Rutgers Mathematics

Resources for professionalism issues Fall 2024.

Graduate vice-chairs: Professor Paul Feehan (fall) and Fioralba Calkoni (spring)

Undergraduate vice chair: Professor Avy Soffer.

DEI Chair, Professor Chris Woodward, he/him till Sep 1. Professor Dima Sinapova, she/her, will be DEI chair starting September 1. The charge of the DEI committee is to ensure there is a professional and welcoming atmosphere in the department where everyone can get their work done.

Other faculty resources:

Undergraduate Ombuds: Professor Sheldon Goldstein
Graduate Ombuds: Professor Kristen Hendricks

Ombuds are people who serve as unofficial advocates in resolving disputes about, for example, grades or exams.

Graduate Student Liaison committee

Advice of Graduate Student Liaison committee (Timothy Bates, Omar Aceval Garcia and Caleb Fong; Dennis Hou, Natasha Ter-Saakov an Sriram Raghunath). Elected committee of graduate students.

Charge: Provide student input to the decision-making process in the Graduate Program, to hear and make recommendations on student grievances, to make recommendations towards fostering a professional and inclusive climate in the department, to consider and act on other matters of concern and to make recommendations as appropriate.

If you have issues you need to discuss, you are encouraged to contact the faculty or graduate students above.

Mental health resources (required to appear on syllabi)

- Counseling, Alcohol and Other Drug Assistance Program & Psychiatric Services (CAPS): http://health.rutgers.edu/medical-counseling-services/counseling/
- UWill: free immediate access to teletherapy; you can choose a therapist based on your preferences including issue, gender, language, ethnicity. http://health.rutgers.edu/uwill/
- Office for Violence Prevention and Victim Assistance: www.vpva.rutgers.edu/

Types of interventions: Direct Intervention

"You have the power to make a difference. It is not about intervening perfectly; it is about doing something over nothing."

A Brief Explainer of the 5 D's of Bystander Intervention from vpva@rbhs.rutgers.edu

Direct– Call in/out the specific behavior directly to end the situation, if it feels safe to do so. You can talk to or message the person causing harm and let them know their behavior is not okay.

Examples of interventions: "That joke wasn't funny." "You don't deserve to be spoken to like that, let's get out of here." "This post is inappropriate."

Types of interventions: Delegate Intervention

Delegate– Find your people, involve those around you, and build a plan together. If you are looking to report the incident, try to let the person who is being harmed know or collaborate with them in reporting.

Examples of interventions: “Did you notice that? Am I the only one who sees it this way?” “I saw this post and it makes me uncomfortable, would you want to address it with me?”

Types of interventions: Distract Intervention

Distract– Get creative in interrupting the situation to give space to break the moment or allow people to leave the interaction.

Examples of interventions: “Don’t we have that meeting to get to?”

“Sorry to interrupt, do you know where the Medical Science Building is?”

“Let’s slow down and take a breath..”

Types of interventions: Document Intervention

Document– Write down/record what you saw and provide it to the person who experienced harm later. Documenting can help support a person's report or bring more awareness to an issue.

Examples of interventions: "I took a video of that incident, would you like a copy?" "Here are some notes about the incident I witnessed, let me know how I can support you additionally." "I took a screenshot of that post before it was deleted, let me know if you want me to send it to you and then delete it off my phone".

Types of interventions: Delay Intervention

Delay– Address the behavior later with the person potentially causing harm. Or check in with the person that experienced it and refer them to resources.

Examples of interventions: “Were you aware of how you came off in that conversation?” “I noticed that happened. Are you okay?” “I saw what that post said about you. Do you want to talk about it?

Resources on harassment issues

Issues involving student experiences: Student Affairs Compliance and Title IX 2 Richardson Street, New Brunswick, NJ 08901, Phone: (848) 932-8200, Email: nbtitleix@rutgers.edu

Issues involving colleagues: EEO office employmentequity@hr.rutgers.edu, (848) 932-3973

Religious or ethnic discrimination

Title VI discrimination (e.g. discrimination on religious background) Any person who believes that she or he has been aggrieved by any unlawful discriminatory practice under Title VI or under University policy may file a complaint in writing or obtain more information through the University's Office of Enterprise Risk Management, Ethics, and Compliance, seven days a week, 24 hours a day, by telephone and online. The compliance hotline telephone number is: 1-800-215-9664 Reports may be submitted electronically at: https://erm.rutgers.edu/departments/compliancehotline.html.

Safety issues: The staff at VPVA are available any time to talk with you about how you can be supportive and follow up with a victim who discloses to you. You can also refer victims to VPVA. If you would like additional information or support, please contact staff at VPVA by calling 848-932-1181.