

# AD-HOC BI-WEEKLY AND WORKFLOW COMMITTEE

## Draft Proposal #1

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### Keep in mind the following while reading my proposal:

- Cal State Long Beach's top student government leaders get \$22,762 annually in total compensation
  - o The Associated Students, Inc. president, vice president and treasurer are paid for 25 hours of work per week. A salary of \$16,752
  - o Free tuition and other compensated student fees that total \$4,810
  - o A \$1,200 food credit for 49er Shops, Inc. vendors
  - o They also receive access to staff parking and a BlackBerry cell phone. Nyeholt said they are required to carry the phone for work use while on campus, and the cell phone bills are checked weekly to prevent personal use.
  - o Nyeholt and Ahumada [ASI Executives] said they work longer than 25 hours per week — the amount they are paid for. "I couldn't work another job," Nyeholt said. "I'm usually here until 1 a.m. twice a week. There's so much work to do, and you need to be here if you want to do it right."

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## Replacement of "Bi-Weekly" with "Requirement-Triggered Performance Reviews"

### I. Senator & College Representative Requirements:

Quick Caveat: All reports are required to be submitted to a OneDrive folder that pertains to your position. This will ensure that there is a higher level of organizational awareness and make it easy to see who is *and who is not* doing their work.

- 1) Senators are required to submit a report for every committee meeting.
  - a. If a meeting is missed, Senators report that they missed meeting
    - i. If two committee meetings are sequentially missed, the VP for Academic Governance will, via email, inquire why. If the VP of Academic Governance does not feel that there is a valid excuse, a performance review may be called by the VP of Academic Governance; performance review is conducted by the Executive Board and can result in termination of Academic Senator.
    - ii. If three committee meetings are sequentially missed, a performance review of the Academic Senator is automatically triggered; performance review is conducted by the Executive Board and can result in termination of Academic Senator.
- 2) College Representatives are required to submit a “Weekly Report” explaining new or ongoing issues that pertain to their college. These weekly reports will ask whether there are any new, ongoing, or resolved issues pertaining to those in their respective departments.
  - a. If two sequential reports are not turned in, an automatic performance review is triggered; the President and Executive Board will all assess the College Representative’s ability to perform their duties and will terminate the College Representative if they cannot meet the requirements for their position.
  - b. Weekly reports for College Representatives will ask the following questions:
    - i. College Dean Question:

“Did you speak with or communicate via email with the Dean of your college?” **[There will be a box to check]**

“Did the Dean of your college report new, ongoing, or resolved issues.” **[College Representative can simply write “No” or answer according to the three stated criteria]**
    - ii. Department Chairs Question:

“Did you speak with or communicate via email with Department Chairs in your college?” **[There will be a box to check]**

“Did Department Chairs in your college report new, ongoing, or resolved issues.” **[College Representative can simply write “No” or answer according to the three stated criteria]**
    - iii. Faculty Question:

“Did you speak with or communicate with via email faculty members in your college?” **[There will be a box to check]**

“Did faculty members in your college report any new, ongoing, or resolved issues.” **[College Representative can simply write “No” or answer according to the three stated criteria]**

iv. Administrators & Other Staff Question:

“USE SAME FORMAT AS ABOVE”

v. Students Question:

“USE SAME FORMAT AS ABOVE”

**II. Compensation:**

1. “Demand-Based”

a. Compensation should be based upon the rigors of each position’s requirements.

- i. The amount of hours & rigor of position will be assessed by reviewing required duties and the amount of time it takes to properly perform each position’s duty.

2. “Cost of Living”

a. In order to keep and attract talented individuals to ASI, individuals who are best able to perform their duties, we need pay our members an amount that competes with the amount they might receive from an off campus-job. Our student members should not have to go to school, perform their required ASI duties, and also work a job off campus in order to be able to afford school and the cost of living.

3. “Choice in Method of Compensation (Grant-in Aid versus other methods)”

a. Those who receive financial aid can be negatively impacted when receiving a Grant-in-Aid because it affects the amount of financial aid they can receive.

- i. When an ASI Grant-in-Aid recipient is “maxed out” in regard to the amount of aid they are deemed able to receive, they end up, essentially, working for ASI without any additional benefit.

b. To avoid this issue, but still retain the availability of a tax-free grant, we could retain the use of the Grant-in-Aid and offer a second option (or more options), a wage or some other form of payment.

4. “Faculty Parking Permits”

a. ASI members whose positions require them perform duties amounting to a certain amount of hours per week, should be provided a faculty parking permit so that they can efficiently meet the demands of their position.

**III. Issues to Discuss:**

- Should there be a policy that differentiates between requirements for Internal ASI committees (Shared Governance & Cabinet Meetings, for example) versus Academic Senate and University Wide committee meetings?

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## Increase Current GIA Amount

The compensation that we receive—in the form of the GIA—amount is currently very-very low and does not reflect proper, adequate, nor just compensation for the amount of work that ASI members currently do, and does not take into consideration the extreme rise in the cost of living in Los Angeles since the GIA was last raised.

For example, Academic Senators are currently compensated at a rate that is less half of than the current California minimum wage (\$10.50 an hour) and roughly half the amount of the Federal minimum wage (set at \$7.25 an hour); students who would be great assets to ASI, but who have to work a job in order to take care of their expenses, are not able to justify quitting their job in order to contribute to ASI because we compensate our student members at a rate that is, again, roughly half of the minimum wage.

