

December 3 BFC SAA Affairs Committee Meeting Minutes

1:00pm-2:00pm

In Attendance: Carolyn Calloway-Thomas, Matthew Jackson, Deborah Snaddon, Jessica Lester, Elijah Beaton, Michael McCarthy

- 1) Approval of Previous Meeting Minutes
 - a) Approved
- 2) Looking forward to BFC Report
 - a) Deborah question: Update on the purpose of this report?
 - i) Purpose of the report is to maintain competitiveness among other universities/departments
 - (1) What does the process for reporting this look like? Are departments going to receive specific information and then go to the provost to discuss compensation?
 - (2) Concern: Some departments might not receive the help they need with just a generalized report to the BFC.
 - (a) Chemistry specifically struggles with maintaining enough GAs to field adequate course offerings.
 - (3) Departments are free to set stipends higher than the university minimum and are encouraged to do so to maintain competitiveness.
 - (a) However, that does not guarantee that they receive adequate funding allocations from the college/university to maintain these stipends.
 - (4) Individual department reports might be helpful bargaining for discipline-specific stipend rates with the college/university.
 - b) Impact of graduate strike and stipend increase
 - i) University conditions could be blamed on graduate stipend increases – Carolyn
 - (1) “One pot of money” - Provost Shrivastav
 - (2) “A reduction of #s of faculty and graduate students by attrition for [increased stipends]” - Dean of COAS to Carolyn at meeting
- 3) Minimum Stipend Data of Big Ten Universities - Matthew Jackson
 - a) Presentation of Big Ten minimum stipends
 - b) IU has committed to ensuring IUB minimum stipends remain in the top half of Big Ten universities in Aug 2022.
 - c) Data come directly from universities whenever possible
 - i) Rutgers data come from a recognized union representing faculty and graduate students
 - ii) Minnesota - data comes from the College of Liberal Arts minimum
 - d) Convention for minimum stipend reporting is to normalize for 50% FTE, 10-month contracts (this is what Dean Daleke uses for recommendations)
 - i) Difficulties to be aware of when making this normalization
 - (1) Not every school does 10-month contracts
 - (a) Northwestern reports a minimum annual stipend of \$45,000. Normalizing their compensation to 10-months would reduce their pay below what GAs are actually paid.
 - (2) FTE is not always defined consistently
 - (a) Rutgers defines full time teaching as 15hr/wk.
 - (b) IU 50% FTE is 20hr/wk
 - e) Currently **IU ranks 15/18 for normalized 10-mo, 50% FTE minimum stipends**

- 4) Graduate Student Admissions Reductions and Implications - Carolyn Calloway-Thomas
 - a) Dean of COAS - "strict graduate admissions caps on all depts and some programs"
 - i) 10% reductions in faculty and graduate students via attrition the next three to four years "in order to afford higher stipends"
 - ii) Implications on course offerings, # of undergrad students, quality of grad faculty
 - iii) No mention of reduced admission of undergraduates
 - iv) Department attrition harming education of graduate students and undergraduate students
 - (1) Some Political Science graduate students are unable to complete graduation due to insufficient advising.
 - (2) Graduate students whose funding expires before degree completion can be forced out.
- 5) Review of SAA Policies and Future Directions
 - a) Committee should consider "issues emanating from stipend adjustments" - CCT
- 6) Meetings in Spring 2025
 - a) Unable to decide a time for meetings yet, email David T for times
 - i) Add Jan 16 meeting?
- 7) Adjournment