



COUNCIL OF GRADUATE STUDENTS

Delegate Packet

December 6th, 2024

Location: Ohio Union Senate Chambers and Zoom



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Agenda

General Delegate Meeting | 06 December 2024 | Senate Chambers, Ohio Union and via Zoom

- 1. SPECIAL PRESENTATIONS** 3:00 PM
 - 1.1. Winter Party co-hosted by CGS's Membership Wellness & Graduate Student Affairs
- 2. CALL TO ORDER** 4:00 PM
 - 2.1. "To effectively advocate and program to ensure that The Ohio State University graduate student experience is the best it can be."
- 3. ROLL CALL** [5 min]
- 4. APPROVAL OF THE MINUTES** [5 min]
- 5. OFFICER REPORTS** [25 min]
 - 5.1. President's Report – Sabrina Durso.19
 - 5.2. Vice President's Report – Katie Conner.280
 - 5.3. Treasurer's Report – Jon Fritz.288
 - 5.4. Secretary's Report – Kaz Gary.102
 - 5.5. Parliamentary Report – Andy Vance.128
 - 5.6. Chief of Staff Report – Zaira Giralda Munoz (GiraldaMunoz.1)
- 6. COMMITTEE CHAIR REPORTS** [25 min]
 - 6.1. Academic Affairs – Sohan Daniel.508
 - 6.2. Arts and Culture – Holly Engel.210 & Nick Booker.200
 - 6.3. Diversity & Inclusion – Priya Jana.20
 - 6.4. Government Affairs– Madeline Carrola.1
 - 6.5. Graduate Caucus – Peter Carrera.55
 - 6.6. Health, Wellness, and Safety – Deb Pathak.89 & Luke Van Niel (Vanniel.5)
 - 6.7. Housing and Family Affairs – Syed Murtaza Arshad.32
 - 6.8. International Student Affairs – Kaustubh Kumar.889
 - 6.9. Membership Wellness – Aryn Robinson.2283
 - 6.10. Research and Data Operations – Bill Wang.13945
 - 6.11. Sustainability and Environmental Responsibility – Brittany Multer Hopkins (MulterHopkins.1)
- 7. OLD BUSINESS** [0 min]
- 8. NEW BUSINESS** [30 min]
 - 8.1. Resolution Regarding OTDI Policy on Licensing, Technology Accessibility, & Software Updates
- 9. SPECIAL ORDER ITEM** [30 min]
 - 9.1. Delegate Issues and Concerns
- 10. ANNOUNCEMENTS** [5 min]
 - 10.1 Next General Delegate Meeting: Friday, January 10 at 3:30pm (Senate Chambers & Zoom)
- 11. ADJOURNMENT** 6:05 PM



CGS Virtual Meeting Ground Rules

1. Be open, flexible, considerate, and kind!
2. Speak your discomfort if something is bothering you.
3. Challenge the idea, not the person.
4. You will be automatically muted when you join the meeting. Please keep your audio MUTED, unless asking a question.
5. You may ask a question by submitting it directly in the “Chat” box; or if you would like to ask via video/audio, use the “Raise Hand” feature in the “Participant” section and the chair will recognize you. Sarah will be monitoring to ensure they are brought up.
6. You may keep your video on or off as to whichever is most comfortable for you, but we may ask you to turn off your video should connectivity issues arise.
7. Please be visually presentable, if using video, and limit background activity.
8. This meeting will be recorded for note taking purposes, and in hopes to share our meetings in the future.



Meeting Minutes for Approval

General Delegate Meeting | 01 November 2024 | Ohio Staters Inc. Traditions Room, Ohio Union and via Zoom

1. SPECIAL PRESENTATIONS

3:31 PM

1.1. Campus Connections with Dean Mary Stromberger of the Graduate School

1.1.1) Students who are already at OSU are now eligible for fellowships (OSU undergrads to OSU grads)

1.1.2) Increase in graduate associate stipends and postdoc salaries approved

1.1.3) Leadership is in four different teams: academic excellence, grad student experience, grad and postdoc training, operations and strategic initiatives

1.1.4) Commitment to diverse student body despite Supreme Court rulings on excluding race and ethnicity to admissions decisions

- Increase retention and reduce gaps for diverse students so all students can be supported
- All grad programs statistics: Non-underrepresented minorities (URMs) declined admit rate 4%, URMs declined admit rate 6.5%
- PhD programs statistics: URMS declined admit rate 8.1%, White students declined admit rate 3.1%
- Of students accepted, URMs enrolled much more so the number of URM students have stayed the same despite the declining admission rate
- Looking at policies and practices that disadvantage students

1.1.5) Academic Competitiveness

- Looking at fellowships and making sure they're equitable since not all doctoral students can be funded by fellowships
- GRA min stipend increased, fellowship stipend may have increased as well
- Running out of rainy day fund (OSU had extra money and so has been using it to fund graduate students), so need to start fundraising in order to combat the rising stipend costs with declining extra funds, going to start fundraising

1.1.6) Graduate Office student survey going out at the end of the year to help look at these issues

1.1.7) Q+A

Q: **Unknown CGSer:** Where's the funding increase for stipends going to?

A: Retaining students for emergency funds, dissertation fellowships, interdisciplinary Program

Q: **Carrera.55:** Did the acceptance rate of non-URMS decrease as well?

A: It did decrease slightly because of the number of slots and lack of funding. Reaching out to admissions committees to see what their situations are. Race and ethnicity isn't allowed to be talked about in admissions. People will be cautious if they disclosed their race and ethnicity because if accepted, OSU could be accused of accepting someone based upon on their race and ethnicity.



Q: **Unknown CGSer:** How many PhD students don't have any funding period?

A: I'm not aware of any programs where none of their PhD students are funded.

Q: **Unknown CGSer:** The 18% stipend increase is divided into 4 or 3 years of increasing. Why is it divided by that and those gaps? Also, 18% in 4 years isn't enough for inflation, what are the arguments for not getting more funding? How is the minimum stipend enforced across the colleges? Some programs have received less fellowships than before, and the University re-distributed these fellowships. How do we break this cycle?

A: There are financial squeezes happening. As stipends increase, there will be fewer GRA and fellowships slots. We did an allocation based upon PhD enrollments. We looked at what departments had the most PhD slots. Those departments with the most got more while other departments got cut. The 18% increase was done on an analysis for the livable wage for Columbus. The university agreed to a 5% increase for one year. There needs to be an incremental increase every year. The university has not made a decision for the increase on minimum stipends for next year.

