Agenda for GPSC Executive Board Meeting 2015-2016

February 25, 2016, 6:00-8:00pm
GPSC Office
Healthy Campus

I. Call to Order
At 6:08 pm
Attendance: Jasmine Sears, Sarah Netherton, Jared Brock, Juhyung Sun, Mariia Khorosheva, Jason Harris, Chris Sogge.

II. Approval of Agenda
Vote: 5 for, 0 opposed, 0 abstain

III. Approval of any notes from last EB meeting
Vote: 5 for, 0 opposed, 0 abstain.

IV. Old Business & Ongoing Business
a. Tuition setting – Sarah Netherton
i. S. Netherton: We can’t cover fees from tuition.
   1. 10 million dollars go through RCM in order to net 3 million dollars.
   2. Every dollar from the system goes where it is supposed to go.
   3. Melissa Vito – increasing fees across the board.

ii. J. Sun: It is a budget neutral change.
    1. When they approved the IT fee, they wanted to see a wider benefit to campus.

iii. S. Netherton: We went back to same tuition increases, across the board graduate and undergraduate.
    1. It went through top financial people and they said we don’t know how to solve problem.
    2. Both Melissa and Andrew are in favor of knowing of stipend and costs.
    3. We want to know that our tuition and cost of attendance is covered.
    4. It seems there is a solution but they don’t know how to make it work.
    5. The method they planned on using is not going to work.

iv. J. Harris: Is there any word on whether graduate students will get tuition guarantees?

v. J. Sears: Some have.

vi. S. Netherton: Apparently it’s problematic because of all the fees the individual colleges assess.
    1. The University is ok with guaranteeing tuition, but colleges are not ok with guaranteeing fees.

vii. J. Brock: That’s why the fees model is so flawed.
     1. Fees is a short term solution, instead of a budget overhaul.

viii. S. Netherton: It looks like 3 and 6 percent increases.
     1. We will still need to cut 45 percent from the budget to balance it.
     2. It’s not painless.
     3. There are cluster hires to achieve certain goals.
     4. Those hires are to achieve separate goals.

ix. J. Sears: Some people have a burning desire to have the positions filled.
    1. It’s a strategy aimed at getting us more grants for work.

x. J. Brock: Who makes cluster hire decisions?


xii. J. Brock: We lost in terms of FTE as students, but won in terms of the university awareness of what is happening.

xiii. S. Netherton: We have been talking about budget priorities.
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1. It is part of the strategic planning and allocation committee.
2. Students have been talking about it, and we sent out the google doc.
3. What are the priorities, and are the priorities worth raising the tuition over?
4. Making them priorities and thinking in these terms is excellent.
5. Some were decent and feasible ideas.
6. Most were pretty similar ideas.
7. We need to be competitive in salaries across the board.
8. We are in the 82 percentile for salaries.
9. We claim we bring high quality people.
10. But Tucson is not as cheap to live in comparison to the rest of the country.

xiv. J. Sears: Compared to one of the Ohio Universities we are more expensive.

xv. S. Netherton: We discussed it in Faculty senate.
1. We need to make budget increases every year to be in 90 percentile in 2020.
2. It would cost 70 million to bring everyone up.
3. How much do we do over a 5 year period to get us more competitive?
4. This is across the board.
5. Faculty and assistants below get a bump.

xvi. J. Brock: People who answer the phones too.

xvii. S. Netherton: Yes.

xviii. J. Sun: So the people who get abused by system, such as adjuncts.

xix. S. Netherton: There are 11 thousand appointed, and that doesn’t include us as Graduate assistants or another group.
1. Tenure track positions do less than 10 percent of the teaching.
2. There are pros and cons to all of that.
3. Is this important to us that we put our necks on lines so we have tuition increases consistently?
4. We are agreeing that faculty raises are a priority, it’s an indirect benefit to students.
5. What do we get as students if we say to the faculty and staff that we want you to be paid fairly?
6. I brought up at faculty senate, and we went to set aside money for raises.
7. We said that we want some commitment from you that if we bring up something important they will support us.
8. We aren’t in disagreement about needed sensitivity training.
9. Its often the faculty in between that don’t want to go to training.
10. It’s a concept of “if we want to make sure that you get more money, I want to be able o hold your feet to the fire”.
11. It was received well by the faculty senate.
12. But faculty senate seems to be more advanced than others.
13. Students are more aware that students pay faculty a salary.

