

Bloomington Faculty Council, Student Academic Appointee Affairs Committee Meeting

Tuesday, March 26, 2024, 2:00pm-3:00pm

Redbud Tree Suite, IMU

Present: Carolyn Calloway-Thomas, Joshua Pascal, David Daleke, Amanda Diekman, Jodi Kutzner, Allen Davis, Deborah Snaddon, David Taylor, Elijah Beaton

1. Last Meeting Minutes Approved

2. IGWC Launches Strike Pledge

- Calloway-Thomas: Provost arrived described 1 pot of money. College is in a tight spot, and everyone supports better pay. Did the IGWC meeting discuss diminishing returns in terms of our coffers? What difference will the IGWC make if the money is the same?
- Kutzner: Believes the university does have the money, but its a matter of allocation. These things sort of have to continue since the administration refuses to acknowledge IGWC in any way.
- Pascal: If there isn't some formal bargaining relationship, but it isn't binding and so as a result these sort of discontent seems inevitable. The cost of living keeps rising and people keep feeling that pressure.
- Kutzner: There are more universities (like University of Michigan) that makes IU less competitive and it presents a real retention/recruitment issue. (University of Michigan pay is 40k or 41k to keep up with Cost of Living there). It isn't an IU problem, and most Big 10 schools are trying to form a union if they don't already have one, and it does seem to matter in terms of competitiveness
- Calloway-Thomas: College instituted policy that departments cannot admit students without funding unless students can demonstrate students can self-fund.
- Pascal: PhD enrollment is down. Budgetary model is in the process of reconfiguring from RCM to be completed in 2027 or so.
- IGWC will stop collecting strike pledges in about two weeks.
- Calloway-Thomas: And higher admin have refused a conversation?
- Pascal: No answer from multiple letter delivery attempts to Whitten's office.
- Calloway-Thomas: Is the membership of IGWC concentrated in certain departments?
- Pascal: There are some disproportionate department representation, but its fairly even. Music as a college is a good example of a place which has smaller representation, since the funding situation is very difficult.

- Calloway-Thomas: How long will the pledges and the attempts to get in touch with Higher Administration go on? At what point would it become necessary for the IGWC to issue an ultimatum?
- Pascal: There are several possibilities, but the hope is that the strike pledges will move the administration without having to strike. Chicago is a comparable example where strike pledges enabled bargaining. There have been 4 attempts to physically deliver cards to President Whitten's office without any response whatsoever.

Rising frustration, but the cost of living has increased in Bloomington since the beginning of the year. The IGWC has launched a strike pledge on Monday with its approval.

COLA Number is based on MIT Living Wage Calculator. The number the IGWC is using is the "Required annual income before taxes" for 0 dependents by MIT Living Wage Calculator.

Daleke: When we think about half-time, 10 months, what would the pro-rated rate be? How can we do the comparison across 10 month, 0.5 FTE? Data may possibly come in using 10 month, 0.5 FTE standard.

3. Stipend Data Collection

Source of information is through Institutional Analytics and AAU Data exchange, which routinely collects stipend data. Will be able to get aggregate "average" data but currently working on the AAU Agreements. All institutions are currently submitting their data to AAU. This data process includes faculty, staff, students, etc. We can begin to start talking about this more seriously towards the summer. Part of this can be stipends, but there is also the factor of total compensation, which might be important to collect and that could be possible to get. All of this will be by discipline, which we've talked about before. Its unclear when this data will be ready, but near summer. The report isn't due until the fall, so if this group works over the summer, we could make our report to the Provost and BFC. What we will get is the data for Academic Year 23-24. The intent of this report is to ensure our average stipends are competitive by CIP code. The minima stipend analysis is more a budgetary issue. Average is what is most important for this inter-institutional comparisons.

GPSG Transition is April 30, so this body will shift slightly at that point before the summer.

4. General Discussion

Housing a big concern. Cost of living is increasing in Bloomington faster than the rest of the country.

University of Michigan has cut SAA positions by 22%; there are already places on this campus which have experienced these sort of contractions. IU looking at 4+1 academic degrees indicates this to some extent. Departments like Chemistry, for example, cannot sustain those sorts of cuts and still bring in money to the institution. Are cuts inevitable in this sense? PhD students (in some spots on campus) form a basis of cheap labor, but lecturers are not particularly well-compensated either. Typical teaching load for lecturers is 3-3, but for R1 institutions is slightly lower. It has always been the case that lecturers are cheaper than students. The total costs are disciplinarily based.

It might be useful for this body to review SAA policies to make sure those are up to date and current.