2. CALL TO ORDER

4:06 PM

- 2.1. **"To effectively advocate and program to ensure that The Ohio State University graduate student experience is the best it can be."**

3. ROLL CALL

[2 min]

4. APPROVAL OF THE MINUTES

- Motion to approve by **Multerhopkins.1**
- Seconded by **Arshad.32**

5. OFFICER REPORTS

4:07 PM

- 5.1. President's Report – Sabrina Durso.19

5.1.1) Parliamentarian: WE STILL NEED ONE BADLY!

5.1.2) Steering: Senate has asked CGS to look into removing the 988 Suicide Hotline from the mental health syllabus requirement and replacing it with the TeleTherapy service. I ask Health, Wellness and Safety to take this on to gather student feedback on the use of this number.

5.1.3) Grad Council: We continue to work on Graduate Student Leave Policies this year, amongst other things. If you have any ideas/concerns about leave, let me know!

5.1.4) Events I attended on CGS's Behalf: National Association of Graduate and Professional Students Monthly Meeting, Grad & Prof Schools Recruitment Program

5.1.5) Working on:

- CGS Newsletters: Just waiting for the contract from ConstantContact.
- Advisor Abuse: Worked on at least five student concerns this month. Working alongside Academic Affairs to make a list of advisor/student expectations per college alongside the grad school.
- Accommodations Resolution: Workshopping with stakeholders. Planning to have that out to you all in the next delegate packet

5.1.6) Will be gone November 22nd to December 3rd, so please cc Katie Connor on all e-mails sent to me!

5.1.7) Updates from past delegate issues and concerns:

- Campbell Hall: ADA Coordinator is completing a survey to address this issue.
- Biological Sciences Building: Contacted FOD and they have promised to communicate with the concerned parties
- Space Standards/Freedom of Expression Concerns: Awaiting a response from Student Life, who are contacting the Grad School and OAA for help.
- Buckeye Mail Extensions: Waiting on Student Life



- Public Safety Concerns: Please share this webpage [How to Respond to an Active Aggressor Situation](#) and Video [Classroom Locks](#) with your constituents.
- Buckeye Alert: Buckeye Alerts are used for things that would pose an immediate threat to the health and safety of people on campus, like a tornado or an active shooter. Public Safety Notice emails would be sent for certain crimes that could pose a serious or ongoing threat, like an on-campus armed robbery where the suspect has not been identified or apprehended.

5.2. Vice President's Report – Katie Conner.280

5.2.1) Hayes Forum #126DaysTilHayes

- SHARE HAYES BLURBS FROM NEWSLETTER & DIGEST WITH EVERYONE PLEASE
- Application deadline: Monday November 18th, 2025 at 11:59pm (EST)
- Applicant info and abstract submission: go.osu.edu/hayes-2025-application
- Nominate faculty, staff, researchers, Pls, postdocs, etc.: go.osu.edu/hayes-2025-judge-nomination

5.3. Secretary's Report – Kaz Gary.102

5.3.1) As secretary:

- Every time you say your name.# before speaking at general body meetings, a Kaz gets his wings :)
- Make sure you're speaking into mics when you're talking in delegate issues and concerns!

5.3.2) As CDG chair:

- Applications close today at 11:59 PM!
- For those on the committee: be on the look-out for an e-mail from me this month with judging instructions. Looking forward to a great judging cycle for this upcoming round of applications!

6. COMMITTEE CHAIR REPORTS

6.1. Academic Affairs – Sohan Daniel.508

6.1.1) Resolution regarding Academic Technology/Storage limits

- OSU is lowering storage limits for students to 100 GB on June 1, 2025
- Initial resolution writing session is/was Wednesday October 30th

6.1.2) Advisor Abuse

- Creating standards for the Advisor/advisee relationship to prevent advisor abuse
- Goal is to work alongside the graduate school to complete this project this year
- Next meeting: November 13th at 5 PM

6.2. Arts and Culture – Holly Engel.210 & Nick Booker.200

6.2.1) Next meeting: 11/18, 12:30–1:30 PM in Hagerty 206

6.2.2) Volunteer opportunities:

- Button Party: Friday, Nov 15 at the Ohio Union Resource Room – Make some CGS buttons with us and come out for drinks/food afterward if you want (everyone pays for their own)
- IU/OSU conference 2025: Feb 28 – March 1: Call for Papers is open now, and we need volunteers!

6.2.3) Collaboration opportunities:

- Bonsai event: Do you have an interest in bonsai and/or a de-stress event during finals week? Help with our event!

6.3. Government Affairs– Madeline Carrola.1

6.3.1) Faith Folarin won the voting sticker design contest!

6.3.2) Your help with distributing the winning sticker design to your constituents by election day is much appreciated!

- See the delegate packet for more information!

6.4. Graduate Caucus – Peter Carrera.55

6.4.1) Please look at the full report from each senate committee. Some highlights:

- CAA received updates on the Chase Center. They also approved the Center for Health Outcomes and Policy Evaluation Studies and master's programs in supply chain management, human nutrition, and education studies.
- URC is reviewing university usage rates of open access academic journals through online publishers in an attempt to expand / increase access to them