xx. J. Sun: it may be worth talking to undergrads so they are aware of this tactic.

b. Money spending ideas – All

i. J. Sears: WEPA station installation is free turns out for La Aldea.
1. We can’t spend money getting La Aldea a WEPA station.
2. La Aldea wants to know if we can fund more exercise equipment.
3. The treadmills are outdated, we need exercise mats, and new whiteboards installed.
4. From the Optics College, turning off the fire alarm costs a few hundred dollars.
5. Maybe GPSC can fund one or two fire alarms.
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6. And we also could use turning off building alarm during weekends.
7. These are some requests from the Optics government.
   ii. S. Netherton: Let me know what timeframe you are looking at.
   iii. J. Brock: Point of information on spending.
      1. How much can it take to get the money?
   iv. S. Netherton: It can take a while to get the money delivered.
      1. If something is under 5 thousand dollars, it can be paid before it is delivered,
      2. If it is more, we will need to pick up the order first.
      3. I am having discussions will Kendal about this.
      4. I’m still in the process of figuring out what is permitted per the financial services protocol.
   v. J. Brock: Maybe we can dump money in the North Campus.
      1. The new buildings will be near the hospital.
      2. Cipher 2 will be built in 2019.
   vii. J. Brock: When is new hospital supposed to be finished?
   viii. S. Netherton: I don’t know.
      1. It’s a couple year project.
   ix. J. Sears: We decided anything not allocated we would use for grad student equipment or for cultural centers.
   x. S. Netherton: Let us know if you have anything to sponsor, we will give you money for anything.
   xi. J. Harris: Do you think we should cap the cultural center money?
   xii. S. Netherton: We can’t even give the money, we can pay for supplies.
      1. The cultural centers can then reallocate the money they were originally planning to spend.
      2. We are doing the Phil Harmony for APASSA, the Asian pacific Americans Students Association for 5 thousand dollars.
      3. We can’t pay their staff.
      4. If someone wanted to teach CPR, we could do CPR courses.
      5. I need to run in circles until I find an avenue to spend money.
   xiii. J. Sun: Can I ask the GC to expand the budget?
      1. We have 15 hundred as the current budget for MAC.
      2. 10 thousand is for my special project.
      3. If it exceeds that amount, we can take it off events.
   xiv. J. Sears: Kevin says he will underspend in events.
   xv. J. Sun: Maybe check with Alexi to see where spending limits lie?
   xvi. S. Netherton: It’s ok for specific events.
      1. I’m ok with putting money into supplies since we have many storage spaces coming.
   xvii. J. Sun: To what extent can we use ASUA space?
   xviii. S. Netherton: We are expanding a little at a time.
   xix. J. Harris: It would be good to further our collaboration with ASUA.
   xx. S. Netherton: We are spending 38 hundred on books for 2 departments.
      1. Physics and classics have their books now.
      2. Some of the books were 5 hundred dollars.
      3. And they are the books all students use all the time.
   xxi. J. Brock: Maybe it is possible to just make copies.
   xxii. S. Netherton: No, there are copyright laws.
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xxiii. **J. Sears**: If they are out of print, they could be out of copyright.
    1. But they won’t be digital.

xxiv. **J. Harris**: What about more equipment that graduate students could check out?

xxv. **S. Netherton**: We should buy another 3 pieces of equipment for transcription.

xxvi. **J. Sears**: We get many requests for transcription.
    1. You can use the laptop for transcription, and they have a VGA cord.

xxvii. **S. Netherton**: There is a problem for me to walk over to library to borrow a dongle.
    1. We could have one extra spot for people to get dongles.
    2. If any of us have any idea on money, I am spending it.

xxviii. **J. Brock**: I have a few college specific things.

xxix. **S. Netherton**: Email me with your suggestions.

xxx. **J. Brock**: We could use mannequins for CPR training.

xxxi. **J. Sun**: Do you think we could have medical equipment?

xxxii. **S. Netherton**: Jill Augustine brought this up yesterday.
    1. We might be able to fund supplies for health fairs and clinics if they are student run.
    2. SHAC has done flu shots before.
    3. We might have avenues to do some things like that.

xxxiii. **S. Netherton**: Perhaps we can justify medical equipment as educational outreach tool for professional students.
    1. I’m more than willing to take everything up and fight over it.

xxxiv. **J. Harris**: We need to give away 50 thousand worth of childcare grants.

xxxv. **S. Netherton**: There is small form to fill out.
    1. Any parents can apply.
    2. The process is very simple.

xxxvi. **J. Brock**: I’ll spam the listserve.

xxxvii. **S. Netherton**: We need to spend money so we can justify getting more money.
    1. We have more leeway for a prescription assistance program.
    2. We want to have it used, so we know how much it’s needed.

