



FOR REFERENCE AND INFORMATIONAL USE. MAY 2022..

# **Student Academic Appointees & Union Proposed by IGWC--United Electrical Workers**

INDIANA UNIVERSITY BLOOMINGTON

# Shared Goals and Rationale



## Where do IU and the IGWC-UE differ on goals?

- There are no disagreements about the goals of improving the graduate student experience at Indiana University.
- There are no disagreements about the goals of improving SAA positions.
- The Provost, Vice Provosts, Deans, Bloomington Faculty Council, and others have committed to continue to work to improve SAA stipends; study and improve SAA workload concerns; provide better mental health services and professional and career services for all graduate and professional students; meet with graduate students and SAAs; and work on many other important matters.

**The only disagreement lies in how to accomplish these goals. Indiana University believes strongly that our existing governance mechanisms are the best pathways to address each of the issues raised about graduate education and SAA positions.**



## Why won't IU recognize the union?

A single 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.



## Who would a union represent?

**Recognizing an SAA union is a long-term commitment that prohibits future faculty and SAAs from exercising their own academic judgment on any and 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 so indefinitely.

### **Can individual SAAs opt out of a union agreement/contract?**

- No. The union would represent all SAAs, even those who may choose not to pay dues to the union [IN law permits this.] The provisions agreed to would apply to all SAAs and govern faculty relations with SAAs.



## Why won't IU recognize the union?

We don't believe that a union is a better alternative than our existing governance structures. Here's an example:

At the University of California, the graduate student union credits their union with negotiating 30% stipend increases since 2000; at IU for the same time period, stipends have increased 157%.

We know that our BFC SAA Affairs and BFC Budgetary Affairs Committees can study stipend levels and continue to make informed recommendations about increases where warranted without a union.



## What are examples of the IGWC-UE stated proposals that concern us?

The IGWC-UE proposes 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)

IU believes that 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 does have a policy, last revised in 2009 ([BL-ACA-I16](#)) Guidelines on Authorship that includes a process for dispute resolution.

The IGWC-UE proposes a third-party intellectual property negotiation. "**Establish Rules for Intellectual Property:** Similar to the question of authorship, the Union will propose a process for establishing guidelines for crediting graduate workers for intellectual property." (IGWC-UE website)

IU believes that this encroaches on faculty academic freedom and the faculty-student relationship. It also may prove incompatible with federally-regulated standards for assigning intellectual policy that are already codified in IU policy.

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

Indiana University considers this 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.



# What are the IGWC-UE stated proposals that concern us?

- On April 22, 2022, the GPSG leadership requested a conversation with the provost's office on behalf of the IGWC-UE to discuss a **"Framework to end the strike"**
- On April 23rd, the provost's office met with two leaders (they are the same people leading the GPSG and the IGWC-UE)
- Understanding that union recognition was not up for discussion, the GPSG proposed an elected committee of SAAs and administrators that would have binding authority over all issues related to SAAs, and based on their list, even some issues related to all students that would remove existing authorities from the GPSG, BFC, school and department policy committees, individual PIs and researchers, etc.
- They requested payroll deduction mechanisms for SAAs.
- They requested that "IU managers will not engage in retaliation against SAAs for advocating for improved working conditions."
- They requested "no retaliation against any striker."

**This proposal was an unsuccessful attempt to model a union environment and gain implicit recognition for an SAA union that we reject. This proposal also attempted to use payroll deduction methods to pay dues to a union not recognized by IU (which is a violation of IU payroll deduction policy).**



# Shared Governance



## Why won't IU recognize the union?

**"The union is the only path to solve SAA problems."**

**This is simply untrue and has been disproven by many changes and improvements to SAA positions, working within existing governance structures, over many years.**



# What shared governance mechanisms exist to govern SAAs?

[Graduate and Professional Student Government](#) is an elected body that represents all graduate and professional students at IU Bloomington

[IU Student Government](#) is an elected body that represents all students at IU Bloomington, graduate and undergraduate

Because SAAs are *academic appointees*, the above two student governing bodies have limited roles in the regulation of SAAs, however, both the GPSG and the IUSG appoint dozens of student representatives to key decision-making and advisory committees throughout the campus.\*\*

Some examples:

- Graduate Faculty Council and specifically its Student Affairs Committee
- Special initiative committees (Mental Health Task Force, Student Health Center Working Group, Working Groups of the Future of Graduate Education Task Force, etc.)