- CSA finalized and approved an update to the Code of Student Conduct related to disruptions to better protect students that are undergoing criminal and conduct processes concurrently
- 6.5. Graduate Student Affairs – Chiranth Koratagere Nagaraj (KoratagereNagaraj.1)
- 6.5.1) Event: GSAW
- Budget: \$15000
 - When: April 2025
 - Swags giveaway selection, deadline: Nov. 1st
 - Ordering swags, deadline: Nov. 15th
 - Events planning – at least 3 (selections), deadline: Dec. 1st
- 6.5.2) End of Semester A: CGS Winter Party 2024 with Membership Wellness
- 6.5.3) Delegates are planning a Game Night / Movie Night aiming to create a casual and fun atmosphere for attendees to unwind and connect.
- 6.6. Health, Wellness, and Safety – Deb Pathak.89 & Luke Van Niel (Vanniel.5)
- 6.6.1) Accessibility Stakeholders' Symposium on Tuesday: important people having important conversations
- 6.7. Housing and Family Affairs – Syed Murtaza Arshad.32
- 6.7.1) Committee met on October 8th
- 6.7.2) Discussed following items:
- Creating a protocol for online showings, focusing on international students and those unable to attend in-person viewings.
 - Developing a guide on common issues with Property Managers. Renter's guide developed by USG is available on OCSSE website (see the report for the link).
 - Listing required documentation with properties on OCCSE website, e.g. SSN, guarantor, deposit etc.
 - We discussed creating a protocol for online showings, focusing on international students and those unable to attend in-person viewings.
- 6.7.3) Events & Resources (Links available in report and on QR Code):
- YouTube: Off-Campus Living 1.0 Session: Finding and signing for Off-Campus Housing!
 - Virtual (Nov 7) and In-person (Nov 14) Off-Campus Living 1.0 Session
 - Roommate fair (Nov 12)
 - Commuter student meet-up (Nov 19)
- 6.8. International Student Affairs – Kaustubh Kumar.889
- 6.8.1) A new non-delegate member has joined. This year ISAC has members from ten different departments across the OSU.
- 6.8.2) Discussed idea of international grad students support groups at departmental/college levels.
- 6.8.3) Documentation of useful resources (within and outside OSU) that might bridge information gap and help in navigating initial weeks.
- 6.8.4) Work closely with OIA on international grad student focus groups and gradSERU survey.
- Flyer about the focus groups would have been received as part of the delegate packet and would also be circulated by OIA through Global Engagement newsletter.
- 6.8.5) OIA Global Engagement team will host a meet and greet Grad Student Mixer from 5-7 pm on November 21, 2024 at Woody's Tavern in the Union. Any OSU grad student is welcome to the event.
- 6.9. Research and Data Operations – Bill Wang.13945
- 6.9.1) Software survey: Overleaf
- 27 responses were collected from the Overleaf survey during the last delegate meeting
 - Katie has sent out the survey via email so that we can collect more responses
- 6.10. Sustainability and Environmental Responsibility – Brittany Multer Hopkins (MulterHopkins.1)
- 6.10.1) Compost your pumpkins!
- Drop off pumpkins and gourds in the labeled dumpster in the Uniprint parking lot at 2500 Kenny Road. Academic wins, professional news or personal triumphs!
 - Now through Tuesday, December 3, available 24 hours a day, 7 days a week.
 - Whole pumpkins are accepted
 - Remove any candles or lights from



- Avoid dropping off pumpkins that have paint or permanent marker on them.
- 6.10.2) Sustainability Tip November: Reuse Your Bags! Here's why it's a good idea:
 - They are sturdier, stronger, and have better handles
 - They save space-> are designed to fold for easy storage
 - May help prevent microplastics in food
 - Plastic starts as fossil fuels (14 plastic bags = gas to drive a mile!*)
 - Plastic harms wildlife (100,000 animal deaths a year*)
- 6.11. Membership Wellness – Aryn Robinson.2283
 - 6.11.1) CGS WhatsApp Group Chat
 - No Exec members!
 - Space where we can all chat with each other
 - 6.11.2) Buddy Program
 - Survey Link → <https://forms.office.com/r/L2fQpEeVu>
 - Get a buddy, get a mentor or be a mentor!
 - 6.11.3) Winter party before December meeting!
 - Relax, unwind, play Bingo! There will be therapy dogs ☺

7. **OLD BUSINESS**

[0 min]

8. **NEW BUSINESS**

9. **SPECIAL ORDER ITEM**

4:37 PM

9.1. Delegate Issues and Concerns

9.1.1) Sharing the Delegate Playlist

- **Elton.21:** Is there a way to share past delegate playlists?
- **Robinson.2283:** Yes, we can find a way to share past delegate playlists.

9.1.2) 12 Month Payback for 2025 Education Benefit

- **Oteng.12:** There's been a change to the Fall 2025 education benefit program that essentially requires at least 12 months of post degree completion of service to maintain employment to the university or the employee will be made to repay their education benefit from the previous year. I was wondering how this change came about and how many grad students does it effect? This policy seems to operate as a chain to the university and was wondering why we have to pay it back?
- **Durso.19:** Joey, quick question does this policy only pertain to your department or the whole University?
- **Oteng.12:** It pertains to anyone who's taken the benefit, as I turned down fellowships for it.
- **Dean Stromberger:** I'll share my experience: I received an email and was told this was happening. I have provided feedback. The change was originally for a term employee and you wouldn't receive any benefits. It has received pushback and HR responded by taking some things out and kept the payback. It's to reduce the escalating cost of benefits. Again, they have received a lot of pushback and postdocs did come to mind first.
- **Durso.19:** Send me an e-mail and we can advocate for this pushback on the CGS side.
- **Connor.280:** Just a clarifying question: does that count against postdocs who leave of their own volitation or not?
- **Dean Stromberger:** No.

9.1.3) Tech survey not being distributed

- **Tojelker.4:** The College of Arts and Sciences tech staff for the Department of Geography sent out a survey to us this morning which asked for feedback on Teams versus Zoom. It appears that the University is doing some research to figure out people's usage of the 2 different softwares for video conferencing and classes. I filled out the survey and I'm gonna make sure all that all my constituents in my department fill it out. I believe it's for the wider university, so I would encourage everyone to fill it out.
- **Durso.19:** I'll send it in the Delegate Digest and CGS newsletter. I'll figure out which department it came from and get permission for us to send it out.

9.1.4) Buckeye IRB software update and communication issues

- **Elton.21:** This affects everyone who does research with the IRB. Buckeye IRB will go away in January. There was no announcement made about that, it was just a small notification at the top of the screen saying that they're switching over to another software. What type of differences will there be when submitting to the IRB and how do we handle this shift? This is especially important for dissertations and things that will need to be submitted way ahead of time.
- **Durso.19:** Academic Affairs should put in about software updates without informing, send me an e-mail and we can follow-up.

9.1.5) Summer funding for international students on fellowships

- **Arshad.32:** One of my constituents reached out to me and she was on an external fellowship for the fall and spring semesters, but not the summer. She was an international student and was first advised to find a job at OUAB for summer funding. She wasn't able to and was able to finally find an external fellowship but jobs should be provided for international students if the fellowship doesn't provide summer funding.
- **Dean Stromberger:** I know in general, it's very difficult for a student on fellowship because they have a different tax system than a GRA stipend. Someone on a fellowship is not treated as an employee, but if you're an RA or student hourly you're treated as an employee. A person can't be both so they can't be a fellow and employee at both times. University has said if you're on a fellowship, you can't have a university job. Payroll can't do both, I don't know about how taxes are impacted by international student status.
- **Durso.19:** Bring it up to OIA!

