

Faculty Senate Meeting

2 December 2022

Senators present: Kim Delaney, Kyle Mara, Jason Hardgrave, Xavia Harrington Burton, Brandon Field, Erin Reynolds, Curt Gilstrap, Matt Hanka, Nicholas Rhew, Amy Wilson, Jessica Mason, Rob Dickes, Stephanie Young, Kate Sherrill



Additional attendees: Mohammed Khayum, Amy Chan Hilton

Held in BEC Boardroom

- Called to order: 2:30 pm
- Minutes from 11 November: Minutes were edited to provide clarification regarding a question that was asked in the meeting. Passed unanimously with two abstentions.
- Senate Chair report from Kim:
 - Last time there were questions about the impact of the IT repair windows with regard to online courses. None of the scheduled outages have anything to do with Blackboard.
 - We will be moving to Banner 9 before April. The grading system will be moved over next week, but the old one will also remain available for the Fall semester grade submission, and we can use either.
 - VP of enrollment management; doing Zoom interviews with 10 candidates; hope to bring candidates on campus next spring. Dean of HP search ongoing; they hope to have candidates on campus before the break.
 - Inclement Weather policy was reviewed in a special meeting. There is a discussion ongoing whether/when online and off-campus classes (such as clinicals) will be cancelled as well.
- Report from the Provost:
 - Next week, the University's Operating Capital Budget presentation by Dr. Rochon in Indianapolis. The Commission is pushing for a different approach for funding. They are requesting that Universities get funded at 8% increase over the two years.
 - He thanks everyone for working with the focus groups on climate survey. A report will be forthcoming about their findings which will be shared with the campus community.
 - Still working with the CRM, hoping to get it done for early Spring, but we won't be able to get everything done in time for the incoming class of 2023.
 - Professional Development sessions for the Spring meeting as planned
 - Strategic Plan updates are underway to be completed in the middle of January.

- Old business: updates to the Assessment Committee expansion for review of programs:
 - We *can* give stipends to 10- and 12-month contract individuals, if their Dean writes a letter saying that this is outside of their regular duties and they would still be able to meet their regular contract obligations. Everyone should speak with their dean to make sure that they would be available. The work will be done in a period of three weeks, with 8-hour days working in teams of three people to review the program assessments, so anyone teaching a class during Summer 1 would probably not be able to participate.
 - The ways in which we could get more volunteers were discussed. It was suggested that it should be an at large election, and the first top vote-getter from each academic unit be selected, and then the committee made up from the top vote-getters from the rest of the group. This would prioritize two representatives from each academic unit to be part of the process, but not force the academic units to come up with people who are not available. The one (or two) current members of the Assessment committee that will not be able to make the summer work will be replaced in the at large election with members of their own College. This proposal was unanimously agreed upon.
- Charge 5A_2022_18: Asking for an increase in student worker pay
 - The Faculty Senate would be limited to passing on the endorsed request to the VP of Finance.
 - The question was raised if we have a higher retention rate of students who work on campus. This would be useful information that might be considered in the larger picture of student pay scale.
 - Kim suggested that she could talk with some people (like SGA) and bring the information back next semester. It was unanimously approved.
- Next meeting: 13th Jan 2023
- Meeting adjourned: 3:10 pm

Name: Wendy G. Turner (Optional)

Date of Submission: 11/16/22

Name of Faculty Senate Representative:

1. Jason Hardgrave
2. Stephanie Young
3. Robert Dickes

Complete the following items and submit this form to either your Faculty Senate Representative or to the Faculty Senate Chair for consideration by the Faculty Senate.

1. Charge Title:

Student Employee Compensation Increase

2. Background:

Provide an explanation of the background and context for the proposed charge. What problem, issue, or experience prompts the proposal of the charge?

As low unemployment rates have driven an increase in wages, it is becoming increasingly difficult to hire Student Workers and Graduate Assistants at USI because our wages to those two groups remain unchanged. The pay rate for student employees has not changed since the state minimum wage increased in 2009. Student worker pay is \$7.25 and Graduate Assistant pay is \$8.01. Since students can find part-time employment in local food or retail establishments that pays \$10 - 14 per hour, the convenience of an on-campus job is not enough to offset that pay gap.

Nationally, graduate assistants have been going on strike, demanding an increase in pay. In August 2022, graduate assistants at Indiana University successfully bargained for an increase in their annual stipend (<https://www.insidehighered.com/quicktakes/2022/08/03/following-ta-strike-iu-bloomington-announces-pay-increase>). Currently, academic workers in California are on strike, seeking increased pay and benefits.

The compensation USI provides graduate assistants is nearly half to a third of what other state universities in Indiana provide (See attached document). As USI is seeking to increase their graduate programs and graduate student enrollment, the compensation for graduate assistants will need to increase for the university to remain competitive.

3. Action Requested and Desired Result:

Specifically state what action you would like the Senate to take and the desired outcome that you would like to see.

I would like the Senate to create an ad-hoc committee to conduct a more thorough review of the student employee compensation at USI than the cursory data collection I have attached to this charge. After completing this review, I expect that the committee would forward their findings to the University President and Board of Trustees.

4. Potential Resources:

Provide any information that can help Faculty Senate fully address the charge. Attach additional documents if necessary.

See attached document

Items 5-7 are to be completed by Senate Chair or Secretary:

5. Senate Comments:

6. Action Taken by the Faculty Senate:

Approved. Senate Chair will work with other stakeholders (Administrative Senate, Dean of Students Office, University Division, Institutional Analytics, and Human Resources to collect data and craft a proposal addressing this issue.

7. Action Taken by the Administration:

**Brief Comparative Overview of Student Worker
and Graduate Assistant Pay at Public Universities in Indiana**

November 15, 2022

Prepared by Wendy G. Turner, Ph.D., MSW

STUDENT WORKER HOURLY PAY

Institution	Hourly Pay Minimum
University of Southern Indiana	\$7.25
Ball State University ¹	\$7.25 – 9.00
Purdue University	\$7.25 - \$18.95 ²
Indiana State University	\$8.25
Indiana University	\$10.15

¹In December 2021, Ball State’s Student Government Association voted for the minimum wage to be increased to \$9.00. That has not been approved by the university.

²Purdue uses a classification system. Entry level student workers have a range of \$7.25 to \$11.30.

GRADUATE ASSISTANT COMPENSATION

Institution	Academic Year Salary	Tuition & Fees	Weekly Hours Worked	Total Compensation
University of Southern Indiana	\$4400 (or \$8 per hour)	15 credit hours of tuition and some fees	17	\$10,685 (in-state)
Indiana State University	\$9200	24 credit hours	20	\$19,712
Ball State University	\$9480	30 credit hours	20	\$22,620
Indiana University	\$22,000	\$1435 graduate fee	20	\$23,435
Purdue University – West Lafayette ¹	\$18,880	tuition remission “valued at \$14,260” ²	20	\$33,140

¹Salary at Purdue – Ft. Wayne is \$14,069 and at Purdue Northwest is \$11,260.

²According to the Assistantship Offer Letter Template for 2020