

### Shared Goals

There are **no disagreements** about the goals of improving the graduate student experience and SAA positions at IUB.

The Provost, Vice Provosts, Deans, BFC, and others have committed to improve SAA stipends; study and improve SAA workload concerns; provide better mental health services and career services for graduate and professional students; and to meet with graduate students and SAAs, etc.

*The only disagreement lies in how to accomplish these goals. Our existing shared governance mechanisms are the best pathways to address these concerns.*

### Concerns About a Union

A union representing all SAAs would erode the existing relationship between individual students, their advisors, and their schools. Currently, schools and departments can directly address the concerns of individual SAAs because they are the primary channel of communication.

Unionization would remove SAA decisions from individual advisors, departments, and schools, and would require concerns to be addressed through an industrial labor union with little understanding of the academic environment at IU, or within a given school or department.

Recognizing an SAA union is a long-term commitment that prohibits future faculty and SAAs from exercising their own academic judgment on all SAA-related issues, not just wages and benefits. Once a union is recognized, it becomes the exclusive representative of a bargaining unit, and, barring decertification, it will typically remain indefinitely.

The union would represent all SAAs, even those who may choose not to pay dues to the union. The provisions agreed to would apply to all SAAs and govern faculty relations with SAAs. Individual SAAs will not be allowed to opt out of a union agreement/contract.

### Some Concerning Proposals from IGWC-UE

The IGWC-UE wants a third-party authorship decision making process. "Clear Guidelines for Authorship: Require each department to meet with a graduate worker committee from each department to create standards for authorship enforceable by the union grievance procedure." ([IGWC-UE website](#))

- This encroaches on faculty academic freedom and the faculty-student relationship. It also has NOTHING TO DO WITH SAA positions. Rather, it is an attempt to interfere with traditional faculty governed academic processes.

IUB has an authorship policy (BL ACA I16) that includes a process for dispute resolution.

The IGWC-UE wants a third-party intellectual property negotiation. "Establish Rules for Intellectual Property: The Union will propose a process for establishing guidelines for crediting graduate workers for intellectual property." ([IGWC-UE website](#))

- This encroaches on faculty academic freedom and the faculty-student relationship. It may be incompatible with federal rules for assigning IP already in IU policy.

The IGWC-UE sent a cease and desist email to faculty members and department chairs who held individual meetings with SAAs to discuss their failure to complete agreed upon obligations.

- These meetings are responsible supervision, responsible implementation of existing faculty policies, and responsible stewardship of public funds to only pay and re-employ those employees who complete their duties.

Joining the UE will commit our graduate students to various policy positions with which they may not agree.

- See for example, this UE Boycott, Divestment, and Sanctions (BDS) resolution which, "Endorses the BDS movement and urges the union at all levels to become engaged in BDS and the movement for peace, justice and equality between the Palestinians and Israelis; Opposes all efforts to outlaw BDS and otherwise punish non-violent critics of Israeli policies..." ([www.ueunion.org](http://www.ueunion.org))

### Existing Shared Governance Mechanisms

As academic appointees, the BFC has legislative and consultative authority over many matters relating to SAAs. The GPSG appoints 3 voting members to the BFC. The BFC Executive Committee has reconstituted the SAA Affairs Committee. The BFC SAA Mediation Committee and SAA Board of Review oversee robust grievance policies for SAAs.

The Graduate Faculty Council, GPSG, Mental Health Task Force, Student Health Center Working Group, Future of Graduate Education Task Force, Committee for Fee Review, school and department committees, and many other committees consider SAA agenda items.

## **Past and Recent Actions Taken**

Between 2016 and 2022, 10 schools removed unremittable fees for SAAs. The 2019 College Task Force on Graduate Student Funding recommended this action for the College, Media, Eskenazi, and Hamilton Lugar Schools which increased take-home pay by more than \$1,100.

Schools have increased stipends. In 2020, one-third of SAA stipends were below an \$18,000 rate for .50FTE 10-month positions. By fall 2022, 100% of SAA stipends will be at or above \$18,000 rate for .50FTE 10-month positions.

IU improved SAA health insurance while lowering SAA costs. In 2015, the SAA deductible was lowered from \$500 to \$0. SAAs have the same health insurance as full-time faculty and staff but pay no premium and no deductible.

Since Provost Shrivastav's arrival at IUB in mid-February, the following actions have been taken:

- 15+ listening sessions with grad students
- 5% stipend increase for SAAs (7/1/22)
- \$18k minimum rate for .50FTE, 10-month SAAs (7/1/22)
- Tuition waiver flexibility for approved courses (7/1/22)
- Establishment of Grad Ed Task Force
- BFC Executive Committee reconstitutes SAA Committee

## **IU Meetings with SAAs and Graduate Students**

Since 2020, the College dean's office and the vice provost for graduate education have met with IGWC (pre-affiliation with UE). IU leaders regularly meet with GPSG, the elected governing body for graduate students. GPSG leadership did not show up for the provost's luncheon meeting.

**Spring 2022 Listening Sessions** w/various combinations of Provost, Dean of the University Graduate School, Vice Provost for Graduate Education, and school leaders

- 16-Feb Media School student leadership
- 21-Feb School of Education Session 1
- 23-Feb College DGSs and students from each department
- 23-Feb School of Education Session 2
- 24-Feb Kelley School of Business doctoral students
- 24-Feb School of Education Session 3
- 28-Feb Anatomy Graduate Students
- 1-Mar CMCB graduate students
- 3-Mar College Graduate Students
- 4-Mar Maurer School of Law Advisory Council
- 22-Mar Luddy School graduate students
- 24-Mar O'Neill School graduate students
- 25-Mar School of Social Work MSW students
- 28-Mar School of Public Health graduate students
- 1-May College Deans w/grad students

## **GPSG Scheduled Meetings**

### **2022**

- 4-May VP Daleke
- 26-Apr Lunch Meeting w/Provost (GPSG did not show up)
- 23-Apr Provost's Chief of Staff
- 22-Apr VP Daleke
- 19-Apr VP Daleke
- 12-Apr VP Daleke
- 5-Apr VP Daleke
- 23-Mar VP Daleke
- 9-Mar VP Daleke
- 23-Feb VP Daleke
- 9-Feb VP Daleke

### **2021**

- 30-Nov VP Daleke
- 29-Oct VP Daleke
- 18-Oct VP Daleke
- 28-Sep VP Daleke
- 16-Sep VP Daleke
- 31-Aug VP Daleke
- 17-Aug VP Daleke
- 28-Jul VP Daleke
- 14-Jul VP Daleke
- 16-Jun VP Daleke
- 25-May VP Daleke
- 28-Apr VP Daleke
- 14-Apr VP Daleke
- 31-Mar VP Daleke
- 17-Mar VP Daleke
- 3-Mar VP Daleke
- 17-Mar VP Daleke
- 3-Feb VP Daleke
- 20-Jan VP Daleke

**2020** 29 meetings w/VP Daleke and GPSG

### **SAA Headcounts**

10,912 graduate and professional students (IUB, fall 2021). 2,550 Student Academic Appointees = 23% of all graduate students (IUB, spring 2022). 1,525 Associate Instructors (59.8% of SAAs), 576 Graduate Assistants (22.6%), 449 Research Assistants (17.6%).

### **SAA Stipends**

Minimum: \$18,000 rate for .50FTE, 10-month appointment (effective July 1, 2022). Average (before new minimum): \$20,291 for .50FTE, 10-month appointment. Range (before new minimum): \$15,400-\$24,170 for .50FTE, 10-month appointment

## **FAQs about SAAs**