9.1.6) Graduate student fee fluctuations

- **Ledger.21:** Transparency for graduate student fees, wondering where these things come from and are going to, how much money is being docked from their paycheck month-to-month, updates from earlier this year?
- **Durso.19:** I've been contacting the same person in HR every two weeks. Each time, he has been working on it and trying to get answers. Each semester this fee fluctuates because of the length of the semester. They argue you should be paying the same amount each semester. I've been working with Dean of Students and he's very interested in ways to waive certain aspects of the fees. On the other hand, that's very hard to do because some students need these things and some don't and without the extra funding, they can't fill people's desires. Homecoming is very stressful to get answers in admin, so still working on it.

9.1.7) Student access to FABE library

- **Sylvester.1:** No community study space in Food Agricultural Biological Engineering (FABE) building besides the entrance lobby. Grad students want card access to the FABE library in the Agricultural Administration building. Who should we contact about this?
- **Durso.19:** Building coordinator should be asked first and why that access hasn't already been given to students. Reach out to me via e-mail about this! I know recently, there was a huge update for student study spaces, maybe we can improve this area as well in this huge update.

9.1.8) Discarding campus leaves

- **McKenzie.517:** Where do all the leaves go when campus cleans them up? Are they composting them or just discarding them?
- **Durso.19:** That is an excellent question for Facilities and Ops. Brittney, me and you can work on that together and try to figure that one out.

9.1.9) Follow-up on issues 9.1.7 and 9.1.4

- **Miles.375:** Two things: for access to CFAES, I would reach out to Kayla Arnold. She's kind of like the graduate program director for the college. And CFAES actually has grad student study spaces in the Admin building. So, you might be able to get access to that after hours, because it's open for graduate students specifically. For IRB: The University Research committee did meet today and it sounds like they're going to be migrating all the IRB tools and data. They've been doing a lot of rigorous testing for the new system to make sure there's no issues. There might be some difficulties with old software, but it seems pretty efficient from a software standpoint.

9.1.10) OSU e-mail after graduation follow-up from last delegate meeting

- **Karunakaran.10:** Following up on Buckeyemail being removed after 2 years of graduation from the last general delegate meeting

- **Durso.19:** Took this to President Carter and Dean of Students. Somebody looked at all the ways to cut costs. Carter was surprised about the lack of storage (5 GB). Dean of Students and I are working on it and hoping he has follow-up for it
- **Dean Stromberger:** This has been an issue. We're concerned about the Graduate School's abilities to contact students if their e-mails change. They're not moving forward with much else because they're trying to address all the issues this would cause.
- **Durso.19:** Faculty Council which is a large body of people is upset about this as well. They back us up on that.
- **Karunakaran.10:** Buckeyemail carries important conversations about research. I really think for grad students we should have Buckeyemail forever to keep those important contacts and conversations.
- **Dean Stromberger:** A lot of wealthy alumni are upset about losing their OSU e-mails, the president has heard this from a lot of people.
- **GuzmanCamacho.1:** Is this an issue for ODTI?
- **Durso.19:** ODTI has interim officer right now. Trust that if so many people are looking at this issue that President Carter is aware of it, he supersedes ODTI. Dean Stromberger says it's on pause so I will continue to provide updates from our monthly meetings.
- **GuzmanCamacho.1:** I'm on the sub-committee on Support Office. ODTI has different funding sources. We're having a next meeting and I'm happy to take it to them as well

9.1.11) Technology loans for international students

- **Arshad.32:** International students can't get tech loan and I remember the last update was that these students need to contact OIA. Does anyone know what OIA does once a student reaches out with a need like this?
- **Durso.19:** Tech loans are highly diminishing and FAFSA determines student's needs. OIA does the exact same thing for international students. There's quite a few ways we're exploring to remedy this. 15,000 devices needed to keep up with all the maintenance for devices people have turned in over the last five years. They used to have a big pool of funding but the University took that money from them. Those who do not need devices are being asked to return it so that they can give it to students who really need it. They're hoping this will help offset the cost of new devices and fix this issue.
- **Parajuli.17:** One of my friends tried to talk to OIA for a technology loan. Is it only available for students on scholarship?
- **Durso.19:** Must be a certain level of financial need, not scholarship.
- **Parajuli.17:** That applies to international students?
- **Durso.19:** Yes
- **Parajuli.17:** They told one of my friends she wasn't eligible.
- **Durso.19:** They are trying to find ways of fixing the program. As grad students, there are many ways we should be advocating for not using the technology loan, so that undergraduate students can also have them. If we can find ways to really rely on that institutional tech policy, that would not allow us to do University business on our personal computers, your friend would then be able to get an iPad for research. We're looking into it.

9.1.12) Library system update

- **GuzmanCamacho.1:** Library system will be updated in July and there will be a new system as well as catalogs, etc. If anyone is interested on how this change is going to effect things, let me know and I can connect you to the people in charge of the change.
- **Elton.21:** Why? What's wrong with the current system?
- **GuzmanCamacho.1:** The update is to make the system more efficient. There's delays and efficiently issues with information delivery as compared to other Universities. I know they were worried about how people would react to this information, so let me know if you want to get in touch with people.
- **Carrera.55:** On the report there is a section for graduate caucus, and it lists every single Senator and the Senate committees that they're on. If you have any feedback like this that we just talked about for an individual committee, please email that senator or committee chairs in CGS. You're welcome to invite senators to your meetings to talk about any of the issues that are there. So if you have feedback from your constituents that you want to get to senators so that they can better represent you in the Senate. Please do so.



10. ANNOUNCEMENTS

10.1 Next General Delegate Meeting: Friday, December 6th, at 3:30pm (Senate Chambers & Zoom)

11. ADJOURNMENT

5:09 PM



Officer Reports

TO: Council of Graduate Students, Delegates
FROM: Sabrina Durso, President
DATE: November 22, 2024
RE: President's Report

Season's Greetings CGSers,

I hope you all have a wonderful end to the semester and that you find space for peace and relaxation throughout Winter Break. My break will be spent reading endlessly, spending time preparing CGS for the semester ahead, and spreading holiday cheer in my favorite communities.

