



UNIVERSITY OF MARYLAND

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GRADUATE ASSISTANT ADVISORY COMMITTEE

Monday November 30th,

12 - 1:30pm

2124 LEE BUILDING

1. GAAC Constitution

Question: In the 2012 Memorandum of Understanding between USM, AFT, and UAM that established the Meet and Confer process (including election procedures for GAAC) there is no language dictating the scope of Meet and Confer outcomes, rules regulating the Meet and Confer process, or the Administration's obligation to implement outcomes of the process. This makes planning GAAC efforts difficult.

Further, in USM's 2015 bond prospectus ("\$93,690,000 Auxiliary Facility and Tuition Revenue Bonds 2015 Refunding Series A [tax exempt]"), USM tells Bank of America Merrill Lynch that the "Meet and Confer" process provides these groups [graduate assistants and adjuncts] with the opportunity to have the assistance of an outside organization in informal discussions with management. This process is not subject to the legal or other requirements of collective bargaining, and there is no expectation that 'Meet and Confer' discussions will lead to formal, written agreements" (p. 19).

In order to continue the collegial process of Meet and Confer, we would like written confirmation of, and to discuss:

- What policy documents is the administration using to govern its relationship to both GAAC and Meet and Confer?
- Can Meet and Confer result in formal, written agreements?
- Is the administration obligated to implement these formal, written agreements?

2. MEA - PI/RA Agreements Update

Question: The Graduate Council has recently begun exploring PI/RA agreements as suggested by the Graduate Student Government. However, GSG's original bill proposing these Mutual Expectations Agreements, and the accompanying white paper and template that outlined implementation, covered both RA's and TA's. In 2013, according to National Center for Education Statistics data, graduate assistant instructors outnumbered graduate assistant researchers 2765 to 1237. Why are instructors, the majority of GAs, being excluded from these plans?

3. Intellectual Property

Question: The University Senate's [recently issued](#) a proposed revision of UMD's intellectual property policy. It makes clear distinctions between student and employee intellectual property rights

Are graduate students treated as students or employees under this policy, and does that treatment change when intellectual property is produced in a class versus in an assistantship? What suggestions should GAAC give graduate assistants who believe their intellectual property has been unjustly acquired, or who fear the future threat of such?

4. Terp Payment Plan

Question: With its fee included, the Terp Payment Plan is often more expensive for graduate assistants than paying mandatory fees late on the same monthly schedule and accepting their past-due penalties. However, the latter results in graduate assistants being referred to a collection agency by the state--since they have outstanding payments after November, in the case of the fall semester. Previous Meet and Confer sessions have opened the possibility of waiving the TPP fee for GAs. This would be a welcome option for GAs who generally make below the \$30,239 [Prince George's County living wage](#). Is this proposal still viable, and, if so, when would it be implemented?

5. Tech Issues

- a. IT person for GAAC website and more control of the site by GAAC so we can add notes
- b. Request for Listserv
- c. Spring employment survey

6. Anything administration wants GAAC to communicate to constituents?