\*\*GPSG has voluntarily removed itself from this governance role as of May 2022



# What shared governance mechanisms exist to govern SAAs?

- The Faculty Constitution defines 3 voting seats on the Bloomington Faculty Council in accordance with the procedures of the Graduate and Professional Student Government.
- Bloomington Faculty Council is the main body that governs SAA positions.
  - In 1969, the BFC created a standing committee on AI Affairs to establish uniform policies governing AI positions, grievance procedures, faculty code of ethics expectations, recommending a minimum stipend level, etc.
  - The Committee was renamed SAA Affairs Committee in 2005 to expand its responsibility to all SAA categories (Associate Instructor, Graduate Assistant, Research Assistant).
  - The SAA Affairs Committee was merged with the Student Affairs Committee in 2016.
  - In April 2022, the BFC Executive Committee agreed to reconstitute the SAA Affairs Committee to centralize and visibly elevate the governance of SAA positions again.



# What shared governance mechanisms exist to govern SAAs?

- In addition to the BFC SAA Affairs Committee, several other BFC committees regularly have agenda items that affect SAAs, including:
  - Budgetary Affairs Committee
  - Benefits Committee (e.g. health care plan liaisons to IU Human Resources)
  - Educational Policies Committee (e.g. classroom, teaching, and grading policies)
  - Research Affairs Committee (e.g. research misconduct, authorship policies)
  - The BFC also convenes the SAA Board of Review to hear grievance cases from SAAs.



# What shared governance mechanisms exist to govern SAAs?

- In addition to the BFC, many other governing mechanisms exist to govern aspects of SAA positions, including:
  - Newly announced Task Force on Graduate Education (SAA subcommittee)
  - School, College, and Department policy committees
  - University Faculty Council and its subcommittees
- 50-60 is a conservative estimate of the number of seats held by GPSG-appointed graduate and professional students on IUB committees and governing mechanisms.



# Policies



## What policies govern SAA positions?

- [IU Graduate Student Academic Appointees Guide](#) governs SAA appointments, duties and responsibilities, terms, benefits, termination and reappointment regulations, and grievance procedures. (ACA-16)
- All academic appointee policies fall within the legislative authority of the Bloomington Faculty Council. (Constitution of the Bloomington Faculty, BL-ACA-D8)
- SAAs are academic appointees and therefore their appointments follow faculty-approved policies and grievance procedures.





# Why are SAAs asking IU to lower fees?

## Mandatory Fee and International Student Fee Policies

- The IGWC has linked student fees and SAA positions as a talking point.
- Mandatory student fees are paid by ALL undergraduate and graduate students for services available to all students. These are "student" fees not "SAA" fees. Full-time students pay full fees; part-time students, including faculty and staff using tuition benefits, pay prorated student fees.
  - Transportation
  - Technology
  - Student Activity\*
  - Student Health
  - Repair and Rehabilitation
- Mandatory student fees are reviewed and recommended by the [Committee for Fee Review](#), co-chaired by the GPSG President and the IUSG President\*\*
- A separate International Student Fee helps fund the programs, services, and infrastructure that provide essential services for international students. Universities use a variety of different funding approaches for these essential services, including student fees, service fees, and differential tuition rates for international students. IU has chosen to use the student fee approach. Other [Big Ten institutions](#) may use other approaches.

\* The Student Activity Fee funds the Graduate and Professional Student Government. As of May 2022, the GPSG has removed itself from governance roles so the status of their use of Student Activity Fees is unclear.