It is very important to tie ALL compensation to what individuals in ASI contribute to the benefit of the student body and the amount of time that each position spends performing their duties. All individuals working for ASI should be required to explain why their position is important, what they contribute, and defend their argument!

We should consider adding positions that would significantly contribute to ASI and the Student Body and eliminate superfluous positions (positions that make little to no contribution). It is my stance that having two College Representatives per-college is unnecessary, and so, there should be only one College Representative per college; but, this change, if implemented, should not go into effect until next year. This action would save **\$20,908.80** dollars a year (at the current compensation rate) and this amount could be allocated towards current positions that deserve a pay increase and, perhaps, towards the payment for new positions which would make better contribute to ASI.

“Current Pay for Academic Senators & Representatives”

- NOTE: If current pay was tied to the rate of inflation since 2007 (approximate time when GIA was last increased) the GIA for Academic Senators and College Representatives would be \$4,148.29 a year (\$518.54 a month if GIA is distributed 8 times a year, a difference of only \$82.94, a very insignificant amount).
- $8(\text{disbursements}) \times \$435.60(\text{dollar amount of each disbursement}) = \underline{\$3,484.80}$  **total compensation** each year for each of the five Academic Senators.
  - o Each disbursement of \$435.60 is made roughly every month and a half—every 6.5 weeks. 52 weeks(one year) divided by 8 disbursement results in Academic Senators’ disbursements being made, roughly, every 6.5 weeks.  $\underline{\$435.60}$  divided by GIA disbursements being made every 6.5(weeks) results in an average compensation of \$67.02 per week for academic senators. If an Academic Senator puts in 15 hours a week,

which is a *very* conservative estimate, as I often put in more than 20 hours a week, Academic Senators are being compensated \$4.47 an hour! Researchers at the Massachusetts Institute of Technology consider \$5.00 an hour a *POVERTY WAGE*, and WE ARE MAKING LESS THAN THAT! AGAIN, TO BE CLEAR, ACADEMIC SENATORS ARE BEING COMPENSATED AN AMOUNT THAT *DOESN'T EVEN MEET THE AMOUNT RESEARCHERS AT M.I.T. HAVE DECLARED A POVERTY WAGE!!!!*

Furthermore, if there is an Academic Senator or College Representative (both are compensated the same amount) who has a child, or children, which I am aware of at least one individual, a single mother, who does have a child, then the Living Wage in Los Angeles jumps up to \$27.94 an hour!!! I believe that we should offer special financial assistance to such individuals so that they can better meet the needs of their children and so that they can, as ASI student members, represent the needs of the Cal State student body. I am highly aware that Cal State LA has a much higher proportion of single mother, and single fathers, and these individuals have more needs than the average student; in order to meet this group's needs, it is of the utmost importance that that they are represented, and since the goal of ASI is to represent the Cal State LA student body, we should welcome single parents who are struggling to make enough money to go to school and raise their child by offering them an adjusted GIA compensation fitted to meet their needs. This could include subsidizing their childcare, if needed, and a higher GIA amount, among other things.

#### Living Wage Formula:

- Living wage [ $\$13.41(\text{an hour}) \times 10(\text{hours-a-week}) = \$134.10(\text{a week}) \dots \$134.10(\text{a week}) \times 52(\text{weeks}) = \mathbf{\$6,973.20(\text{proposed total})}$ ].
  - o This model would increase the total yearly compensation (GIA) for "Academic Senators" by a meager **\$3,488.40**.
  - o Total increase in budget if applied to Academic Senators amounts to **\$17,442**
- Living wage [ $\$13.41(\text{an hour}) \times 15(\text{hours-a-week}) = \$201.15(\text{a week}) \dots \$201.15(\text{a week}) \times 52(\text{weeks}) = \mathbf{\$10,459.80(\text{proposed total})}$ ].
  - o This model would increase the total yearly compensation (GIA) for Academic Senators by **\$6,975**.

#### Peg Grant in Aid (GIA) to the U.S. Rate of Inflation:

Previous ASI administrations failed to peg our compensation (GIA) to the United States' rate of inflation, which is currently raising at a yearly rate of 2.2%<sup>1</sup>. Pegging our GIA to the yearly U.S. rate of inflation is important because inflation deteriorates the buying power of the dollar, and

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<sup>1</sup> Current U.S. rate of inflation as reported by the U.S. Bureau of Labor and Statistics. See:

[https://data.bls.gov/timeseries/CUUR0000SA0L1E?output\\_view=pct\\_12mths](https://data.bls.gov/timeseries/CUUR0000SA0L1E?output_view=pct_12mths)

- How to use the Consumer Price Index for escalation (Escalation agreements often use the CPI—the most widely used measure of price change—to adjust payments for changes in prices. The most frequently used escalation applications are in private sector collective bargaining agreements [we are deciding this as a group, much like a union would], rental contracts, insurance policies with automatic inflation protection, and alimony and child support payments.). See: <https://www.bls.gov/cpi/factsheets/escalation.htm>

so, the GIA payment is reduced year by year. A by-law might be created which requires a yearly or bi-yearly vote where a yes vote adjusts the GIA according to the then current rate of inflation; if the rate of inflation is negative, a vote will not be required and the GIA amount will not change but will be reviewed at the next required vote.

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## **IDEAS:**

- To encourage ASI student members from previous years to train the new ASI members at the beginning of their tenure, offer a small amount of compensation to former members for providing their insights during a training session.