Truly, I hope you use this break to rest, friends, as we continue to live in unprecedented times. Though I acknowledge that this resource is clearly insufficient, I wanted to share the "[Coping with Current Events](#)" page, hosted by Office of Student Life's Counseling and Consultation Services once more. Among other resources, on that page is a link to attend/register for a hybrid workshop every Thursday at 4:00 via Zoom: "Thriving in a Complex World: Coping with Current Events Workshop." I strongly encourage you to attend this session and to direct this resource to all within your departments. Please remember that CGS is always here to support you and all graduate students, so do not hesitate to reach out if you ever need anything, even if it's just a friendly ear.

Over the Past Month:

- **Exec:** We voted in Andy Vance.128 as CGS Parliamentarian and Zaira Giralá Munoz (GiraláMunoz.1) as Chief of Staff! We have a completely full exec team for the first time in two years!
- **Grad Council:** Dean Stromberger and her team are working hard! Currently, they are in the process of making a mentoring toolkit that will set best practices for advisors and advisees across the university. The College of Engineering is working on something similar to this currently. Additionally, they are working on setting best practices for admissions processes based on those approved by the Council of Graduate Schools.
 - We continue to work on Graduate Student Leave Policies this year, amongst other things. If you have any ideas/concerns about leave, let me know!
- **Steering/Senate:** Senate convened and hosted the Chase Center leaders. While CGS remains concerned that the center lacks any oversight or plans to include graduate and international students, the majority of Senate is accepting the Chase Center on campus. We vote on the Chase Center's acceptance into OSU in January. The center is government sanctioned, so regardless of the vote, the center will open in 2025.
 - Steering would love any topics you feel we should discuss at Senate! Please contact me if you have a campus-wide concern that affects students, faculty, and staff.
- **Events I attended on CGS's Behalf:** Lunch with Lee Strang of Chase Center, ODEIJ Focus Group, Investiture (virtually)



Working On:

- **CGS Newsletters:** Just waiting on Legal to approve contracts. The Grad School is prepped to send emails for Hayes and Grad Student Appreciation Week.
- **CAMPUS Act TaskForce:** The Campus Accountability and Moderization to Protect University Students Act requires public institutions in Ohio to create a task force on combating antisemitism, Islamophobia, and anti-Christian discrimination and hatred, harassment, bullying or violence towards others on the basis of religious identity. If you have any thoughts on any of the above, please contact me! I welcome your wisdom!

Updates from Past Delegate Issues and Concerns:

- **IRB Transition:** Heads up! A MAJOR transition for OSU's IRB system will take place in January 2025. OSU is transitioning from [Buck-IRB to Huron systems](#). It is expected that during the transition from mid-January through mid-March there will be a period of time where you will not be able to submit a new IRB protocol or revise an existing protocol. The Office of Research will be migrating all existing studies from BuckIRB to Huron (you will not need to do this yourself). However, this will create a temporary disruption in the IRB submission process. Thus, the Office of Research is recommending all researchers to get any new protocols, annual reviews, or revisions to existing protocols submitted by the first week in January so that they can be reviewed and migrated. **If you have anything planned that will need IRB approval before the end of March, you should submit through BuckIRB by the first week of January if not before.** If you have legacy studies that were created prior to 2014, you may also receive a separate email from the Office of Research about steps you will need to take ASAP to facilitate the migration. The Office of Research will be releasing more information soon.
- **SHIP Dependents:** A few meetings ago it was brought to CGS's attention that though children are eligible for SHIP coverage, it does not say so on the SHIP website. I have finally found where it states who is eligible and have included it [here](#) and on the CGS resource page.
- **RPAC Shortened Hours over the Summer:** I've been informed that the RPAC closes an hour early in the summer due to difficulty staffing, especially in the summer months, as well as low usage.

Warm regards and in solidarity always,
Sabrina Durso.19



TO: Council of Graduate Students, Delegates
FROM: Katie Conner, Vice President
DATE: DECEMBER 2024
RE: Vice President Report

Intro & Misc.

Winter break is approaching fast and it cannot come soon enough. I hope you all are making plans to write, rest, read, relax, and recharge in whatever ways are the best and most needed for yourselves!

Elections are Coming

We are hurtling toward spring elections faster than you might think! In January we'll go over the full timeline for all things officer, senator, and delegate elections. Until then, I urge everyone to start considering if they might like to run for re-election for a current position, or to run for something new. If anyone is considering running in general for anything, I'm happy to chat about processes and timelines and roles generally. I especially urge anyone considering running for an officer role to talk with the current officer in that position to learn not just what the role is in the bylaws, but what that looks like in "real life". As I've stated before, this is my last term as an officer, and last year with CGS so new folks can step in and continue its legacy of advocacy and community. I'm happy to make time to talk with anyone interested in the VP role about Hayes, elections, and more. (Again, would like to strongly encourage this so you can craft the best cover letters, remarks, and Q&A answers possible.) This goes for anyone inside of or outside of CGS. We'll have newsletter notifications about officer, senate, and delegate elections in the Spring semester as each of those races comes around.

Hayes Forum 39 - #84DaysTilHayes

WE ARE UNDER 100 DAYS FOLKS. We have 67 judges registered currently, which is respectable, but we will keep on recruiting to be sure we have plenty and spares for both abstract evals and additionally day-of judges. As always keep nominating and urging your favorite faculty, staff, and others with terminal degrees to apply.

Swag is in process, rooms are booked, and we're working on signage and paper goods for this year.

In regards to applicants, we are lower than I would like to see. Frankly, Student Life's revoking our Maestro access and not communicating that with us proactively about that fact (despite explicit questions I asked about exactly this concern throughout the summer) has made advertising the forum much more difficult, piecemeal, and time-consuming than normal... especially when folks generally expect to see a direct email in their inboxes dedicated to Hayes, and additional reminders over the 8-10 week traditional application period. We've extended the deadline 3 weeks from November 18 to December 9, and are working to repush and crosspost as much as humanely possible (in cooperation with the Graduate School and various academic deans) in the hopes we see a late application bump.

Please continue to share information on the forum with your constituents, colleagues, friends, enemies, etc. TLDR; if they're a graduate student, tell them to consider applying for Hayes! It's a



great CV line and opportunity to not only grow professionally, but to win a cash prize. Here's all the relevant links below -

- Information for Hayes Applicants/Potential Applicants: <https://cgs.osu.edu/programs-events/edward-f-hayes-advanced-research-forum/information-for-applicants>
- Nominate someone to judge: <https://cgs.osu.edu/secure/hayes/judge/nominate.aspx>
- Judge application/signup: <https://cgs.osu.edu/programs-events/edward-f-hayes-advanced-research-forum/information-for-judges>

As always, folks should never hesitate to reach out to me via email (conner.280) or text if they need anything from me. Stay safe and warm over the break, and I'll see everyone at the Dec. meeting and in the new semester.

