

Organization/ Department	Campus	SECTION I: Purpose Comment/ Rationale	SECTION II: Applicability Comment/Rationale	SECTION III: Definitions Comment/Rationale	SECTION IV: Policy Guidelines	SECTION V: Delegation of Authority	Other Comments	Response
Student Success	UH Manoa				Section G has an extra space before a period.			Can be fixed in final editing
Institute for Astronomy	UH Manoa				The added pay steps for higher stipend ranges will significantly improve the recruitment and retention of higher-caliber graduate students. The annual review of the stipend schedule should also include regular updates for inflation and the constantly increasing cost of living.			The annual review of the schedule is mapped to cost of attendance that includes inflation and cost of living.
OVCAA/ Graduate Division	UH Hilo				<p>B.2: Should it be specified that the graduate student must be enrolled in a program on the hiring campus? Eg: UH Hilo Graduate Students cant be hired as a UH Manoa GA.</p> <p>B.4: We currently have an exemption of the 6 credit enrollment rule for students enrolled in Thesis (700) or Dissertation (800) credits. I believe Manoa has the same. Should this be mentioned?</p> <p>C: How does the University of Hawaii at Manoa Outreach College credit exemption apply to UH Hilo GA's? Is this only for UH Manoa GAs? If so, please specify.</p> <p>D.2: "A campus appointing a graduate student enrolled in another campus must pay the minimum step or higher than the students academic home campus"- We were under the impression that campuses may only hire their own Graduate Students as GAs due to the tuition exemption rules. Can UH Hilo be required to give Tuition Exemptions when UH Manoa hires our Graduate Students as their GAs? If the answer is no, should this statement be removed?</p>			<p>B2: Some GAs have been hired by UH System and so we do want to keep this campus neutral to expand opportunities for GAs. Because there is an active conversation about tuition benefits we will keep the language the same for now. B4: Have added language about Thesis and Dissertation Credit. C: Have added UHM to this section. D2: This is for GAs that may be hired at other campuses beyond Hilo - so UH System or the CCs (which evidently happens).</p>
Office of Human Resources	UH System		Section II - Class of Graduate Assistants (GAs) - Should there be a class of GAs that perform administrative work, outside of the categories of teaching and research? Could a class of higher level student employees to perform the level of administrative work being assigned to GA's? The GA class also conflicts with the expectations of GA working within the discipline in which they enrolled, as discussed in Section IV. In other words, in what disciplines would administrative work align with their field of study? If keeping GA class, under category Graduate Assistantship, recommend not abbreviating umbrella term Graduate Assistantship to GA, to establish distinction between overarching category and class within category.	Recommend moving definitions of Graduate Assistantship classes to Definitions out of Applicability.	<p>B.1 - who evaluates what is a "college or university of recognized standing," and what is the criteria? Recommending removal of description if no criteria exist. B.2 - Recommend removing "or a closely related field of discipline or assistantship assignment;" GA should be enrolled in the discipline in which they work to prioritize their training in the discipline. If not, it would give the appearance of and employee-employer relationship, and could take precedence over their status as a student. D.1 - Recommend removal of stipend matrix as part of policy - link it to editable online table to avoid the necessity of updating the policy when the table is updated. D. 2- Review and confirm minimum step for UHM (12?) E.1 - If the unit does not consider all incoming graduate students for GA-ships, vacant GA positions should be advertised. E.4. After "but may not be lower than the minimum level designated for the student's home campus," include exception for students that are hired at lower rate as described in D.2. E.5 - Remove GA offer letter template. L. Grievances - Please update according to GA Complaint Procedure, removing reference to A9.110.</p>		An additional 10 steps was supposed to be included the schedule - need to be updated.	<p>B1: CHANGED TO "AN ACCREDITED COLLEGE OR UNIVERSITY" B2: Modified language to reflect comments. D1: looking into how to do this. D2. confirming with Manoa. Edited language. E.1 Revised language to clarify E.1. E4: edits made. E5: Keeping template. L: Edit made.</p>

Plant and Environmental Protection Sciences, CTAHR	UH Manoa	no comment	no comment	no comment	<p>Regarding Section D.2. I have multiple concerns about the addition of wording allowing units to hire below the minimum step in cases where the student has external funding.</p> <p>First, I can see that this policy could benefit students by allowing a unit to offer a student with external funding access to benefits such as the tuition waiver and EUTF insurance without having to hire the student at the minimum GA step. To the extent that this policy aims to expand access to benefits for students, I support the revision.</p> <p>However, I am concerned that units may use this revision to justify reductions to compensation to graduate assistants who are not receiving fully funded fellowships such as the Fulbright fellowship. The policy does not stipulate what constitutes external funding, and only gives the example of a Fulbright or similar fellowship which are unique sources of external funding. Much more common sources of funding from outside of the unit are scholarships, including UH foundational scholarships, and more modest fellowships such as the Hawaii Data Science Institute STEM STRIDE program. My concern is that students who receive scholarships and take on the extra responsibilities associated with a fellowship such as the STEM STRIDE scholarship will not benefit from their external funding because their unit will cut their pay by the same amount of the benefits awarded to the student. I am especially concerned because the policy does not explicitly protect the GA as a worker by stating that their workload as a GA will be reduced by the same proportion that their GA compensation is reduced. For example, if a graduate assistant receives scholarships and fellowships in the value of 20% of their GA compensation, this policy revision seems to allow the unit to cut their compensation by 20%. I think there should be explicit statement that this would also require the unit to decrease the workload of the student by 20%.</p> <p>Another concern is the disbursement schedule of the external funding. As a GA, the graduate student worker is entitled to payment according to the UH payroll schedule. The university does not have control over the disbursement schedule of the external funding. If the external agency does not pay the money in a timely and regular manner, this leaves the GA to complete their work while waiting for pay from the external funder. What protection would the GA have as a worker to ensure fair compensation by UH even when their external money may not be disbursed on a regular timeline?</p>	no comment	<p>Thank you for the opportunity to provide feedback on the proposed revisions. This feedback is based on my own analysis of the revisions and various conversations I have had with graduate assistants. I am involved with Academic Labor United and I serve on the GSO executive council, and in my conversations in those groups, other students reflected the concerns I stated here. I encourage you to reach out to the GSO to further discuss this point before proceeding with this policy revision.</p>	<p>We have revised the language so that it is clear that a student cannot be paid less than the minimum step. Also, as a matter of practice rather than policy, when a student is provided these extramural funds, the program is encouraged to allocate a GA to a different student so that the available funding can be better distributed. These very specific award questions can be addressed with Grad Division.</p>
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