

October 22 BFC SAA Affairs Committee Meeting Minutes

1:00pm-2:00pm

In attendance: Carolyn Calloway-Thomas, Matthew Jackson, David Daleke, Jessica Lester, Deborah Snaddon, Elijah Beaton, Michael McCarthy, David Taylor

Meeting Notes:

1. Introductions

2. Summary of 2024-2025 Assignments for SAAAC committee

- a. Continue to advance priorities for improving the experience of SAAs laid out by the Task Force on Graduate Education, as well as those identified in the IUB 2030 strategic plan.
- b. Review SAA policies, outside the grievance processes, to assess and determine if any updates are needed to reflect current practice.
- c. Work with the Center for Innovative Teaching and Learning to establish modules/workshops to assist SAAs in understanding SEA 202.

3. Recap of Previous year's committee work

- a. Stipend considerations in the light of student unionization
- b. Average stipend reports
- c. Living wage calculations
 - i. SAAs are especially worried about this
- d. Implication of the Supreme Court decision on affirmative action in admissions
 - i. Collecting data on underrepresented students at IU
- e. SEA 202 discussions

4. Review of IU Policies affecting SAAs by Dean David Daleke

- a. Previous policies affecting SAAs “not perfect yet.”
- b. Suggestion: Review of SAA-affecting policies to ensure SAAs are protected as faculty
- c. List of potential policy areas to review:
 - i. Grievance policies by BFC (guidelines by BFC for addressing grievances)
 1. These aren't necessarily problematic, ensure sure they're up to date
 2. BL-ACA-D23 - SAA Mediation Committee, invoked as needed
 3. BL-ACA-D24 - SAA Board of Review
 - ii. ACA16 - SAA Appointment policy
 1. All policies for SAAs come from the VPFAA office. SAAs are considered faculty and policies apply to SAAs, but not always equally
 2. AC1- Faculty, AC3- SAAs

3. Note: ACA policies come from UFC, to revise these, we would need to bring recommendations to the BFC who then takes it to the UFC.
- iii. BFC Student Affairs Committees
- iv. BFC Student Academic Appointee Affairs Committee
- v. Policies came from BFC website and IU policies search through Google, also IU policies website, also VPFAA office
- vi. We might also consider the effects of Indiana state laws on SAA matters

5. Average Stipend Report by Dean David Daleke

- a. David charged with reporting average stipend of SAAs by discipline
- b. BFC SAAAC will help with data collection
- c. Working with Institutional analytics to collect data
 - i. Indiana data comes from AAUD data, not every university reports to this. This information includes average stipend by discipline
 - ii. Policies regarding how to share data
 1. AAUD data sharing agreement that we have to follow for any data we want to share outside of AAUD.
 2. We should have a way to publicly share high quality data down to individual department level.
 3. Further levels of analysis are possible, we might not have authority to share this further
 - iii. AAU data includes both minimum and maximum stipend information
 - iv. Total compensation provided to SAAs, meaning stipend plus fellowship often, AAU working on providing this data across campus, only currently available through COAS right now.
 1. Not including benefits/waivers currently.
 2. This information comes from a public memo from the Dean of COAS.
- d. Goal of this review is to maintain competitiveness in SAA compensation.
 - i. We should have this data by next committee meeting (11/7/24).
 - ii. Suggestion: have an annual report for SAAs on received income like faculty currently receive. This might help with perceptions of underpayment.
 1. Can we also get data on department/college “add-ons” that are potentially underutilized?
 - iii. Updates on RCM as relevant to the information that we will present.
 1. We should ask about this at BFC meetings, maybe submit a question to Provost Shrivastav for an update.
 - a. Costs for SAAs are going up, if there are changes to the budget model then we should know for SAA

considerations. Units are facing cuts and they need to conform to the budget model.

6. Future Directions in College

- a. Overall graduate student populations will be shrinking by about 10% to “increase benefits and reduce time to degree”
 - i. Justifications for this decision have been unclear to some affected departments.
 - 1. This has been presented to some students as cost cutting and a method of reducing the debt of the college.
 - 2. According to Provost Shrivastav, there’s one pot of money that we all need to draw from.
 - ii. Carolyn meeting with grad directors Friday

7. Committee Directives

- a. Recurring segment to discuss policies, perhaps 2 or 3 policies examined per meeting.
- b. Average Stipend Report by November 7
 - i. We should consider making the data available to units before bringing it to the BFC.
 - ii. For the BFC presentation, we can make the entire data available but present highlights and recommendations to BFC as a whole.
 - 1. Ensure confidentiality compliance
 - iii. For next meeting, David can present the report to our group as long as it meets confidentiality standards.
- c. Consider shared governance of SAAs in campus policies.
 - i. Campus climate has devolved since previous committee meetings, especially with the implementation of UA12, the expressive activity policy
- d. SEA 202 Considerations
 - i. Have another presentation by previous speakers to get us started on this. Vivian Halloran
 - 1. Work with CITL to develop a course from this afterwards.
 - ii. Have a more precise understanding of what the actual process of an SEA 202 complaint might look like, repercussions, etc.
 - 1. We can consider recommending policy to formalize this process.

8. Adjournment