Rackham Student Government
Board Meeting: May 25, 2011

Agenda

I. Call To Order
II. Approval of Agenda
III. Approval of Previous Minutes
IV. Officer Reports
   a. Graduate Student Body President, Michael
   b. Graduate Student Body Vice President, Josh
   c. Graduate Student Body Treasurer, Mindy
V. RSG Logistics
   a. Representative and Executive Office Hours
   b. Fall Welcome Picnic – September 2, 2011
VI. Committee Membership and Chairs
VII. Committee Reports
   a. Academic Affairs
   b. Budgetary
   c. Communications
   d. Elections
   e. Legislative
   f. Student Life
VIII. Spring/Summer (Fall) 2011 Goal Setting Session
IX. Individual Projects
   a. Description
   b. Assignment
   c. Semester Plans
X. GSRA Update
XI. Open Discussion
XII. Adjournment
GOAL SHEET - Summer 2011

Academic Goals

Financial Goals

Legislative Goals

Student Life Goals

Communications Goals

My Action Items
Spring/Summer 2011 RSG Committee Membership

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Questions answered about the GSRA organizing effort at U-M

May 19, 2011

Q: What is this organizing campaign about?

A: The AFT/Michigan and the GEO (the union that represents all GSIs and GSSAs at U-M) have petitioned the Michigan Employment Relations Commission (MERC), asking MERC to conduct an election to determine if GEO will represent GSRAs as their sole and exclusive collective bargaining agent.

Q: If the GEO becomes the bargaining agent for the GSRAs, what does this mean to an individual GSRA?

A: The union becomes the sole and exclusive bargaining agent for every GSRA. As such, the union would represent each GSRA regardless of whether a particular GSRA chose GEO or not. Individual GSRAs and groups of GSRAs would no longer be free to deal with the university, any individual principal investigator, or other faculty member on such matters as salaries, work schedules or other conditions of employment. These matters would be determined through the collective bargaining process by the union and the university.

Q: What is the university’s position on unionization?

A: The university recognizes the legal right of employees to join or not join unions. Employees must and should decide this very important question for themselves, free from threats, dictation, or force from the university or the unions.

Q: How is it decided whether GEO will become the bargaining agent for all GSRAs?

A: Typically if a union collects enough signatures (at least 30 percent of those eligible to vote) there is a secret ballot election run by a state agency, the Michigan Employment Relations Commission (MERC). The union would be certified to be the exclusive representative if a majority of those who vote voted yes.

Q: What is collective bargaining?

A: Collective bargaining is a process whereby the university and a labor union meet to negotiate wages, hours, and other terms and conditions of employment for everyone in the bargaining unit. The process of collective bargaining, however, does not require either the university or the union to agree to a particular proposal or make a concession.

Q: If a GSRA signed a GEO card does this mean that he or she is committed to vote “yes” for GEO if there is an election?

A: No, signing an authorization card before an election doesn’t mean that a GSRA who signed a card must vote for the union in the election. Signing an authorization card simply indicates an interest in being represented by GEO.

Q: Would a GSRA be bound by the labor contract even if he or she voted against having the GEO become the sole and exclusive bargaining agent for GSRAs?

A: Yes, all members of the bargaining unit are bound by all the provisions of the collective bargaining agreement, regardless of their votes in the election.

Q: What type of things can a union attempt to negotiate for its members?

A: Subjects for negotiations include matters that relate to wages, hours, and conditions of employment.

Q: How long does it take to negotiate a labor contract?
A: There is no way to predict this. Some labor contracts have been negotiated here at the university in several months and others have taken over two years.

**Q:** If the union called a strike, would a GSRA be required to join the strike or not cross the picket lines?

A: Sections 2 of the Michigan Public Employment Relations Act specifically states that no public employee shall strike and that strikes are illegal. Therefore, no employee of the university can be required to strike.

**Q:** If a union is certified to represent GSRAs, what provisions will be made to insure that the union will truly represent the interests of the GSRAs?

A: This is an internal affair of the union and beyond the control of the university.

**Q:** If the GEO is certified to represent GSRAs, will membership and dues be compulsory?

A: Membership by state law is not compulsory. However, other unions at the university, including GEO, have negotiated a required service fee as a condition of continued employment.

