

March 23, 2009

To: Bloomington Faculty Council

From: Student Academic Appointee Affairs Committee
Brian Horne, Chair

Re: Student Academic Appointee Stipends

The GPSO passed a resolution on November 7, 2008 recommending the formation of a committee to review the stipends that are paid to student academic appointees. This resolution was presented to the Student Academic Appointee Affairs Committee and gained unanimous support. The resolution was presented to the Bloomington Faculty Council as a whole on March 3, 2009 for the first reading. The GPSO revised the document to address concerns and suggestions that were raised, and that revised resolution appears as an appendix to this document.

Accordingly, the SAAAC recommends that the BFC take the following action:

- 1) The BFC shall create a committee in the fall of 2009 and thereafter every other year to review salaries that are paid to student academic appointees at Indiana University and to be known as the SAA Salary Committee.
- 2) The committee shall be organized by the Provost and be chaired by the Dean of the University Graduate School, and should consist of administrators, faculty members, and graduate/professional students from each school that awards SAA fellowships.
- 3) The administrators shall be the dean of each relevant school or his/her designated representative.
- 4) The faculty members shall be appointed by the Nominating Committee of the Bloomington Faculty Council.
- 5) The graduate/professional students shall be appointed by the GPSO.

APPENDIX

GRADUATE AND PROFESSIONAL STUDENT ORGANIZATION (GPSO)

**RESOLUTION ON ESTABLISHING A COMMITTEE UNDER THE
PROVOST TO PERIODICALLY REVIEW AND MAKE
RECOMMENDATIONS ON THE SALARIES OF STUDENT ACADEMIC
APPOINTEES AT INDIANA UNIVERSITY-BLOOMINGTON**

WHEREAS, the recent data report by the Graduate and Professional Student Organization (GPSO) on salary and benefits packages at institutions in the Big Ten indicate that some graduate and professional students at Indiana University may receive significantly smaller salary packages than their peers at other Big Ten institutions, and

WHEREAS, this data report further indicates that, in particular, students in the Humanities and Social Sciences at Indiana University-Bloomington earn significantly smaller salaries than their peers at other Big Ten institutions, and

WHEREAS, the discrepancy between the salary packages of students in the Physical Sciences and students in the Humanities and Social Science at Indiana University-Bloomington appears to have grown larger in recent years, and

WHEREAS, the health benefits and cost of living in Bloomington does not immediately appear to correct for any difference in salary structure of graduate students at Indiana University-Bloomington and their peers at other Big Ten institutions, and

WHEREAS, in the current economic climate, prospective graduate students increasingly emphasize the available financial packages in choosing to attend an institution, and

WHEREAS, the available packages hinder the ability of academic departments at Indiana University-Bloomington to continue recruiting the best and brightest graduate students, and

WHEREAS, this body recognizes the many potential problems involved in making comparisons of salary packages across institutions, and

WHEREAS, this body recognizes the substantial, positive impact made by the College of Arts and Sciences (COAS) at Indiana University-Bloomington in their recent decision to raise the minimum pay threshold for Student Academic Appointees (SAAs) in COAS, and

WHEREAS, given these many considerations, this body finds a need for an institutional mechanism to periodically review the potential impact of the different programs' SAAs stipends on the overall quality and competitiveness of Indiana University-Bloomington, and

WHEREAS, this body believes such a mechanism should be comprised of informed individuals and be representative of the Indiana University-Bloomington community,

BE IT RESOLVED, that the GPSO Assembly proposes the creation of a committee to review differences between the stipends of graduate students in the different programs at Indiana University-Bloomington and their peers at comparable programs at other institutions and to make recommendations on establishing a minimum pay threshold for SAAs at Indiana University-Bloomington, and

BE IT FURTHER RESOLVED, to allow the most informed, representative and effective discussion of these issues, that this body recommends that the proposed committee be convened every other year (beginning with the 2009-2010 academic year), be organized under and report to the Provost, be chaired by the Dean of the University Graduate School and be comprised of an administrator, faculty member and graduate or professional student from each school that awards SAA fellowships at Indiana University-Bloomington. To identify the committee members, this body suggests that the relevant Deans (or designates of those Deans) sit on the committee, that the Bloomington Faculty Council be asked to appoint the relevant faculty representations and that the GPSO be asked to appoint the relevant student representatives.

PASSED AND ADOPTED by the GPSO Assembly this 7th day of November 2008.

GPSO Moderator