\*\*GPSG has voluntarily removed itself from this governance role as of May 2022



# Why are SAAs asking IU to lower fees?

- Lowering fees is one approach to increase the take-home pay for SAAs. However, these two things are not connected. Fees are dependent on student status, not employment status.
- Academic departments can choose to provide fee scholarships to any student and cover the costs of fees for a student as part of their qualified educational expenses. SAA supervisors can compensate SAAs at any level above the minimum stipend rate and they can choose to include a fee stipend if they wish to do so. (Prior to 2015, there was a category of fees known as "unremittable fees" and SAA compensation could not cover those fees. Over the last several years, 10 academic schools that employ SAAs have removed these unremittable fees.)
- Lowering fees may have the unintended consequence of placing critical services like technology, counseling and mental health services, and campus and city bus access out of the financial reach of many low-income students. These issues are studied by a committee of students every two years and the provost has stated several times in Spring 2022 that he intends to continue studying these issues.



## Do SAAs have a presumption of reappointment?

- No, per the [IU Graduate Student Academic Appointees Guide](#), *"Reappointment is contingent upon: 1) reasonable progress toward the graduate degree, 2) satisfactory discharge of duties in previous appointments, 3) conformity to University policies during previous appointments, 4) availability of funds, and 5) the specific appointment policies of the Department or School."* (page 8)
- The [Application and Agreement for Student Academic Appointment](#) form states, ***"Eligibility for Reappointment: Eligibility for reappointment will be limited to \_\_XX\_\_ additional years. Eligibility in itself, however, does not constitute a commitment of the University to offer reappointment."***



## Do SAAs already have a grievance policy?

- Yes, the [IU Graduate Student Academic Appointees Guide](#) outlines the grievance procedures for SAAs, which mirror the faculty grievance process at the department and unit level, SAA Mediation Committee, and SAA Board of Review.
- "An SAA is entitled to appeal actions or conditions affecting his/her role, including such matters as dismissal, academic freedom, reappointment, and the nature and conditions of work." (SAA Guide, p. 9)



## Can SAAs stop working without recourse?

- Such action is properly understood as a failure to satisfactorily complete assigned duties (which were agreed to through the Application and Agreement for Student Academic Appointees form).
- The [IU Graduate Student Academic Appointees Guide](#) outlines the consequences of such a failure: *"The appointment is subject to termination by the department chairperson or dean or by the Provost for serious failure in assigned duties or for conduct otherwise at severe variance with that normally expected of University appointees. This termination must be effected by written notification to the student appointee, and whenever possible, it will become effective at the conclusion of a semester's duties. If, however, in the judgment of the person initiating termination, continuance of the student appointee in his/her position to the semester's end would cause grave harm to a segment of the University community or a gross breach of the University's educational obligations to students, termination can occur during the semester. In this case, the student appointee must first be placed under suspension from duties with pay for 14 days pending initiation of an appeal."* (page 8)

# Misinformation and Facts



## What are some facts about the proposed union?

- **Which union is trying to organize graduate students at IU?**

The United Electrical, Radio & Machine Workers of America (UE), a national labor union, is now focused on trying to organize graduate students at college campuses around the country. Their local chapter is the Indiana Graduate Workers Coalition (IGWC-UE).

- **Is the union trying to represent all graduate students?**

It appears that the union is only seeking to represent a group of students called Student Academic Appointees (SAAs). SAAs fill paid roles such as associate instructors, research assistants, graduate assistants, faculty assistants, or other similar roles. While there are more than 10,000 graduate students at IU Bloomington, only about 2,500 serve as SAAs.



# How can we correct misinformation?

- **"SAAs do not earn a Living Wage."**

2022 Living Wage for City of Bloomington: \$14.01/hour, of which \$2.10/hour may be in form of health insurance to the covered employee. (\$29,141 for 2080 hours/year or \$14,570 for .5 FTE). The \$26,000 number cited by the IGWC-UE assumes a FULL-TIME position. <https://bloomington.in.gov/business/living-wage>

- **"No one has met with these students."**

Since May 2019, IU Administration has met with IGWC-UE through the vice provost for graduate education on a biweekly basis, the Dean of the College of Arts and Sciences, and the College associate dean for graduate education. IU Administration regularly meets with GPSG, the elected governing body for graduate students. GPSG leadership refused the annual spring luncheon meeting with the provost last week.

