

**Indiana University Graduate
Faculty Council
February 15, 2021
3:00 – 4:30 pm**

Present: Janice Blum, Dena Carson, Erika Cheng, Dakota Coates, David Daleke, Alyson Essex, Jill Fehrenbacher, Dominique Galli, Margaret Graves, Spencer Hall, Tabitha Hardy, Ed Hirt, Lisa Hoffman, Krista Hoffmann-Longtin, Jason Baird Jackson, Jon Macy, Larry Moss, Gloria Preece, Jeff Rutherford, Natalia Rybas, Nathan Schmidt, Scott Shackelford, Pravina Shukla, Rebecca Slotegraaf, Vincent Starnino, James Wim bush

Agenda

1. Introductions

2. Approval of minutes from GFC meeting on 25 Jan 2021 - [link to minutes](#) | [link to recording](#)

3. Updates from Dean James Wim bush

(A) Dean Wim bush provided us with two updates:

(i) Mental Health Task Force:

First, since our last meeting, there had been extensive discussion among the deans about the Mental Health Task Force report. The budget meeting has been delayed until March 23rd, but the bottom line is that they cannot make budget requests in the middle of an academic year. The pandemic health disparity funds have already been used up, and were available to all campuses.

However, Dean Wim bush is excited about the suite of programs and webinars that have been created by the Trauma Informed Task Force, which will be rolled out soon and be available for both faculty and graduate students. Furthermore, there were several ideas proposed about administrative items such as syllabus inserts to make people aware of the mental health resources on campuses.

Larry asked a question about what should be the charge of the MHTF going forward. Dean Wim bush responded that the MHTF has done a great job here and have outlined a number of key issues.

(ii) Dean Wim bush's second update concerned the fee stipend issues.

* **Fees in the news:** There have been petitions circulated and a recent article appeared in the IDS regarding mandatory fees at IUB. [Fact Sheet](#) from the Provost's office | [IUB GPSG statement](#) about it | [IDS News story](#)

* **Unremittables:** Dean Wim bush asked Dean Daleke to provide an overview on this issue. In review of previous discussion, Dean Daleke then outlined some mysterious unremittable fees that were part of the fee remission held back from students. He uncovered that these were used to pay off fee service on capital projects by the university. These have since been waived and removed by all schools.

* **Stipends:** He then explained that the COAS has been going through all departments to raise graduate student stipends to \$18K, up from \$15.5K. Other schools such as Luddy and Jacobs have raised their stipends as well by varying amounts.

* **Fellowships:** Moreover, 56 million dollars earmarked for graduate fellowships has been

raised by the IU Foundation. This amount should create 225 new graduate fellowships across the entire university. These are just some examples of what they have been trying to increase stipends.

* **Average stipend:** The campus budget office has calculated the average stipend and it is in the \$21k range; however, there is a lot of variability across departments and schools, and we need to bring up the low end of that distribution considerably.

* **Total package:** For our own edification, the average tuition fee remission comes out to \$27k, making the total compensation package for graduate students in the neighborhood of \$52k per year.

* **Comparison to Big 10:** Rebecca raised the question of where IU stands relative to our Big 10 competitors. Dean Daleke responded that we don't have good answers, but at best, we are in the middle relative to our peer institutions, and at worst, we are in the lower third.

* **Funding survey:** In addition, Dean Daleke referenced the GPSG Funding Survey that had been recently administered. The response rate was poor (6.3%), but Scott and his team will look through these data and report on the findings. Dean Daleke expressed the desire that such a survey be done annually, since we have been conducting such surveys only every 5-7 years in the past.

* **Decentralization of data on stipends:** Dean Wimbush chimed in regarding this stipend discussion among our Big 10 counterparts. He noted that in comparing our stipends to other institutions among the AAU Exchange Database, we have to acknowledge that RCM changes things a bit. There is no central determination of stipends, as colleges determine their own stipends. We don't have established minimums, and as such we look pretty bad. Dean Wimbush noted the contributions of the Graduate Student Workers Coalition on the IUB campus in making efforts to improve stipends, and informed us that this group is not currently at IUPUI yet. He expressed his thanks to the GPSGs on both campuses and to Dakota and Kelsey in particular for their efforts on these issues.

* **Fellowships – IUB or IUPUI?** Dominique asked a question about whether these new fellowships were earmarked just for IUB. Dean Wimbush replied that they were university wide. She further asked whether any were earmarked for members of underrepresented groups. Dean Wimbush said that he did not know.

* **OIS fees:** Finally, Spencer asked if we had any information about OIS fees. Dean Wimbush answered that he hadn't heard.

4. Update on Mentoring Guidelines – with special guest Maria Hamilton Abegunde @3:30 pm – [Q&A with Abegunde](#) (which cites this [CGS paper](#)). GMC brochure ([PDF](#))

(A) Abegunde – introduction:

We then had Maria Hamilton Abegunde join the meeting.

- Abegunde is the founding director of the Graduate Mentoring Center on the IUB campus.
- Currently in its 6th year, she reviewed where the Graduate Mentoring Center currently is, and replied to a series of [questions sent to her by the GFC Executive Committee](#).
- Abegunde is on the Trauma Informed Task Force, along with Tabitha Hardy and Randall Roper, which was referenced earlier in this meeting.

(B) Handbook and GMC Philosophy:

Abegunde said that she received Provost's funds to prepare a Mentoring handbook.

- The Graduate Mentoring Center uses a student centered model, conceptualizing mentoring as contemplative practice.

