because they'll stop working with me. You know,

0:46:48.960,0:46:56.270

and that... so we have a lot of that, but it's us that have to change and realize [inaudible]

0:46:56.270,0:47:02.700

...students need to find their passion for what it is they want to do... [inaudible].

0:47:02.700,0:47:05.940

And we have to be supportive of that.

0:47:05.940,0:47:09.120

And I think you're right, and even the same thing when people were like, I want to be at a teaching

0:47:09.120,0:47:13.920

institution, it's like, don't tell my advisor because they don't [inaudible] but R1 work. I

0:47:13.920,0:47:22.140

know your last point, um, about, uh, the... the anxiety and the stress. Um, part of that

0:47:22.140,0:47:28.140

is that the market is so competitive, right? I mean, like so do you have to have at least a

0:47:28.140,0:47:33.840

publication before you go out? Um, I was even told by a very senior person who's very famous, like,

0:47:33.840,0:47:38.100

I don't think I would get tenure now. Because... so... but we have to also think about that. Like

0:47:38.100,0:47:44.040

that bar doesn't keep getting raised by itself, we're doing something to that, right? And so we

0:47:44.040,0:47:48.900

want our students to be less stressed and less anxious, we might want to think about how we can

0:47:48.900,0:47:55.440

find different ways of choo... of choosing and sorting, um, students that they don't look like

0:47:55.440,0:47:59.880

little junior professors coming out of graduate school when they first start. Because I'm like,

0:47:59.880,0:48:04.800

the bar doesn't get raised on its own and I know

some of it is just we have fewer positions and

0:48:04.800,0:48:10.320

so it's it's stricter and stricter. But, um, are we still selecting on the same things that keep

0:48:10.320,0:48:15.360

people excluded? Are you R1? Are you... who is your advisor? Are we looking at, you know,

0:48:15.360,0:48:18.840

are we looking at a person who looks like they have something interesting to say and

0:48:18.840,0:48:22.560

they have a trajectory that they're going on? And maybe they need mentorship and maybe they

0:48:22.560,0:48:26.340

need tutelage because, as you say, all universities are not equally situated.

0:48:26.340,0:48:30.540

I was very fortunate, um, to go to a graduate program that was

0:48:30.540,0:48:33.120

very well funded and I got into Michigan too and got very close.

0:48:34.080,0:48:40.680

Um, um thankfully because Lester and Marietta were very nice to a... an undergraduate student. But,

0:48:40.680,0:48:46.020

you know, for those places that don't have those kinds of signals to send about

0:48:47.580,0:48:52.500

worthiness, um, because I think if you look at the top departments and you look at who's working

0:48:52.500,0:48:57.900

there, they come out of the same places, their CV's are very similar. So maybe we need to do

0:48:57.900,0:49:03.180

some self-reflection and think about when we're on these hiring committees what are the things we are

0:49:03.180,0:49:07.080

looking for when we're looking at these newly admitted graduate students. And think about,

0:49:08.460,0:49:12.120

um, whether we just want to
reproduce what has already been done.

0:49:12.120,0:49:25.620

[inaudible] ...faculty, kind of, mentality...
[inaudible] ...right? And then...essentially,

0:49:25.620,0:49:33.390

that basically you start strategizing, uh, I'm
not sure I'm going to invest my time [inaudible].

0:49:33.390,0:49:43.440

It develops a certain value. [inaudible]
...here's a pathway you take and we don't

0:49:43.440,0:49:47.700

need to consider any other pathways,
for the most part [inaudible].

0:49:50.160,0:49:52.440

No, it does not.

0:49:52.440,0:49:53.760

Thank you so much.

0:49:53.760,0:49:55.980

Thank you guys... you all.