- **"The faculty should recognize the union."**

Only the IU Board of Trustees can recognize a union.





## How can we correct misinformation?

- **"The provost is retaliating against striking graduate workers."**

"Retaliation" is the term used by IGWC-UE to describe the consequences outlined in faculty policy for non-completion of agreed upon duties by SAAs. These are existing faculty policies as described earlier.

Both the policies and the consequences are defined by existing faculty policies that also provide for a ROBUST set of protections and grievance procedures for SAAs.

- **"The "strike" is a labor action and SAAs cannot be "punished"."**

- "Strike" is a term used by IGWC-UE that means the non-completion of agreed upon duties by SAAs, whether that is holding classes or submitting grades, etc. Not doing your job is not doing your job.



# How can we correct misinformation?

- **"There has not been faculty communication."**

Information has been emailed to all faculty at IUB, but many are not reading it.

Provost's email of April 5th "Important Message on Graduate Education and Proposed SAA Strike"

- Opened by 58.2%
- Click rate 9.2%

Provost's email of April 22nd "Graduate Education and SAAs at IU Bloomington"

- Opened by 55.4%
- Click rate 3.4%

- Informational webpage <https://provost.indiana.edu/resources/grad-resources/history.html>



# How can we correct misinformation?

- **"Cutting SAAs will jeopardize our Research I status."**
  - Research I status is not at risk because of this issue.
  - "Research I" institutions are defined differently by different organizations and metrics that use this term.
  - Membership in the Association of American Universities (AAU) is defined by metrics that include, for example:
    - Federal R&D, USDA, State, and Industry research expenditures
    - Honors and Awards received by the faculty
    - Citations by the faculty
    - Number of Doctorates Awarded
    - Number of Postdocs
  - Faculty are concerned that a loss of SAA positions will result in fewer doctorates awarded and a loss to overall research expenditures, thus threatening AAU and Research I status.
    - As of 2020, IU awarded more doctorates than 66% of AAU members.
    - Research Assistants are 18% of all SAA positions at IU Bloomington.



# Was the provost's April 5th email written in "a threatening tone"?

- Some faculty members have interpreted the provost's April 5th email as threatening. The Provost was strongly advised by several groups to send this email in order to educate the faculty and SAAs about the existing policies that govern SAA terminations and reappointments so that no one would be surprised by these existing policies.
- The email also said, "This proposed work stoppage is a disappointing development that has the potential to cause harm to the academic progress of undergraduate students, including their ability to graduate on time. A strike by these SAAs will place additional burdens on other graduate students, faculty, and staff who will have to complete any unfulfilled duties. Consider just one example: delays in submitting grades—even by a few days—may especially impact our 6,000+ low-income students who depend on Federal Pell Grants for enrollment. The students who are on the margins often bear the greatest burden of such a work stoppage."

# **SAAAs: Background and Benefits**



# What are the basic facts about SAAs?

## 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%)
- 576 Graduate Assistants (22.6%)
- 449 Research Assistants (17.6%)

An SAA by definition:

Graduate student [academic] appointments are offered by academic schools or departments to selected graduate students...These student academic appointments are independent of other possible awards of financial aid. (SAA Guide, p. 2)

- SAAs are ACADEMIC APPOINTEES
- SAA positions are voluntary positions. They are NOT REQUIRED for the vast majority of graduate students.
- Every SAA completes an "Application and Agreement for Student Academic Appointee" that outlines period of appointment, remuneration, tuition remission, insurance, assigned duties, and notice of the policies and procedures that govern SAA positions. Each SAA and SAA Supervisor/Unit Head signs and dates this agreement.



# Who decides how many SAA positions exist?

In our current structure:

- Academic schools,
- Academic departments,
- Individual faculty members,
- Research centers, institutes and labs,
- Administrative departments, and
- Auxiliary units

decide how many SAA positions they will support, based on their departmental needs and available budgets.