Cheers y'all!

Katie Conner, MA

VP of the Council of Graduate Students

PhD Student, Linguistics



TO: Council of Graduate Students, Delegates
FROM: Jon Fritz, Grants Admin Co-chair and Treasurer
DATE: December 6th, 2024
RE: Ray Travel Award Chair and Treasurer's Report

Happy winter folks!

Thank you for a great semester working to bolster the grad student experience and spending your monies so so so good!

Treasurer updates:

FY25 spending: Each year, the Treasurer is expected to give a mid-year report on the financial status of CGS. I will be presenting such a report at our January 10th, 2025 general body meeting to review CGS spending for July-December 2024. As of November, we have spent about 1/5 of our total budget, which is typical for us since we're gonna spend a ton for Hayes and Grad Student Appreciation Week; will have more up-to-date and detailed information for next year though, so stay tuned!

Treasurer for 2025-2026: I think I might have mentioned this informally, but after two years in the role I won't be running for CGS Treasurer in 2025-2026. If you or someone you know is potentially interested in running for Treasurer and has any questions, I'd be more than happy to discuss the role's expectations & responsibilities, the cadence of the work, and my experience in the role. I'll still be on-campus as a graduate student until at least fall 2025, and I intend to work with the next Treasurer to transition during the spring and fall semesters.

Ray Travel Award (RTA) Updates:

The RTA committee finished our first round of judging assignments as a full committee for 24-25! Yay! 12 out of 37 apps were judged, a lower total number of applications for this period compared to ~50 last year. We are planning to meet in December to review this judging period and additional steps the committee would like to take in the coming year.

Thank you,
Jon Fritz.288



TO: Council of Graduate Students, Delegates
FROM: Kaz Gary, Secretary
DATE: November 30th, 2024
RE: Secretary's Report

Hi all,

Happy holidays and hope you're all staying warm!

As Secretary: Thank you all for saying your name.#'s before speaking in general body meetings! You're killing it and making my job/the delegate packet much easier

As CDG Chair: In the spirit of the season, we were able to fund ALL applicants for CDG this cycle! Looking forward to a great spring semester of judging and awards!

Have a restful, fun and safe winter break,

Kaz Gary.102



Committee Chair Reports

TO: Council of Graduate Students, Delegates
FROM: Sohan Daniel, CGS Academic Affairs, Chair
DATE: November 22, 2024
RE: Academic Affairs Chair Report

Season's Greetings,

Over the past month, the Academic Affairs Committee has worked towards completing a resolution to present for our monthly meeting. This is a resolution regarding OTDI policy on licensing, technology, accessibility, and software updates. This is a resolution asking for the university to consult with CGS before making technology decisions that affect graduate students. Next meeting is TBD depending on committee availability.

Have a good day,

Daniel.508



TO: Council of Graduate Students, Delegates
FROM: Holly Engel and Nick Booker, Arts and Culture Co-chairs
DATE: November 22, 2024
RE: Arts and Culture Chair's Report

Greetings,

The Arts and Culture Committee had another successful meeting on Monday, November 18. We recapped the button making event on the 15th and will distribute buttons at the upcoming December delegate meeting. Here are some updates on our other projects:

- A&C Survey: While we have prepared survey questions, we will table the survey until the FA25 semester so that our data will attain more accuracy, and we will be able to analyze the data and implement any ideas within the same academic year.
- Bonsai Event: Currently, we are planning on holding our event in collaboration with members of the Columbus Bonsai Society on Tuesday, March 18, 2025.
- Folklore and Ethnomusicology Conference: A&C is promoting the conference and planning to table at the event. [See here for details.](#)
- Pathfinder Program: We have collected a series of URL links to an array of event calendars listing a range artistic and cultural events on campus and in Columbus, and we aim to distribute this list to the student body sometime during the SP25 semester to provide easily available, consolidated information about such opportunities.

Our next meeting will take place on Zoom on December 9 from 12:30-1:30 (EST). If anyone is interested in joining, don't hesitate! Here is the link:

<https://osu.zoom.us/j/99387650523?pwd=FBWfoQZkj2MXvDGj9Cw5ZDECBj6NHH.1>

So long,

Engel.210, Booker.200



TO: Council of Graduate Students, Delegates
FROM: Priya Jana, Diversity & Inclusion Chair
DATE: 26th November, 2024
RE: Diversity & Inclusion Chair's Report

Hello everyone,

I reached out to the professors of my department and some of them don't have time next year to attend the next seminar series. My fellow colleagues reached out to their department and got some leads:

We are planning to reach out to a professor who has attended equity and inclusion seminar speaker series.

A person who organized a decolonial Pedagogies workshop, Ryan Joyce. This is his information <https://frit.osu.edu/people/joyce.289>

This is a description of the workshop he organized:

Decolonial Pedagogies Working Group

The goal of the working group is to critically examine how colonial frameworks continue to shape our educational systems and develop strategies to foster more inclusive, equitable, and culturally responsive teaching methods. This is a collaborative space for instructors who are committed to rethinking traditional approaches and centering voices and perspectives that have historically been marginalized. This group is open to everyone. They are interdisciplinary and welcome people from all departments and disciplines. Your participation would help contribute to a rich, multifaceted discussion. Please contact [Ryan Joyce](#) if you are interested in participating.

I was not in the workshop, but this is the slides <https://cllc.osu.edu/sites/default/files/2024-04/CLLC%20Joyce%20Presentation.pdf>

Option 2

A person who has organized the coming-out story events, buckeye pride, Gaypril gala, and has provided seminars like "Trans Ally Resources" (Trans 101 DICE), and also Pronouns 101 Dice

This is Ari's website <https://cbsc.osu.edu/people/ari-grubaugh/>

Option 3

Paloma Martínez-Cruz, a professor in my department. She works on antiracism, activism, and diversity. This is her website

<https://www.palomamartinezcruz.com/about> <https://sppo.osu.edu/people/martinez-cruz.2>

Option 4

Two years ago, my department organized an antiracist pedagogies workshop. One of the speakers, Dr. Cioè-Peña gave a presentation and a workshop that I think it was very helpful. This is the flyer of the event <https://sppo.osu.edu/events/anti-racist-pedagogies-workshop> and her personal website <https://www.gse.upenn.edu/academics/faculty-directory/cioe-pena>

Sincerely,
Priya

Ohio Union Rm 2088A | 1739 N. High Street | Columbus, OH 43210 | (614) 292-4380 | cgs@osu.edu



TO: Council of Graduate Students, Delegates
FROM: Madeline Carrola, Government Affairs Chair
DATE: December 6, 2024
RE: Government Affairs Chair's Report

Hello,

The Government Affairs Committee met on Thursday, November 21, 2024. We discussed the Chase Center, our committee's newsletter, and SB104, which includes language from HB183 ("bathroom bill").

