

HPM DEI COMMITTEE – RECOMMENDATIONS (PhD Program)

March 24, 2023

During February 2023, the HPM DEI Committee held two listening sessions with the department's PhD students: one with the Director of Graduate Services (DGS) and 3 Committee members present, and one with only one Committee member present. Based on the discussion in these listening sessions and the consensus of the DEI Committee's members, the DEI Committee makes the following recommendations primarily concerning the doctoral program:

Recommendation #1: A minimum of 1 meeting per semester should be held between PhD students and the DGS; it is encouraged that the sessions should dedicate time to hear and address the concerns and perspectives of early year and later year students, econ track and org track students, international and domestic students, etc. A summary of the key points shared in this discussion will be prepared, and this summary will be shared by e-mail with all of the program's PhD students. Moreover, for at least one of these meetings, a member of the HPM DEI Committee who is not a PhD student or the DGS should be present to facilitate dialogue, take notes, and bring these notes back to the full DEI Committee for deliberation.

Recommendation #2: Additional detail concerning comprehensive exams – such as detailed rubrics, a full list of core competencies, exam structure and logistics – should be included in the handbook and/or in a shared OneDrive folder, with the goal of providing students with additional transparency about the process and content of these exams. In service to achieving this goal, it is suggested that PhD program-engaged faculty should convene and formalize these details where they are not extant, including reviewing the details currently shared.

Recommendation #3: A document should be prepared and shared with students describing the program's methods curriculum and opportunities for supplementing HPM's methods courses outside the department. The document may include courses' syllabi, a list of covered topics, and information on when and where the courses are offered. Notes for implementation:

- *Maria Dieci and Adam Wilk will draft this curriculum availability document and get input from other HPM faculty (e.g., Chebal, Joski, Howard, Blake)*
- *Faculty involved with the PhD Program should meet to discuss the mapping of methods courses to comprehensive exam expectations.*

Recommendation #4: Each quarter HPM faculty receive an e-mail describing faculty accomplishments (grants, publications, conference presentations, awards and other notables). This e-mail should be expanded to include PhD student accomplishments, and it should be shared with PhD students likewise. Notes for implementation:

- *Kent to gather info on student accomplishments & work with Shaunda to blend the faculty/ student content and coordinate dissemination*

Recommendation #5: In the interest of enhancing a sense of inclusion across the HPM community, including among PhD students, the department should hold a regular research seminar series, to take place at least twice per semester, to feature presentations from HPM students and faculty and, at least once per year, an external speaker. It should be a goal of this seminar series to ensure diverse representation among speakers, potentially including input from the DEI Committee on the speaker list.

Additional recommendation approved April 18, 2023:

Recommendation #6: The DEI Committee should host and coordinate a one-hour training session, to be led by an Emory staff person from International Student and Scholar Services (ISSS), to discuss international student-specific

concerns and considerations, including related to mentorship, immigration rules, fellowships and funding, and employment. This session should be appropriate for PhD students and particularly PhD mentor faculty. In addition, the DEI Committee should prepare a share-able, living document containing informal learnings and opportunities for international students (e.g., regarding housing and residency, dissertation grants, post-doctoral fellowships). This document should be shared with international PhD students and their primary mentor faculty at key points during their progression through the PhD program. They should be encouraged to review the document and add their own learnings and insights for the benefit of future students.