These are difficult decisions that also consider the value and mission of investing in graduate education compared to hiring full-time, more experienced, and in many cases, terminal-degree holding faculty or staff members.



# What is the total compensation for SAAs at IUB?

## SAA Total Annual Compensation

- Stipend: Average \$20,291 for .50FTE, 10-month appointment (VPFAA, Spring 2022)
- Insurance benefits
  - IU pays 100% of monthly premium; SAAs pay no premiums (unlike faculty, staff)
  - Same insurance plan as full-time IU staff
  - \$0 deductible (lowest for faculty/staff is \$500)
  - Offered health, dental, and life insurance
  - Value/IU total contribution: \$3,458 (VPHR, 2021-22)
- Tuition remission – 30 credit hours of **free** tuition/12 mo. (2021-2022)
  - \$12,389.88\* for in-state students
  - \$39,915.30\* for out-of-state students
- **Total value of IU's contribution (av. SAA stipend, insurance, tuition remission)**
  - \$37,139 for in-state students
  - \$64,665 for out-of-state students

\* Based upon Graduate School tuition rates. Rates vary by academic program. Tuition rates do not include course fees.





# What are the stipends for SAAs at IUB?

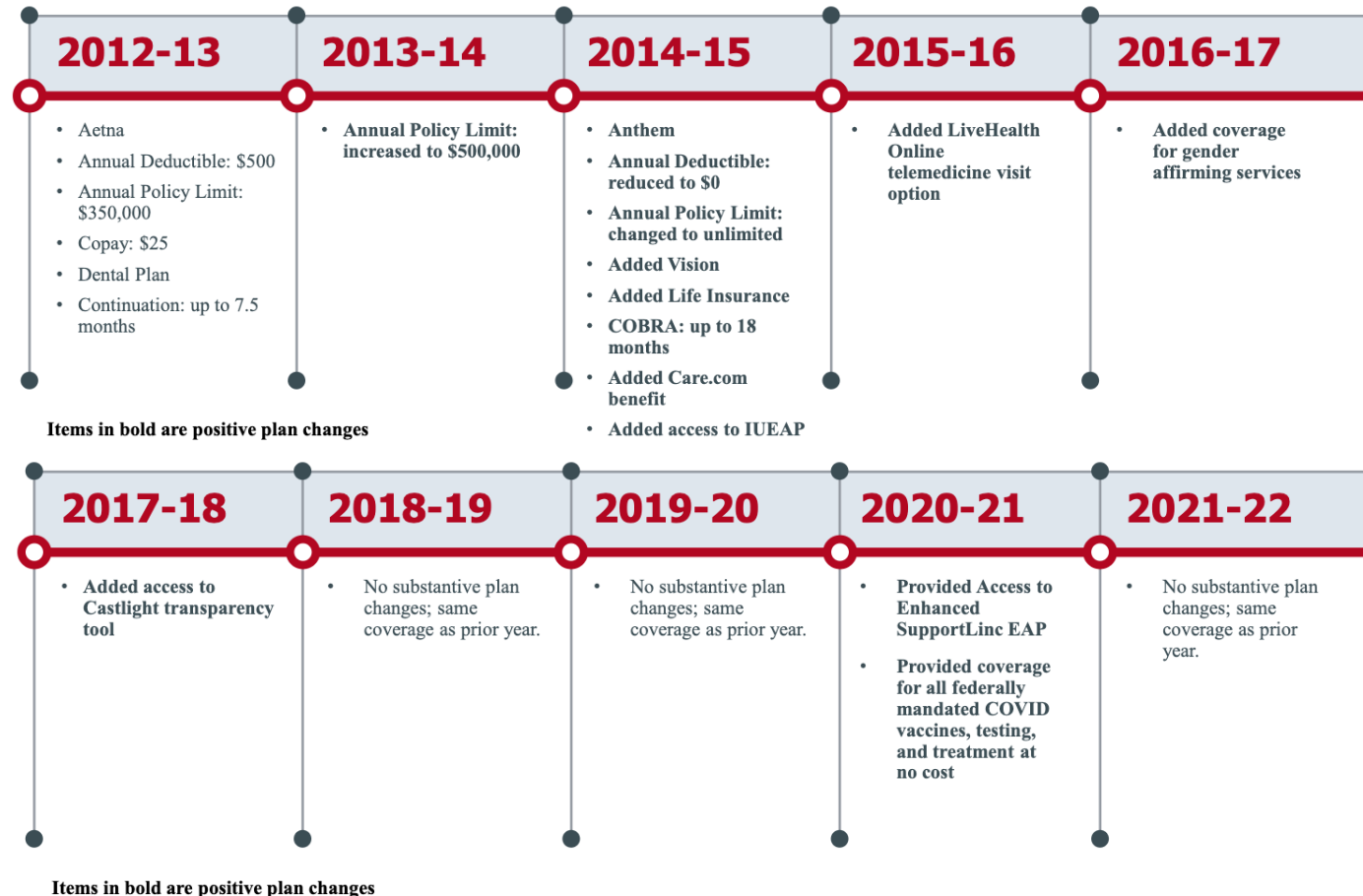
## Stipends for SAAs

- Minimum: \$18,000 rate for .50FTE, 10-month appointment (effective July 1, 2022)
  - Equivalent of \$22.50/hour minimum, or over \$43,000 for full-time, 12-month position. Upper range of current stipends is \$45.00/hour.
- Average: Overall average is \$20,291 for .50FTE, 10-month appointment (VPFAA payroll records, Spring 2022)
  - Associate instructor - \$20,113
  - Graduate assistant - \$19,885
  - Research assistant - \$21,456
- 10-month .50 FTE stipend range: \$15,400-\$24,170 (Fall 2021)



# What are the insurance benefits offered to SAAs?

## Insurance benefits timeline and summary





## What is the tuition remission offered to SAAs?

For 2021-2022, the 30-credit hour fee remission at the graduate school rate is:

- \$12,389.88 for in-state students
- \$39,915.30 for out-of-state students

For professional programs, tuition rates vary and are set by market comparisons within disciplines.