- She mentioned that they have outlined a series of steps for mentoring, and provide this information in an easily accessed form which can be flipped through by interested parties. This information is very much narrative-based.
- She further explained that mentoring at the Graduate Mentoring Center has been done as cohorts, and that funds were available through the Provost's Office to participate in these efforts.

(C) The role of DGSs and participation by departments in the GMC activities:

Dominique asked whether department chairs or DGSs had been approached about participating in graduate mentoring. Abegunde said these individuals have reached out to her, and acknowledged some of the departments across campus that have participated.

(D) Trailblazer series:

As the allotted time was closing, Abegunde ended by highlighting the Trailblazer series scheduled for the Spring, and asked us to please join them for these events.

6. Standing Reports from Committees

(A) Mental Health Task Force (MHTF) – Co-Chair: Larry – New updates on phase I from James and vision for phase II from Larry, revisited

Larry briefly mentioned that the MHTF is assessing what they should be doing going forward. The lack of funding available for the suggestions outlined in the report is disappointing, and he welcomed and invited input from anyone interested as they move on in this process.

(B) Academic Policy Committee (APC) - Chair: Scott – Leave guidance update | credit validation

Scott provided two quick updates:

(1) **Leave Policy:** The APC met and discussed next steps regarding the leave policy. Their charge is to prepare an informal FAQ document to serve as a resource on this issue. We should see a motion coming soon for accountability regarding this leave policy

(2) **On the issue of credit validation,** the APC has had to acknowledge that there are various stakeholders on this issue, mostly notably IU Online, which make this a complicated issue. The current rules stipulate 5 years for masters and 7 years for PhDs, but there needs to be better coordination of the process rather than simply playing around with the number of years.

(C) Awards Committee - Chair: Gloria

Gloria had to leave the meeting early, so Nathan provided the update.

- **Edwards:** Nominations for the Edwards Fellowship have been received and are currently being evaluated in anticipation of the March deadline for announcing the award recipient(s).

(D) Diversity and Equity Issues Committee (DEIC) - Chair: Dominique – URM data update with IUPUI | URM fellowship project | Support for URM students after arrival (preview)

Dominique outlined three topics the DEIC will tackle:

- (1) Data from the new data analyst will be forthcoming. The DEIC has accessed the IUPUI data and preliminary analyses suggest that the big drop in retention is between year 1 and year 2. The largest group that shows this drop in retention is with African-American students in the IUPUI sample. However, these are very small Ns, so it is difficult to know how much to make of these results.

- (2) The URM Fellowship project is currently in the information gathering stage, trying to see how IU compares to our peer institutions in offering fellowships for underrepresented minority students.
- (3) The DEIC wants to find out more about what type of support we offer to URM students once they enroll at IU. A presentation on this issue will be coming soon.

Discussion about data:

- **Future goal:** Dominique expressed the goal of compiling information about the number of URM students who have applied, how many were admitted, and then retention rates at various points, so that from these data, the DEIC can make some future recommendations.
- **IUPUI data:** Janice said that IUPUI has such data tabled, but there is a need to pool data over a number of years to address the small N problem.
- **Challenges to data collection:** One of the biggest challenges in collecting and compiling such data is that programs change, merge, and switch over time, making it tough to keep track of counts.
- **Time to completion and dropout:** She further highlighted that time to degree is important, because state funds are allocated accordingly. The dropout rates for masters and certificate programs are considerably higher, because these programs are of shorter durations and students may decide that they want to do something else (less sunk cost than in PhD programs).
- **Older IUB data:** Dean Daleke offered that there is older data from IUB for the years 2013-2017 that looks at some of these questions.

(E) **Graduate Initiatives Committee (GIC)** - Chair: Jill: TBA

Jill said the GIC report would be deferred until the next meeting.

(F) **Check in on the UGS-GPSG-COAS-GFC Financial Health survey** (David, Scott, Jill, Dominique)

See above.

7. **Updates and standing reports from regional campuses –**

(A) Update on fellowship concerns on regional campuses - Kyoko

(B) Reports East (Natalia), Kokomo (Gloria), Northwest (William), South Bend (Kyoko), South East (Lisa)

- A meeting about the **fellowship concerns** on the regional campuses has been set up but has not yet occurred, so this issue was also deferred until the next meeting. Kyoko had a conflict and was unable to be here for the GPC February meeting.

- **No regional reports were given** due to shortage of time.

8. **Reports from Student Representatives** - Dakota, Alyson

(A) Update on IUPUI's GPSG's projects and concerns – Alyson

(B) Update on IUB's GPSG's projects and concerns – Dakota

Dakota provided a brief update on the GPSG surveys emanating from the COVID ad hoc committee. The COVID-10 Immunization Survey is currently being distributed, and the COVID Experience Survey assessing how students feel about safety concerns is planned for March.

9. Reflections on the Abegunde presentation

Although the meeting was running over time, several GFC members stuck around and expressed their thoughts and reflections about the Abegunde presentation.

- Krista expressed how it was helpful to hear about the **philosophical perspective** of the Graduate Mentoring Center.
- Jill wondered whether there was any way for them to do more **individual mentoring**.
- **Incentives for adherence to future mentoring guides – ideas**: Finally, several GFC members asked about the issue of making mentoring workshops mandatory for new faculty. Indeed, when faculty apply for various things like block grants, they must often include mentoring statements. Are there ways to incentivize participation in mentoring workshops? And should we get exit interviews from students once they leave IU to get more information about mentoring experiences?

The meeting was adjourned at 4:44 pm.