Our next meeting is TBD. Reach out to Madeline Carrola if you have questions.

Sincerely,
Carrola.1



TO: Council of Graduate Students, Delegates
FROM: Peter Carrera, Graduate Caucus Chair
DATE: December 6, 2024
RE: Graduate Caucus Chair's Report

The Graduate Caucus will be giving monthly updates to CGS members on the work university senate committees are conducting month to month. Please share and discuss any relevant information with your constituents. If you have any questions or want to share thoughts about what is going on in a senate committee please contact the respective CGS representative.

Fiscal Committee – Gabriel Guzman Camacho (guzmancamacho.1)

The meeting happened on October 22. Update of HRSD. Update of the internal subcommittees. Some of them haven't met yet. Discussion about laptops and tech borrowed from university to grad students. Also, discussion of the grad minimum stipend (18% in the next four years).

Graduate Comp & Benefits – Brian Rocha.51 (rocha.51)

Next meeting is 11/21: We are voting on new bylaws and operating procedures and also voting on 2 – 3 main issues to tackle for the year. Once that is finalized, we will update everyone.

Diversity Committee – Deb Pathak.89 (pathak.89)

Iterating on DEIJ survey questions and branding to be sent to Deans/Dept chairs annually. Discussed areas of improvement identified from last year's DEIJ survey, but not enough information available on which Department, College, etc. the complaints are from, so it is difficult to do targeted advocacy or know who to reach out to. Looking for guest speakers to invite to monthly meetings, reserve 30 minutes each meeting to hear updates on DEI work and challenges in different colleges. Will elect new chair at next meeting.

Council on Student Affairs – Krutant Mehta (mehta.337)

The Council on Student Affairs heard a presentation from the Chase Center for Civics, Culture, and Society. A slate of university organizations departments have been scheduled to present to CSA starting off with OSUPD's new Police Chief in early 2025. Work on the 2025 Student Activity Fee Redistribution has continued.

Intellectual & Property, Patents, and Copyright Committee– Brian Rocha (rocha.51)

No updates.

Council of Academic Affairs – Andrew Miles (miles.375)

CAA is preparing to evaluate the Chase Center proposal. The proposal is now within the subcommittee. Graduate students have voiced their concerns at the university Senate; however, the proposal spoken about now has a large addendum. By the December CGS meeting, the committee will have evaluated the proposal in CAA and a verbal update can be provided. Andrew is working to ensure that our concerns are heard and hopefully addressed. Also the university is taking a survey of the use of experiential learning; a report may be provided to CAA and CGS upon request. We have had revisions to the MGIST, HIMS, and GISD. We also added a new grad certificate in nonprofit management with revisions to that grad minor. Revisions also took place to the Master of Dietetics and Nutrition, Biomedical Clinical and Translational Science Inter. Specialization, and the Master of Respiratory Therapy program.



Council of Academic Freedom & Responsibility – Jorge E. Clavo Abbass (clavoabbass.1)
Has not met, planning to meet in December.

Rules Committee – Jorge E. Clavo Abbass (clavoabbass.1)
Met 1 and 8 November. No items for dissemination.

Library Committee – Gabriel Guzman Camacho (guzmancamacho.1)
The meeting happened on October 15. LSP migration of service platform and what that is going to look like.

University Research Committee – Tony Annerino (annerino.2) / Andrew Miles (miles.375)
URC met on November 1st, and mostly discussed topics not relevant to the graduate student experience like restructuring of promotion paths for research professors who do not teach or serve as graduate student advisors. There was a briefing by the URC member who was selected to sit on a sort of joint review committee for the Chase center that included no substance or original commentary, just the ubiquitous “this is bad” we have all heard phrased so many different ways over the last few months. The most graduate-student-relevant topic of substantive discussion was about ongoing work to make monitoring grant funding in Workday more user friendly, which now includes looking into the access given to graduate students who brought in grant funding since graduate students especially seem to have trouble monitoring this even more than most faculty.

Committee on Academic Technology – Tony Annerino (annerino.2)
CAT met November 4th and received a presentation from interim CIO Ginger Breon. Faculty already brought up the Overleaf issue with her office some time ago, so they had already been working on access solutions for a while; it seems to be a high priority of theirs given how fast they are working toward a solution. Institutional spending on Overleaf was previously about \$47,000, and an institutional license would run about \$147,000, but there is a cheaper potential solution for on-site hosting that is currently being piloted and seems to be showing promise. The rest of the meeting was dedicated to discussing the charges of the 2 subcommittees, one dedicated to Ohio State Online and the other to on campus learning and research needs, and I requested to sit on the latter of these subcommittees since it seems more relevant to the wider graduate student experience. The next CAT meeting is scheduled for December 2nd.

Council on Enrollment and Student Progress – Thomas Elton (elton.21)
No update

Government Affairs – Bryan Perez Soto (perezsoto.2)
The committee met and discussed how the office of Government Affairs would assist in providing information and guidance. The meeting also used the time to provide suggestions on how the committee should proceed. Further, discussions are being brought up to select a chair.

Council on the Physical Environment – Brittany Multer Hopkins (multerhopkins.1)
The committee has only met once back in early October. Currently the chair is working to finalize our action items for the year and split the committee into sub-committees.

Athletic Council – Katie Conner (connor.280)
No update.

Steering – Sabrina Durso (Durso.19)



No meeting this month due to President Carter's Investiture. Meeting again in January. Chase Center will be voted on at next Senate Meeting, though that vote cannot halt the opening of the center.

If you have ideas for what you'd like Senate to discuss at their monthly meeting, please email me.

In service,
Peter Carrera (Carrera.55)



TO: Council of Graduate Students, Delegates
FROM: Deb Pathak & Luke Van Niel, Health, Wellness, and Safety Chair
DATE: December 6, 2024
RE: Health, Wellness, and Safety Chair's Report

Health, Wellness, & Safety met on Tuesday, November 26th to reflect on the Accessibility Stakeholders' Symposium and to discuss plans for the rest of the academic year.

