

November 7 BFC SAA Affairs Committee Meeting Minutes

1:00pm-2:00pm

In-attendance: Carolyn Calloway-Thomas, Matthew Jackson, David Daleke, Jessica Snaddon, Mike McCarthy, Eli Beaton, David Taylor, Jessica Lester

1. Approval of Previous Meeting Minutes
 - a. Approved.
2. Discussion of Policies Affecting SAAs
 - a. ACA-16
 - i. Matthew: Undergraduate appointees are not currently covered under this policy. Does this reflect current practice?
 1. Carolyn: Are undergrads assistants or are they employees? Who pays for them?
 - a. Undergraduate assistants are covered under departments, not university-wide policies, so they don't need to be covered by this policy.
 - b. BL-ACA-D23 (SAA Mediation Committee)
 - i. SAA Mediation Committee Updates?
 1. Though encouraged, SAAs are not required to seek mediation through their departments before contacting the SAAMC.
 2. What distinguishes this committee from other grievance committees (for example, SAA Board of Review, Student Life Grievance Committee, etc.)?
 - a. SAAMC reviews SAA-related grievances, like employment or work conditions.
 - b. SAAMC currently only handles reappointment
 - i. Some departments don't reappoint, but provide new appointments each time, which might not be protected by this committee.
 1. Suggestion: change language to "(re)appointment" to cover both new appointments and recurring appointments.
 - c. Page is currently missing chair contact information
 - i. David T. reaching out to Lana
 - c. BL-ACA-D24 (SAA Board of Review)
 - i. SAA Board of Review doesn't currently have a chair listed, so unclear who to contact
 1. David T. follow-up
 - ii. Same concern as SAAMC regarding contact information
 - d. Information for Board of Review and SAAMC
 - i. Make sure students are aware of it
 1. Matthew can make an announcement to GPSG highlighting these policies.
 2. UGS recently hired a graduate Ombudsperson who starts in January '25.

- a. This person reports to Dean Daleke but operates independently.
 - ii. Carolyn: How many grievance incidents are handled by these institutions?
 - 1. David T. follow-up
 - iii. UA10/SEA202 grievances go through the Office of Student Life
 - 1. Student misconduct policy
 - a. Starts with VPFAA referral and procedure plays out from there
 - b. Same path for SAA violations
 - 2. The roles and limits of each office seems unclear
 - iv. Jessica checking with VPFAA on how SEA202 complaints are handled
 - 1. SAAs and Faculty have the same procedures for SEA202 complaints
 - 2. There's a desire for GPSG participation in handling of grievances
- 3. Average Stipend Report from Dean David Daleke
 - a. "Average Stipend Reports by CIP Code"
 - i. This is a very preliminary presentation of stipend info, not the final report.
 - ii. We can design the report to reflect how we want information to be conveyed. We should think through what to message and highlight in this committee.
 - iii. Data come from Office of Institutional Analytics
 - 1. OIA collects data from across the university
 - iv. CIP (Classification of Instructional Programs)
 - 1. Taxonomy of academic programs based on content, not department/school classification
 - 2. CIP codes are conveyed in six digits (xx.xxxx)
 - a. The current data are at 2 digits, the simplest level. We can request more specific data if necessary.
 - 3. Each IU program has a CIP code
 - a. Degree programs must be approved by ICHE (Indiana Commission for Higher Education) by CIP code
 - v. AAU Data Exchange
 - 1. American Association of Universities (AAU) shares data between institutions.
 - 2. They report regular annual reports and ad hoc reports
 - a. Very rigid data stored in data warehouses
 - b. Highly confidential as universities can be identified by their data
 - 3. Uniform format for data submission (Fall rate, 10-month periods, 0.5FTE).
 - 4. Distribution of this data is governed by the Data Use Agreement
 - a. Specific data is very confidential
 - b. We can't reveal what institution is responsible for specific data points
 - c. This data cannot be distributed broadly
 - d. Carolyn: Why is this so secret?

- i. David: Having more security might facilitate participation.
 - vi. This data cannot be distributed to students
 - 1. This report shows data that can be shared with the provost and likely the BFC, but we need to check with OIA before doing so.
 - vii. Requested data come from peer groups
 - 1. Big Ten, other AAU universities
 - a. Big Ten data does not yet include UCLA, Oregon, Washington, or USC.
 - 2. Institutions like Rutgers or Ohio State University have not shared recent data.
 - viii. Big Ten SAA Stipend Comparisons
 - 1. Teaching Assistants
 - 2. Graduate Assistants
 - 3. Research Assistants
 - a. IU was not included in the 2019-2020 data due to low participation and not great data
 - 4. Relative to the Big Ten, IU was behind prior to 2022-2023.
 - 5. Currently, we're behind the median level of the Big Ten, though within 10% of the average
 - ix. Question: is the data so far detailed enough? We can go to 4- or 6-digit CIP codes.
 - 1. Big Ten displays higher average pay than the average of other AAU universities.
 - 2. More data is always nice, but probably not necessary for the BFC report.
 - x. Total compensation
 - 1. Many SAAs receive additional departmental support in the form of fellowships or top-ups
 - 2. This data is actual, not extrapolated
 - 3. Due to unusual appointments, this is limited to 9-months
 - 4. Aggregated by 2-digit CIP code
 - xi. There is variance in how much students make by program
 - 1. Average of about [REDACTED] additional pay across IU, but different programs do things differently
 - xii. AAU data is very specific
 - 1. Doesn't include totals
 - xiii. Concern: these numbers are hard to interpret without some type of cost-of-living comparison
 - 1. Living wage measurement
 - xiv. Broader question: What's the point of this report?
 - 1. David Daleke meeting with Provost Shrivastav today to ask

4. Adjournment