

## Graduate Student Employment Committee (GSEC)

Minutes of November 20, 2019 meeting

Voting members present – Fuhrman, Goldberg, Guo, Handschy, Lingo, Norling, Scialacqua, Skuodas, Walker-Cecil, White.

Voting members absent – Tranel.

Non-voting members present – Campo, Danger.

The meeting was called to order by Associate Dean Campo @ 4:01 PM.

- 1) Minutes from the October 30, 2019, meeting were approved.
- 2) Announcements from Associate Dean Campo included:
  - a) The 2<sup>nd</sup> floor of Gilmore Hall staff will be temporarily relocated to the 2<sup>nd</sup> floor of Calvin Hall. Therefore, meetings of GSEC will not be held in the Danner Conference room. Be mindful of meeting locations this spring as the location may be scheduled in various buildings across campus (GILH, UCC, JH, PBB, IMU, etc).
  - b) Jan Waterhouse from University Human Resources has expressed interest in regularly attending the GSEC meetings as her availability allows.
  - c) GSEC members are welcome to provide additional feedback this week on the Graduate Assistant (GA) Grievance flowchart. The plan is to finalize the document soon.
- 3) Jan Waterhouse handed out the Supervisor Training@Iowa project overview dated September 2019. The project stemmed from a campus review that recommended a consistent implementation of Human Resource policies. Working@Iowa survey suggested a reoccurring need for supervisor training. The Diversity, Equity, and Inclusion (DEI) action plan for campus is to imbed DEI efforts into policy and practice. Although supervisor training has been available, the training will now be mandatory.

Phase I (2020) – will be to train supervisors of regular faculty and staff (about 3,000 people). Currently the training is being piloted and will be launched in January 2020. There are multiple ways training can be obtained: 1) in person, 2) online, 3) demonstrate a history of recent trainings, 4) “test out” by using an assessment tool.

Phase II (2021) – will expand to new supervisors

Phase III (2022) – will likely involve supervisors of other employee populations (postdocs, adjunct, biweekly, grad assistants). GSEC members expressed interest in Phase III training opportunities such as articulating how workloads are spread out over the semester could be an opportunity for a more consistent application of policy.
- 4) Graduate Student Experience in the Research University (GradSERU) questions from 2018. KaLeigh White presented a draft sampling of GradSERU questions that are loosely related to graduate student satisfaction with assistantship experiences, perceived obstacles to degree, and teaching experience impact. As the committee members reviewed the data they were reminded to consider

if questions raised are in the scope of the committee and, if so, how this information might be incorporated in the work of the committee. The GradSERU will be conducted for the second time in Spring 2020. Being a national survey, the GradSERU core questions are determined outside of the institution.

- 5) Discussion of possible GSEC bylaw changes – Due to time constraints this agenda item will be discussed in Spring 2020 meetings of the committee.

Meeting adjourned at 5:02 PM.