



INDIANA UNIVERSITY

Graduate and Professional
Student Organization

**Graduate and Professional Student Organization (GPSO)
Resolution Regarding SAA Pay Schedule**

WHEREAS the Central Payroll Department (afterwards “Payroll”) has scheduled the stipends of IU Student Academic Appointees (SAAs) to be paid in ten monthly installments;

WHEREAS the dates of these installments have been distributed unevenly over an eight-month period (see attached schedule);

WHEREAS the logic of the existing pay schedule originates from a period before direct deposit, when SAAs were required to pick up paper checks at Payroll office in person;

WHEREAS the distribution of these dates creates a four-month gap between spring and fall semesters (May 6 to September 13) and a one-and-a-half-month gap between fall and spring semesters (December 20 to January 31);

WHEREAS the current arrangement requires SAAs to work without compensation for 3-4 weeks at the beginning of each semester (this current semester, for example, from August 26 to September 13);

WHEREAS for some SAAs, this variability in pay schedule creates difficulties in meeting basic needs during the summer, such as paying for rent and food;

WHEREAS this financial difficulty attending the summer period without income lengthens SAAs’ time to degree in that it requires many SAAs to find summer work and alternative incomes, using time that could otherwise be dedicated to the writing and study necessary to the completion of the degree;

WHEREAS the current arrangement creates extra work for Payroll office employees, who must treat SAA payments as "special projects" that require extra labor and planning, since they fall outside of the normal faculty pay schedules;

WHEREAS the University has already acknowledged this financial difficulty, in that the Office of the Bursar currently defers SAA accounts billed in July and August to accommodate the pay gap;

WHEREAS the practice of direct deposit has eliminated the logistical difficulties associated with paper checks;

THEREFORE BE IT RESOLVED by the Graduate and Professional Student Organization Assembly that –

- (1) The FMS enact its proposal to designate September 5 as the first SAA pay date for Fall 2014; and
- (2) That Assistant Vice Provost McCammon continue to work with Payroll and the GPSO to evaluate the effectiveness of this change, with the goal of moving the first SAA pay date to August 31 in the future, if this can be done without delaying the first pay date for first-year and international SAAs.

Respectfully submitted to and passed by the Graduate and Professional Student Organization Assembly on this first day of November, 2013.



GPSO President

Date