## Who decides the SAA compensation package?

Stipends are determined by schools, departments, individual faculty members, research centers, institutes and labs, administrative units, and auxiliary units.

SAA supervisory units are required to provide the SAA Health Insurance Plan for any SAA appointed at 37.5% FTE or higher. The Plan is a central, university-wide health care plan and the coverage, benefits, etc. are directed by IU Human Resources.

Full tuition remission (up to 30 credit hours) must be provided by supervisory units to any SAA at .50 FTE or higher. The rate of this benefit is determined by in-state or out-of-state student status and differential tuition by enrolled program of study.



# How much do SAAs work per week?

No systematic study of SAA workload has been conducted. This is a key objective of the Task Force on the Future of Graduate Education subcommittee on SAA positions.

By policy, a .50 FTE should be around 20/hours per week of work.\*

Based on listening sessions with graduate students and in meetings with faculty, chairs, and deans, here are some examples of the range of comments about workload:

- There is significant variance in workload between schools, academic and administrative departments, and even within academic departments.
- Teaching loads vary from 1 course per academic year to 3 courses per academic year; likewise, roles vary from assisting an instructor with grading to facilitating discussion sections and grading a full section of work to developing syllabi, readings, evaluation mechanisms, being the instructor of record, etc. There is significant variance in AI roles.
- Research assistant responsibilities vary from lab manager to interviewer to supervisor of undergraduate researchers, etc. Great variance in RA roles.

\*International students may not work more than 20 hours per week at any time, per federal policy.



## Who decides and monitors the nature and extent of SAAs' duties?

In our current structure, SAA supervisors in:

- Academic schools,
- Academic departments,
- Individual faculty members,
- Research centers, institutes and labs,
- Administrative departments, and
- Auxiliary units

decide SAA's responsibilities.