V. New Business – Updates, Introduction to new topics
   a. Professionalism
      i. **S. Netherton**: We are a department of the university, whether or not we like that.
         1. We are funded exclusively by the university.
         2. There are a lot of things we need to comply with, whether we like it or not.
         3. Because they contribute for accountability and transparency.
      ii. **J. Brock**: Were there any complaints?
      iii. **J. Harris**: Discussion on email are not acceptable.
      iv. **S. Netherton**: The discussions on the listserve are subject to public record requests.
         1. Anything on the GPSC listserve is up for public record request.
         2. It may already be public.
         3. The wildcat can print it out.
         4. I’m concerned for someone who has sent out emails.
         5. I’m concerned for their sake as an individual.
         6. Also it portrays us as an organization.
         7. I have no issue with debating in meetings.
         8. Because an email is no discussion, I have meetings.
         9. There are reservations about recording meetings.
      v. **J. Brock**: That is why I’m hesitant about email votes.
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1. People censor or don’t censor themselves.
2. Because we have meetings 2 hours long.

vi. J. Brock: We will bring this up on GC.

vii. J. Sun: If we did this people will say don’t censor us.

viii. J. Sears: Give them a choice and all ramifications, and that can stuff can become available in daily wildcat.

ix. J. Sun: Is there any policy we want to link this to?

x. S. Netherton: I will just provide it as information.

xi. J. Sun: Make sure it is an institutional issue, and not calling us corrupt.

xii. S. Netherton: A lot of these are organizational things.

xiii. J. Sun: I wonder if there is a hyperlink in the policies.

xiv. J. Harris: We should probably try not to bring teeth into it.

xv. J. Sears: How do you want it in the agenda?

xvi. S. Netherton: In my report.

xvii. J. Brock: If we could end the meeting, curtail the budget and reserve 10 minutes at the end for officer reports.

xviii. J. Sears: For the record, the Assembly chair doesn’t set the agenda.

1. People can set the agenda.

xix. J. Brock: I can say, can we table the discussion so we move to officer reports?

xx. S. Netherton: Jasmine has been doing a pretty good job.

xxi. J. Sears: For this upcoming meeting I will put adjusted times.

1. But if people want to run over, they can.

xxii. S. Netherton: There are organization policies though you may not be aware of them, I have been implementing them.

1. One of these things is performance reviews.

b. Organizational Policies (Performance reviews)

i. S. Netherton: I was threatening to cut your stipend Maria not over certain thing, but over a performance review.

1. It was about does anything need to be improved over a specific thing.

2. Or if anything you need to do for upcoming semester.

ii. M. Khorosheva: I disagree.

1. It was after I mentioned to you that the Governing Docs, specifically the By Laws, were not approved by the Governing docs committee before presented to the General Council as such, and that changes were made to my position description in By Laws without consultation with me or the Governing Docs Committee.

iii. J. Brock: Can you tie the performance review to the stipend amount?

iv. S. Netherton: Yes I can.

1. Any person on the board has the option to bring up the stipend situation, and it will be voted in the EB.

v. J. Sears: Anyone can appeal about stipends.

1. Stipends should not be sent out to the GC as a whole.

vi. J. Brock: I understand there should be a mechanism, but there is a gray area for abuse.

1. So 2/3 of stipend is meeting based, and 1/3 is subjective.

vii. J. Sears: Juhyung last semester wanted honest responses, and so any decisions we make in GC will apply for next semester.

viii. J. Brock: So the GC automatically get stipend.