**Q:** If a union is certified how much will the dues be?

A: The amount of dues charged by the union is an internal union matter and thus beyond the control of the university. Generally, union dues are either a flat amount per month or are based on the rate of pay. Dues among the current bargaining units at the university are $260 per year and up. For the 2010-2011 academic year, GEO union dues are set at 1.63 percent of gross pay.
Q: Are there any other payments that a GSRA may be required to make to a union?

A: Again this is an internal union matter. Many unions charge initiation fees under their constitution and by-laws. In addition, again depending on the internal structure of the union (constitution and by-laws), payments in the form of assessments, special fees and fines may be collected.

Q: What might a collective bargaining agreement for GSRAs look like?

A: Collective bargaining is a give and take process, with neither side required to agree to a proposal or make a concession. Neither the union nor the university can guarantee in advance what the results of bargaining will be.

Each individual GSRA must make up his or her own mind on this important issue. We hope that GSRAs will listen to all sides, evaluate this material as they see it, weighing all the pros and cons, before they reach a decision.
Rackham Student Government
Board Meeting
5-11-11

I. Call to Order
   a. Meeting Called to Order at 6:05pm.
   b. Members absent:
      i. Excused: Lily Mancour, Alex Toulouse, Anagha Kshirsagar, Nina White, Marisol Ramos, Grant Mandarino.
      ii. Unexcused: Kristy Figel.

II. Introductions

III. Officer Reports
   a. President
      i. This is the general format of the meeting.
      ii. Today is a more administrative meeting than normal.
      iii. We will try to have a guest speaker at every meeting.
      iv. Please review the bylaws.
      v. Reviewed the funding guidelines.
      vi. MOU with MSU, please review.
      vii. Founding member of SAGE coalition, if you are interested in this aspect, please join the legislative committee.
      viii. To minimize costs and natural resources, please save and file agenda packets, to reference later. We will not be reprinting any information already distributed.
      ix. Northwood Community has switched to digital cable leading to concerns from Graduate student residents.
      x. Reallocation of housing from graduate students to undergraduates in Northwood.
      xi. Fee change will be decided at the June Meeting of the Board of Regents. This could potentially double our 2011-2012 budget.
      xii. Each representative is given an allotted amount of unexcused absences per elected term. So be warned they carry over from last term. You can appeal to the board if you feel that you have a valid excuse that the president does not mark as valid.
   b. Vice President
      i. We will talk about the committee slate later today.
      ii. Changing the way the communications committee works.
      iii. Bylaw ad hoc committee, please e-mail Josh if you would like to serve on the committee.
   c. Treasurer
      i. Reviewed roles of Treasurer found in the bylaws.
      ii. If you are the chair of a committee, I will meet with you to discuss your committee budgets.
      iii. We currently have about $16500 dollars in our account, however this amount will fluctuate a little due to some unpaid allocations
from last semester and some money collected from graduate students taking spring/summer classes.

IV. RSG Logistics
   a. RSG Overview
      i. Three Executives
      ii. Representatives depending on the number of students in the division.
      iii. We are not having food at all of the meetings. There will be snacks served, this is to help offset rising printing costs.
      iv. Please remember to E-mail Mike with your excuse if you are going to miss a meeting (before the meeting, preferably as soon as you know there is a conflict).
      v. If you do not want to have a paper copy of the agendas, e-mail Mike.
   b. Representative and Executive Office Hours
      i. Hold an office hour every week or two and these hours will be posted on the website.
      ii. Please hold in your constituencies’ buildings.
      iii. Before next meeting please have your time and locations of your Office Hours set and bring to the board meeting.
      iv. Executives hope to meet with each member to discuss and support your plans for RSG.
   c. RSG Email List Usage
      i. You are all part of the RSG list serves.
      ii. RSG-(Whatever) is the respective list serve for whatever constituency you are trying to contact.
      iii. Once you are a part of a committee you will be added to that list serve.
   d. Lansing Lugnuts.
      i. We have been invited to attend with the Lansing Council of Graduate Students.
      ii. Friday May 20th, leaving around 6pm.
      iii. Minor league baseball team.
      iv. This is free.
      v. Please E-mail Mike if you would like to go and how many people are going (if you would like to bring a significant other).