# Past and Recent Actions



# What has been done to improve SAA positions in recent years?

- Webpage of past actions: <https://provost.indiana.edu/resources/grad-resources/history.html>
- IU has increased the minimum stipend twice in the last 4 years.
- SAAs receive the same comprehensive health insurance as full-time faculty and staff, but they pay zero premium and zero deductible.
  - Unlike many institutional peers, IU also offers SAAs the same dental insurance available to full-time employees
- IU has established a minimum 37.5% FTE rate for SAAs to ensure that all SAAs are eligible for health insurance.
- Numerous student fees have been reduced or eliminated.
- As a result of the provost's listening sessions, IU has established a policy that SAAs can transfer their tuition remission to other departments for any approved course on their program of study.
- The campus, schools, and departments have made many improvements to SAA's stipends, fellowships, and working conditions. These are detailed at: <https://provost.indiana.edu/resources/grad-resources/history.html>





## What has Provost Shrivastav done to improve SAA positions since he arrived on February 15, 2022?

- 15+ listening sessions with graduate and professional students led to three July 1, 2022 changes:
  - 5% stipend increase on all FY22 stipends
  - \$18,000 campus-wide stipend minimum rate for 10-month, .50FTE positions
  - Tuition waiver flexibility to take any approved program of study course on campus regardless of home school/course school
- Establishment of Graduate Education Task Force
- Commitment to future discussions with SAAs directly
- BFC Executive Committee commitment to reconstitute the BFC SAA Affairs Committee
- Invited GPSG leaders to lunch meeting and they chose not to attend



# What meetings have been held between IU and SAAs?

## 2022 Meetings with SAAs

(including various combinations of the IUB Provost, IU Vice President for Graduate Education, IUB Vice Provost for Graduate Education, and other IUB Academic Unit Leadership)

Media School - student leadership meeting	16-Feb
School of Education Bloomington - Session 1	21-Feb
College Directors of Graduate Education and Students from each department	23-Feb
School of Education Bloomington - Session 2	23-Feb
Kelley School of Business doctoral student meeting	24-Feb
School of Education Bloomington - Session 3	24-Feb
Anatomy Education Graduate Student Meeting	28-Feb
CMCB Graduate Students	1-Mar
College Graduate Student Listening Session	3-Mar
Maurer School of Law Dean's Advisory Council - Session 1	4-Mar
Luddy School of Informatics, Computing, and Engineering	22-Mar
O'Neill School of Public and Environmental Affairs	24-Mar
School of Social Work MSW Students	25-Mar
School of Public Health Bloomington	28-Mar
Maurer School of Law Dean's Advisory Council - Session 2	1-Apr



# What meetings have been held between IU and SAAs?

## Meeting Dates between IUB Administration and GPSG Leadership (Fall 2019-present)

Vice Provost for Graduate Education Daleke, Executive Dean and Associate Deans of the College, Vice Provost for Student Affairs and Dean of Students, and others

### 2019

VPGE Daleke-Lucas Adams - August 29<sup>th</sup>  
Daleke-Lucas Adams - September 27<sup>th</sup>  
**College Deans-IGWC - September 27<sup>th</sup>**  
Daleke-Lucas Adams - October 31<sup>st</sup>  
**College Deans-IGWC - November 15<sup>th</sup>**  
Daleke-Lucas Adams - November 21<sup>st</sup>  
Daleke-Lucas Adams - December 19<sup>th</sup>

### 2020

Daleke-Lucas Adams - January 21<sup>st</sup>  
**Daleke-IGWC - January 28<sup>th</sup>**  
Daleke-Lucas Adam - February 18<sup>th</sup>  
O'Guinn-GPSG (Adams, Dakota Coates, Myers) – April 1st  
Daleke-Lucas Adams - April 2<sup>nd</sup>  
**College Deans-IGWC - April 2020**  
Daleke-GPSG - April 8<sup>th</sup>  
Daleke-GPSG- April 15<sup>th</sup>  
Daleke-GPSG - April 22<sup>nd</sup>  
Daleke-GPSG - April 29<sup>th</sup>  
Daleke-GPSG- May 6<sup>th</sup>  
Daleke-GPSG - May 13<sup>th</sup>  
Daleke-GPSG - May 20<sup>th</sup>  
Daleke-GPSG - May 27<sup>th</sup>  
Daleke-GPSG - June 3<sup>rd</sup>  
Daleke-GPSG - June 10<sup>th</sup>  
Daleke-GPSG - June 17<sup>th</sup>

