

## Graduate Student Employment Committee (GSEC)

Minutes of November 30, 2020 meeting

Voting members present – Bowden, Norling, Skuodas, White.

Non-voters present – Campo, Danger, Kiser, Rent, Welter.

The meeting was called to order by Associate Dean Campo @ 9:05 AM.

- 1) Associate Dean Campo announced the first GSEC spring 2021 meeting is scheduled for Friday, January 29, 2021.
- 2) A quorum was not met for a vote today, therefore voting actions will be deferred to another meeting.
- 3) GSEC requested College of Liberal Arts and Sciences Associate Dean Getz for projections on 2021 coursed related to modalities (online, face-to-face, three week session, late semester). Associate Dean Campo announced that data is not available yet.
- 4) General discussion regarding committee data requests. Todd Rent, university employee & labor relations director, seeks to understand which information is helpful for the committee. When advocating for a particular position, he felt it helpful to understand GSEC's position (sharing a hypothesis). Since GA parental leave historically has been decentralized there is not strong leave management data for this population. But a useful piece of information is understanding those who qualify for additional leave mechanisms; how much time (on average) are they taking? There are some data shortcomings, keeping in mind there will be differences (partially driven by policy) when reviewing comparative population data. For example, when reviewing staff data regarding parental leave taken, it is possible parents might utilize more leave when it's available to them.
  - a) Are P&S really a good comparator group?
  - b) Concerns about bias of data outcomes when looking at data from a singular position or point-of-view
  - c) It might be useful, when available, to use GA data from other institutions yielding good outcomes.
- 5) Parental leave – KaLeigh collected peer institutions leave policies. There are differences on how these institutions pay for these leaves (Central HR funds vs home college/departments/Pis). At UI, how a leave is paid would be of great interest.
  - a) Can FMLA FSDS data related to time off be available by the next meeting?
  - b) Usage data would help better understand the financial scope to a change.
  - c) Once a standard has been set, an annual/semester policy notification should remind grad students that FSDS is the place to start. Medical accommodations (modifications, restrictions).
- 6) Fees data – There is not a comparison to other populations on campus, peer institutions would be better. Key concern is that new students who are surprised by the “additional required fees” when they expect “mandatory” fees. Campo and Rent to discuss with Marty Miller the options of fee billing changes and identify the scope and the impact that has on students.
  - a) Could deferring the charges be put on a payment plan? How to communicate in a timely fashion and improve confusing language?
  - b) What is the financial impact if university-wide 50% “required” fees be paid as well as “mandatory” fees.
  - c) How to improve notifying GAs that is a charge for healthcare fees assessed on summer GA appointments; on June 1<sup>st</sup> – three payments are taken out of a single paycheck.

- 7) New business for spring semester – Does campus expect to see a decline in GA positions for spring 2021; especially interested in GA teaching assistantships which are tied to course enrollments.

Meeting adjourned at 9:55 AM.