On an individual basis, Luke sat in on two OSU cross-disciplinary committee meetings as a representative for HWS & CGS, including the One University Health & Wellness Council and the Student Life Health and Well-being Leadership Team. No updates on this front other than gratitude to be given a seat at the table in current and future conversations aimed at broadly addressing health and well-being on campus.

Regards,

Pathak.89 & Vanniel.5



TO: Council of Graduate Students, Delegates
FROM: Syed Murtaza Arshad, Housing and Family Affairs Chair
DATE: December 6, 2024
RE: Housing and Family Affairs Chair's Report

Hi all,

I hope everyone enjoyed the first snow of this winter. This report summarizes the discussions and action items from the Housing and Family Affairs (HAFA) Committee meeting held on November 15, 2024. Most of the points are the progress of the previous report.

Discussion Points & Action Items

1. Online Showings for International Students & Local students

- OCCSE has talked with many of the in-network property owners, and they are willing to organize online showings or share latest videos of the properties upon request. In case any student approaches you for this issue, advise them to request for the videos and online showings, and if any property manager refuses, let me or my committee know.

2. Survey on Housing Issues with Property Owners

- The committee has suggested starting an open property feedback/complaint survey with our Newsletter. Graduate students will be able to report any bad experience they had with a specific property owner. Based on that feedback we can decide our actions, help the student if we can, inform OCCSE and the property owner, and eventually create a list of notorious property managers.
- Action Item: Design a survey and get into contact with USG about their renter's guide.

3. New OCCSE website in-development

- OCCSE is revamping their website with a lot of exciting new features and resources, our committee has shared our suggestions. If you have any ideas/suggestions, reach out to me.

4. Housing Orientation for International Students

- We have requested a meeting with OIA and OCCSE to discuss possible details of this orientation. This meeting will probably happen during mid-December. ISA will be a part of this discussion. If you have any specific ideas or suggestions or want to be a part of this, reach out to me.

5. Hosting Family-friendly event:

- We are considering hosting a family-friendly event and are open to suggestions and ideas for activities that would welcome both students with families and other community members. This event will also provide an opportunity to promote the housing resources available on campus.

Winter is coming,
Arshad.32



TO: Council of Graduate Students, Delegates
FROM: Kaustubh Kumar, International Student Affairs Chair
DATE: December 6, 2024
RE: International Student Affairs Chair's Report

Hi Everyone,

ISAC held its monthly meeting on November 20, 2024. We discussed below items in the meeting:

- An ISAC member, also a delegate, shared experience attending the OIA's international students focus group discussion on international students' issues and gradSERU surveys.
- Planned for our two events- 'tax information' sessions and 'share your story' event. We aim to conduct them in February and March 2025.
- Documentation of useful resources (within and outside OSU) that might bridge information gap and help incoming international graduate students in navigating initial weeks at OSU. Maintaining those files as living documents and updating them periodically.

We are always looking for new committee members who will help us grow and contribute positively to international graduate students experience at the OSU. So, please tell your friends and reach out (kumar.889@osu.edu) if you have any ideas and/or are interested in serving on the committee.

Wishing all a fruitful month ahead,
Kumar.889



TO: Council of Graduate Students, Delegates
FROM: Aryn Robinson, Membership Wellness Chair
DATE: December 6, 2024
RE: Membership Wellness Chair's Report

Hi everyone,

Current Announcements

The End-of-Semester Winter Party will take place December 6th from 3p-4p in the Senate Chambers before the General Delegate Meeting. Enjoy the chance to play Bingo, do a craft, pet a therapy dog, and mingle with your fellow CGSers.

Look at the December Fitness Bingo that is attached to the Delegate Packet email. Use this as a way to jumpstart your fitness or continue your momentum! Next month's Bingo will focus on Emotional Wellness.

If you are graduating this semester, please complete the Letter to Future Self Activity Reflection. See the instructions in Delegate Teams.

- CGS 2024-2025 Teams → Files → Letter to Future Self Activity → LTFSReflection.pdf

Meeting History

MW met November 10th. The CGS Buddy Program was initiated and those who opted to participate were notified of their pairings.

If you have not already, join the [24-25 CGS WhatsApp](#). Use this as a way to connect with other CGSers and find common interests.

Future Directions

Our next meeting will occur virtually **January 19th** from **2p-4p**. Anyone is welcome to attend! Please email me for the link.

Our next meeting will be focused on planning some events and activities for Spring Semester. Keep a look out for some fun activities from Membership Wellness!

Membership Shoutouts

Please use [Membership Shoutouts](#) to share good news in your life or to shine some well-deserved light on a fellow CGSer. The shoutout form will be monitored up until 10 pm the night before General Delegate Meetings. If you submit a shoutout after this time, it will be included in the January shoutouts. Shoutouts submitted after November 22nd will not be included in the slide deck sent out before the December Meeting.

Thank you!

Robinson.2283



TO: Council of Graduate Students, Delegates
FROM: Bill Wang, Research and Data Operations Chair
DATE: November 19, 2024
RE: Research and Data Operations Chair's Report

Hi all,

The RDO committee is analyzing the Overleaf demand survey results. We obtained more than 300 responses in total. Most of them are from Arts & Sciences and Engineering. We hope to reach out to more business, agricultural students, and public health students.

Best,

Wang.13945



TO: Council of Graduate Students, Delegates
FROM: Brittany Multer Hopkins, Sustainability and Environmental Responsibility Committee (SERC) Chair
DATE: December 6, 2024
RE: SERC Chair's Report

Hello!

It's getting cold out there, so our December sustainability tip is to prepare for the cold!

- **Clean or replace the filter in your HVAC unit** so that your heater runs smoothly and uses less energy this winter.
- **Set your thermostat to around 68°F to 70°F** while you're awake (and you can set it lower while you're sleeping or away from home to save energy).
- If you drive, make sure to **check your tire pressure**. Cold weather can cause low tire pressure and lower fuel economy. There are four complimentary air pumps on campus in Columbus. Gas stations often have free air pumps as well.

Sources:

Conservation International: <https://www.conservation.org/act/sustainable-living-tips>

Energy.gov: <https://www.energy.gov/energysaver/programmable-thermostats> & <https://www.energy.gov/energysaver/fuel-economy-cold-weather>

Best,

Brittany
Multer Hopkins.1