

March 27 COSAM Accountability Meeting

In Attendance- Jessica Gilpin, Rachel Prado, Meagon Bryant, Melissa Halford, Melinda Lanius, David Brink Roby, Kimberly Mulligan, Katherine Calloway, Stephanie Woodley

COSAM HR Specialist, Katherine Calloway and Stephanie Woodley, came to discuss the creation of a COSAM Conflict Reporting Procedures

- This discussion originated in the Geoscience department because the graduate students had questions about what the reporting process is when conflict arises; we realized that this was a problem across departments
 - HR was approached and expressed that they were also thinking about this issue- How do we handle issues that don't rise to the level of Title IX or the equivalent?
- Challenges:
 - What are the avenues to deal with an issue if you don't want to escalate it? Sometimes going outside of the department feels like a big step.
 - Graduate students don't always know who to go to when they have issues- Is it their advisor, the GPO, the Chair?
 - HR mostly deals with employees, if they aren't employees they don't always know the processes in the department?
 - How do we utilize COSAM Champions
 - What skills do the GPOs have to deal with these types of issues? What are guidelines for the GPO terms? What are they expected to do? Can we do some conflict resolution training? Can we have someone else handle this? What would this look like having someone like this in the ADR office? Could this work for postdocs as well? Chemistry lets the graduate committee handle applications so that the GPO can deal with conflict, administrative tasks, etc.
- Opportunities
 - Could a new position in the ADR office be developed to handle issues like this?
 - Student of Concern Report- Can we create something?
 - Auburn Cares is an option to share with students
 - Conflict resolution workshop for faculty and staff
 - Mandatory conflict resolution class for graduate students
 - Conflict this be added to their professional development course?
- Katherine Calloway created a draft document that outlines steps for progressive disciplinary action
 - The draft will be sent to the committee for edits.
 - Kim will check with the Chairs to get GPO job descriptions

Next Meeting- April 24, 2023