

GESO platform, as adopted at Membership Meeting, October 22, 2003:

Yale University should negotiate with a democratically elected negotiating team of graduate teachers and researchers, to reach a contract that is enforceable through an impartial and fair grievance procedure. This contract should address the following issues:

Yale can do more to support graduate families:

- Fully-subsidized healthcare for all dependents. Parental leave with medical insurance and some pay
- More flexibility for parents in time-to-degree requirements
- Clear information on childcare before student's arrival
- Subsidies for high-quality childcare
- Housing subsidies for international student families
- ESL for spouses

The University has a stated mission that diversity is important to the Graduate School, but it hasn't done enough:

- More resources for the Office for Diversity and Equal Opportunity (ODEO), including an adequate budget and more staff
- Full disclosure of admission/ retention statistics by department based on a report done by the ODEO
- Full disclosure of hiring practices
- ODEO should be extended to the professional schools without any preexisting diversity office

All graduate students should have guaranteed funding, even in the summers or in the event that their advisor should lose funding:

- 12-month living wage (including waived or paid tuition) for all doctoral students (PhD and DFA)
- Guaranteed funding and tuition waivers for students who want to work on projects that their advisors cannot support using grant money
- Loan forgiveness policy for educational loans for graduate and professional students who go into low-paid jobs post-graduation
- Increased financial aid for professional school students

The administration has a responsibility to the international students it brings to Yale:

- Yale's administration should make public statements and provide clear documentation of the academic and economic value of international students to the University.
- President Levin should continue to lobby government for a streamlined visa application and renewal process. Graduate students should be apprised of these activities and their progress.
- Hardship fund for people stuck outside the US due to visa delays
- Commitment to waive the SEVIS fee for all international students
- Improved English language training, including summer courses before classes begin (with full room and board), writing tutors, expanded one-on-one tutoring program
- Fair alternatives to the SPEAK test and more uniform application of it
- Equal requirements and pay/funding for international and domestic students.

Graduate teachers and researchers deserve better conditions and a say in their work:

- Democratic and transparent process for allocating teaching positions
- Equal pay for equal work
- Tuition waivers and free health care for all teachers
- No unpaid teaching or extra teaching responsibilities
- Paid teacher training, if needed
- Sufficient institutional support for graduate teachers (office space, desk copies, etc)
- Limits on section/class size
- Accurate job descriptions, with specifications of exact duties
- Intellectual property rights

We need better healthcare:

- Vision/dental care
- Improved out-of-area coverage
- Improved quality of care: decrease wait times for accessing specialists
- Mental health coverage: improve response time, eliminate 12 visit limit on coverage
- Prescription coverage: lower/eliminate buy-in fee; eliminate upper limit to coverage; limit the co-pay
- Medical leave: extend beyond one semester
- Paid sick days

GESO can have an impact on career path issues:

- Published tracking of alumni careers
- Career development office for the sciences
- Hire departmental career counselors
- Union representation on committees that deal with infrastructural expansion (new buildings, etc.)
- Union representation on committees that determine the use of graduate employees
- Organizing rights for all academic workers at Yale
- Establish staffing ratios to reduce the percentage of teaching performed by non-ladder faculty

In addition to being employees, we are also students. As students, there are other issues that we would like to see resolved outside of the context of a contract:

- Cap the size of graduate seminar courses
- Ensure all masters' students have faculty advisors and access to quality coursework (Ph.D. courses).
- Hire more faculty and have grad student representation on hiring committees
- Require course evaluations for graduate courses and create a mechanism for graduate input
- Provide incentive to faculty for their teaching by creating teaching awards and including student/trainee input in the tenure/promotions process
- Ensure all students have a secondary advisor or committee that monitors the student's progress throughout their research
- Register students beyond their seventh year to support the completion of their dissertations.