

University Graduate and Professional Council
2007-2008
Minutes for
January 17, 2008

Members present: Doug Blakemore, Anita Fagerman, Jeff Hardesty, Nancy Hogan, David Scott
Christine Conley-Sowels, Randy Vance. Guest: Shannon Yost

Previous Business:

Doug Blakemore presented information about on-campus deferment. According to the Business Office, if an individual pays 50% of the tuition up front, then the rest is divided into 2 payments. A corporation could pay 100% up front and it was thought that if they paid 50%, the rest could follow the existing individual pay. Obviously, there is a great deal of discrepancy between GR where the employer pays at the completion of the course and the on-campus idea of deferment. The Council will try to get those involved to meet. Also brought up was that those who take online courses pay the residential rate rather than out-of-state or international. But, if a class is primarily online and only meets once or twice, then this course no longer qualifies.

New Business:

The discussion focused on the HR policy Graduate Project Assistant (GPA). It was also listed as an Academic Affairs Policy letter. This policy began in 1999 and was revised in 2004. It narrowly focuses on a certain type of graduate student who would be assigned a specific project to complete. Primarily this was designed for MISM students who were used by other departments to do various projects (web design, etc.). The policy pays at the adjunct level at the master's level (currently \$1980 for a 3 credit course) and is restricted to 10 or 20 hours per week. The actual categorizing of employees under the GPA policy is similar to part-time staff. Thus, there are very few students who fall under this category and it is not sufficient for the majority of programs. This Council recognizes that graduate assistants are different from undergraduates who should be entitled to several on-campus privileges. The primary issue at hand is that DPS recognizes them only as a student and requires them to get a parking pass. Most programs do not have classes during the day so, in essence, the student has to pay for a parking pass to work at Ferris. GPA's, though, are seen as adult part-time and giving a staff pass. Thus, the Council would like to revise this policy to reflect the actual need of most graduate programs while continuing the GPA position. Michelle Balliet explained the existing policy to Nancy and Shannon Yost from the College of Business explained the background of its existence. The Council would like graduate assistants to have access to the following: 1) parking, 2) ability to get keys, 3) office space, 4) computer access/security access (Banner), 5) phone, 6) email, and 7) overall accountability. Concern was expressed that if a current student's resume' showed they were a GA, a potential employer doing a reference check would see a discrepancy when HR stated he/she was only a student worker. Ultimately, the student would be recognized by the university as a Graduate Assistant. The policy should reflect variable wages and hours as each program's needs are fiscally based year to year. I will meet with Beth Krueger, Director of Human Resources on February 7th to discuss wording and the process. Our next meeting is February 12, 2007 at 11 am in BIS 526.

Meeting adjourned: 12:10 pm

Respectfully submitted,
Nancy Hogan, Ph.D.
Professor, Graduate Program Coordinator
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