

Graduate Student Council

Meet and Confer

7 June 2019

Attendees: L. Sanford, L. Ross, L. Rehn, A. Griffin, C. Goethel, C. Knauss, H. Hughes, J. Bostic

Goethel mentioned that the GSC feels well-represented with a seat at administrative council and they have access routinely to administration.

Collective Bargaining

Collective Bargaining: Goethel was told at USM Student Council meeting that this will be coming up again, and while UMCES administration cannot direct the students one way or the other, the students would like a greater explanation to the council.

USM student council wants schools to come to the September meeting with the overall campus opinions.

What do students get from collective bargaining and what do they pay for? A clear cost-benefit analysis would be beneficial.

Working hours, working conditions, salary, etc. Individuals may be asked at some point (either in the beginning or down the road) to pay fees.

Is it possible for students to not have to agree? For staff, some are dues-paying members and there is a group of non-dues paying members. Dues cover some extras (right for representation if something comes up).

Costs and benefits get figured out with the bargaining unit that gets chosen.

Hughes stated that most students tend to feel fine with UMCES and don't necessarily want to pursue this.

Goethel stated that they are voting on the right to collectively bargain. UMCP seems to be on board. If the vote passes, we at UMCES will then need to choose if we do it.

The questions were posed: Do all labs need to be on the same page? Does UMCES have to go along with UMCP? Rehn stated that it is probably UMCES-wide and not specific to campuses. Given that students are paid by labs and not UMCP, then she errs on the side that students would represent themselves as UMCES and not UMCP.

Which prevails—student status or employee status?

Will this affect taxes? IRS changes or potential changes are not UMCES decisions. Goethel stated that she might be able to read some of the other documents of schools who have decided to collectively bargain.

Also, much of this depends on if the bill is written as USM or campus by campus decision (with UMCES as a campus).

Shared Governance at UMCES

Sanford asked if the students feel they could participate more fully in shared governance. Students mentioned that they are part of many committees and feel they have thorough participation:

- MEES PC
- UMCES PCC
- UMCES LO Committee
- GFC

The students participated in a shared governance survey. It was mentioned that the students would like a student representative with regard to administrative hiring (i.e. VPs)

Lynn mentioned that historically for CA positions, students have not had representation on the committees, as there was not much interaction; at UMCES, there is more interaction with students and VPs. Lynn said we could consider doing this moving forward.

- Sanford mentioned that at HPL, for new faculty, students give opinions on applicants.
- At CBL they give input after a lunch meeting the faculty member.

VPs will bring this up to administration, possibly leaving it up to students if they want to be on the committee or not. Keeping it uniform would be nice. While a search committee is a lot of work, it is good experience.

VPs should keep the GSC chair and co-chair in the loop for new hires, as that the best means of communication. Will not require a policy change.

GRA Policy and Procedures

Officially, the GRA is a 20 hour per week position, with the other 20 hours to be spent on research and graduate education activities. Graduate student policies at College Park lean toward flexibility.

AL has sent out GRA policies and guidelines and encouraged feedback from the students there.

Goethel brought up the Mutual Expectations from UMCP and stated that this is a topic that could fall into that and your initial committee meeting. Having good working communication with your advisory committee is important. The primary advisor is supposed to check annually if mutual expectations have changed. Adding that serving on committees could be a potential area for students to learn/grow.

RCR course covered some of this topic.