1. EB is internally elected, so we can withhold it.

2. Can we vote in regards to President and VP?
ix. **S. Netherton**: The president and vice president can only be impeached.

x. **J. Sears**: It gets prorated.

xi. **J. Harris**: The stipend process would be all or nothing.

xii. **S. Netherton**: We are not responsible for paying me, it comes out of university funds.

xiii. **J. Brock**: Bottom line is, EB votes on the stipends, and what for appeals?

xiv. **S. Netherton**: Alexei is in charge of business process, so Chris can be in charge of appeals.

xv. **J. Brock**: Who does performance reviews?

xvi. **S. Netherton**: I do.

xvii. **J. Brock**: But you’re not our boss.

xviii. **S. Netherton**: Apparently I am.

1. We do have Chris that is the assistant dean over the whole thing.
2. From the student standpoint I am.
3. In ASUA their president is boss.
4. I am not crazy about it, next year we will have a leadership team.
5. It’s a ridiculous amount of work for one person and I’m not doing that any more.

xix. **J. Brock**: If someone is contrary we can’t vote them out of the stipend.

1. I feel like we should codify that more.

xx. **J. Sears**: It’s a good discussion for next year.

xxi. **J. Brock**: Maybe GC should be doing performance reviews.

xxii. **S. Netherton**: We have an interesting organizational structure.

1. We have a large GC with few hours, a smaller EB with more hours.
2. The new concept is we have a leadership team of students, there will be 3 elected students, it is supposed to filter down.
3. The performance evaluations should be done by someone who is around.
4. GC might not actually see what is happening around.

xxiii. **M. Khorosheva**: This was done by the Program Coordinator in the past.

xxiv. **S. Netherton**: We aren’t going to have a program coordinator.

1. There will be 2 assistant directors and an assistant dean.
2. The assistant director will be Claudia, and also 2 program coordinators.
3. We will have 5 staff members.
4. Chris will have a consistent look at GPSC.
5. I would think its a good person to have as a staff check and balance.
6. Otherwise it will be someone who works with travel grants.
7. I don’t think those people will be as good.

xxv. **J. Brock**: I think we want to codify this purposefully.

xxvi. **S. Netherton**: I have in one performance review.

1. I said if something does not change I will cut the stipend.

xxvii. **J. Brock**: It happens at the end of the term.

xxviii. **M. Khorosheva**: I met with some administrators.

1. I can then file a grievance about the stipend through the university if necessary to get my stipend.

xxix. **J. Sun**: If we change the process radically now it would not affect current members.

xxx. **J. Brock**: Unless we can vote to allow changes to the constitution.

c. **Having Kevin comment on budget – Jasmine**

i. **J. Sears**: In previous years everything was itemized in advance.

1. We were asking, can we move this money into showcase?
2. This year we didn’t have to do that, since EB approved a general budget.
3. This is the first year that we have done this.
4. People have not been happy, and Kevin wants to go forward and say that for events one universal budget is ok.

ii. S. Netherton: I knew that it was a new concept this year, I just didn’t realize how new.
   1. We can close this gap now.
   2. He did have an assignment: you have to put up an orientation, and you can’t go over budget.
   3. He had to be accountable, but he has flexibility.
   4. We have to figure out where we want more flexibility and where less.

iii. J. Brock: Maybe we can have some subcategories.

iv. S. Netherton: Maybe we can have bigger categories.

v. J. Sears: Some of it will be just a discussion.
   1. GC will want to know.
   2. What I got before was that people didn’t want to vote for every change in the budget.

vi. S. Netherton: What can we do that will be more constructive?

vii. J. Sears: Ask GC: “What do you want us do?”

viii. J. Brock: Put this in budget organization.

ix. J. Sun: I suspect that this discussion will continue for a while.

d. SSF & FY17 Budget – Jason
   i. J. Harris: SSF budget isn’t finalized till Monday.
      1. Its 2.9 million of applications.
      2. Only 1.9 million can be given away.
      3. We can’t apply for a multi-year funding.

   ii. S. Netherton: There are rumors that multi-year proposals have only the first year funded.
      1. Everything didn’t getting enough money.

   iii. J. Harris: On Monday it will be finalized.

   iv. J. Brock: So you can announce it on Monday.
      1. I’m more down for cutting down from POD than for research.

   v. S. Netherton: I agree, that’s what I think too.

e. FY17 Budget – Sarah Netherton
   i. S. Netherton: The budget has to be passed before our last GC meeting.
      1. We can discuss whatever we want to.