Daleke-GPSG - June 24<sup>th</sup>  
Daleke-GPSG - July 1<sup>st</sup>  
Daleke-GPSG - July 15<sup>th</sup>  
O'Guinn-GPSG (Coates) – July 16<sup>th</sup>  
Daleke-GPSG - July 29<sup>th</sup>  
Daleke-GPSG - August 13<sup>th</sup>  
Daleke-GPSG - August 26<sup>th</sup>  
Daleke-O'Guinn-GPSG (Coates) - September 9<sup>th</sup>  
O'Guinn-GPSG (Adams) – Septemer 27<sup>th</sup>  
Daleke-GPSG - September 23<sup>rd</sup>  
GPSG & Daleke, O'Guinn & Coates - October 1<sup>st</sup>  
O'Guinn-GPSG (Coates) – October 5<sup>th</sup>  
Daleke-GPSG - October 7<sup>th</sup>  
Daleke-GPSG - October 21<sup>st</sup>  
Daleke-GPSG - November 4<sup>th</sup>  
Daleke-GPSG - November 18<sup>th</sup>  
Daleke-GPSG - December 3<sup>rd</sup>  
Daleke-GPSG - December 16<sup>th</sup>

### 2021

Daleke-GPSG - January 20<sup>th</sup>  
Daleke-GPSG - February 3<sup>rd</sup>  
Daleke-GPSG - February 17<sup>th</sup>  
Daleke-GPSG - March 3<sup>rd</sup>  
Daleke-GPSG - March 17<sup>th</sup>  
Daleke-GPSG - March 31<sup>st</sup>  
Daleke-GPSG - April 14<sup>th</sup>

Daleke-GPSG - April 28<sup>th</sup>  
O'Guinn-GPSG (Coates, Luketa, Moreno, Belt, Singh) - May 20<sup>th</sup>  
UGS & GPSG Exec team - May 25<sup>th</sup>  
O'Guinn-GPSG (Shy) – June 11<sup>th</sup>  
Daleke-GPSG - June 16<sup>th</sup>  
Daleke-GPSG - July 14<sup>th</sup>  
Daleke-GPSG - July 28<sup>th</sup>  
Daleke-GPSG - August 17<sup>th</sup>  
Daleke-GPSG - August 31<sup>st</sup>  
Daleke-GPSG - September 16<sup>th</sup>  
Daleke-GPSG - September 28<sup>th</sup>  
Daleke-GPSG - October 18<sup>th</sup>  
Daleke-GPSG - October 29<sup>th</sup>  
Daleke-GPSG - November 30<sup>th</sup>

### 2022

Daleke-GPSG - February 9<sup>th</sup>  
Daleke-GPSG - February 23<sup>rd</sup>  
Daleke-GPSG - March 9<sup>th</sup>  
Daleke-GPSG - March 23<sup>rd</sup>  
Daleke-GPSG - April 5<sup>th</sup>  
UGS & GPSG meeting - April 12<sup>th</sup>  
Daleke-GPSG - April 19<sup>th</sup>  
Daleke-GPSG - April 22<sup>nd</sup>  
**College Deans-Grad students+IGWC members - May 1**  
Daleke-GPSG - May 4<sup>th</sup>

*This list does not include the many committees that GPSG representatives sit on, including Bloomington Faculty Council, the Graduate Faculty Council, special initiative or issue committees, etc.*



## Why won't the provost meet with the IGWC-UE?

- The IGWC-UE is not a student organization recognized by Indiana University.
- Meeting with the IGWC-UE can be misinterpreted as an implicit recognition of the union.
  - The IGWC-UE has misrepresented meetings between IU & GPSG or IU & SAAs in the past.