   ii. J. Sears: We need a workload review of all EB positions.
      1. I think we should hold it in two meetings.
      2. Everyone should say how many people are being paid- to say I am overpaid or underpaid.
      3. Just the 4 of us have positions that matter.
      4. We need to do this before elections.

   iii. J. Brock: We should codify it in the By-laws that we need to budget before our last meeting.
      1. We can say in the second to last meeting the treasurer presents budget, then at the next meeting people will review the budget, and at the last meeting people need to vote.
      2. In the By-laws put that this is the expectation of your position.

   iv. S. Netherton: The EB elections are on April 26.

   v. J. Sears: Worst case scenario we can meet over spring.
      1. We might not have room after the spring break.
2. Or we get to shift everything by one week.
3. It might be two weeks in a row of meetings.

vi. **J. Harris:** On March 29 we need to have an EB meeting after elections.
   1. I thought the elections would be 2 days- 28th and 29th.

vii. **J. Sears:** So its good to have a meeting on the 5th?

viii. **S. Netherton:** Can you present at the next GC meeting the concept of events?

ix. **J. Brock:** It will be easier if Kevin comes in and talks about how the budget works well.

x. **J. Sears:** The treasurer was supposed to be giving a monthly report on the budget.

xi. **J. Sun:** What can we do is update people on the money.
   1. People get defensive if people don’t get informed of the money.
   2. Every time you put budget out there- you say people get upset.
   3. Maybe we can feed them the budget in pieces.

xii. **J. Brock:** I don’t think people are required to report to me on their spending.
   1. At the beginning of the year everyone was ok with Sarah doing everything, but now they are not.

xiii. **J. Sears:** People would be happier if we talked about an allocation report.

xiv. **J. Brock:** When we rewrite the position, we will request a monthly report.
   1. Am I an accountant or CFO?
   2. I’m somewhere in between these positions.

xv. **S. Netherton:** The treasurer should be the CFO.
   1. Theoretically accounting is so much work we wouldn’t have enough money to pay you.
   2. We will talk about this tomorrow.

xvi. **J. Sun:** The more I hear about this, the more I agree that your position should be CFO.

xvii. **S. Netherton:** We have 50 thousand childcare money we need to spend before we can add more money.

f. Committee updates & assignments:
   i. Policy & Health/Wellness – Sarah Netherton
   ii. MACC & Special Project – Juhyung Sun
   iii. Appropriations – Jared Brock
   iv. Governing Docs – Mariia Korosheva
   v. Social – Joy Veluz

g. GPSC & Confluence Center Event – Sarah Netherton
   1. **S. Netherton:** There will be a Grad Jam through the confluence center.
      i. Javier Duran asked as many students to come as possible on Wednesday March 9, 6-7 pm.
      ii. There are some new issues related to people assigned to committees, new things having to done, assignments for governing docs and appropriations.
      iii. We have a committee for appropriations, but no one to do the admin part.
   2. **J. Sears:** For application for Club and POD we need a new person.
   3. **J. Brock:** Can/should he committee assignments be on the website?
      i. Can Wei-Ren put on the website what people are missing a committee, maybe even publish a spreadsheet?
   4. **S. Netherton:** There are new things about By-Laws.
      i. The Governing docs will need to come up with ideas and solutions for onboarding for new reps.
      ii. There is so much discussion about it.
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iii. We need to start somewhere.
iv. For Appropriations, we need a structure for how this should work in the future.
v. Is there a way we can go through it, maybe a flowchart.
vi. The MAC and the Social committees are good.
vii. Your handbooks are due.
viii. It’s one of these things about which there can be proposing to take away stipend.
ix. It should be done by elections.
x. Make sure your handbook is completed.

5. **J. Brock:** Who is writing the new VP handbook?
6. **J. Sun:** Ankush, Jennifer, Tom McClintock don’t have committees.
   i. **J. Sun:** If you have any problem with email about products, let me know I’ll start negotiating price with the things in email.
   ii. I think a letter to Greg Byrne will be appropriate.
   iii. This letter should have been drafted weeks ago.

7. **J. Brock:** I can draft the letter if you want.
8. **S. Netherton:** Ok.

VI. New Business – Action Items
a. Agenda Items for next GPSC EB Meeting– Sarah Netherton
b. Agenda Items for next GPSC GC Meeting - Jasmine Sears

VII. Roundtable – *time permitting*

VIII. Adjourn

**At 8:23 pm.**