V. Committee Membership
   a. See attached slated committee membership
   b. Motion to Approve attached slate by Joshua Bow, seconded by Alex Emly, approved unanimously.
   c. Committees please meet, elect chairs, and discuss goals in the next two weeks before the board meeting.

VI. Spring/Summer 2011 Goal Setting
   a. Please come to the next meeting with at least three goals for the Academic, Financial, Legislative, Student-Life, Communication divisions.

VII. Individual Projects
a. Do as part of a committee.
b. Work with others to help achieve your projects.
c. Serve as a ‘project manager’ for an aspect of a committee project.
d. If you have an idea, propose it to the relevant committee or executive member.
e. If you need money please talk to the committee chair or an Executive member.

VIII. Funding Request

a. AWIS
i. Serina Mazzoni from the Association for Women in Science, UM Chapter
ii. National organization to advance women in the STEM fields.
iii. New date will be on June 20\textsuperscript{th} due to location concerns.
iv. Post-docs and Graduate students are the executive.
v. Trying to recruit more members including faculty.
vi. These members could come from Dearborn, Flint, and UofM campuses.
vii. Specifically targeting Faculty and Staff.
viii. Networking is the major goal to foster professional development.
ix. Reviewed Event Budget.
x. Trying to manage who is invited through the different list serves being used.
xii. PIBS 3\textsuperscript{rd} year student.
xii. In the Ehrlicher room, there is not a table and linen cost, it is included in the price.
xiii. Trying to send printed invitations to Faculty women chairs in the STEM fields at all three campuses.
xiv. About 60\% graduate students at the event.
xv. Continue targeting STEM fields for recruitment, but not excluding men or students from other disciplines, but not actively recruiting.
xvi. Motion to extend Question and Answer time by Alex Emly, seconded by Mindy Waite. Approved unanimously.
xvii. Posters will be distributed through the AWIS Executive Board.
xviii. Primary goal is to make connections between more senior members and graduate students.
xix. Overall, they target both academia and industry professionals.
xx. Attendance is based off of an estimate between previous events, and double due to invitations to outside constituencies.
xxi. The event would still happen even if the request was not fully supported.

b. Board Discussion
i. The fact that is only about half graduate students does not seem really fair.
ii. Not necessarily faculty members.
iii. The professional development is targeted toward graduate students.
iv. The request might be a little expensive.
v. WISE is available to graduate students and WISE could accommodate this as well.
vi. Each student pays $1.50 to our budget, so keep this in mind when making funding decisions.
vii. Recommendation to fund the 1\textsuperscript{st}, 2\textsuperscript{nd}, and 5\textsuperscript{th} priority rankings in amount of $425.
viii. Food may be important.
ix. Can go to a cheaper room and can be done in a more effective manner, and the money is unallocated.
x. STEM fields do not include all science fields.
xi. Recommendation of $775, for $300 for food, $300 for room, $50 for invitations, $25 for posters/flyers, $50 for AV equipment
xii. Motion made to fund $400 (and co-sponsor) unrestricted by Alex Emly, seconded by Rahul Sakhamuri. Motion passes 11 - 2 - 0.

IX. Open Discussion
a. Next meeting we will be presenting plans for the rest of the summer.
b. Social Event, Alex Emly will be sending out e-mail about the internal social committee that she will be chairing.
c. We will be talking about the $7.15 fee that MSA collects.

X. Adjournment
a. Meeting adjourned at 7:32pm

Respectfully Submitted,
Joshua Bow
Rackham Student Government
Vice President
I. Roll call of members at 6:03pm
   Kaitlin Flynn, Grant Mandarino, Mindy Waite, Joshua Bow, Tien-Huei Hsu

II. Transitioning to the next semester

   Things we worked on last semester
   
   - Town Hall meetings
   - GSRA unionization information
   - Dissertation awards
   - Graduate Student Bill of Rights

   We briefly discussed each issue with regard to what was done and what how we can improve on in the future.

   Things still on our plate:
   
   - Issues with regard to GSRA Unionization efforts
   - Rackham Dissertation Awards (who is awarding these, what is the process involved)
   - Increase resources available for professional development
   - Issues associated with Continuous Enrollment
   - CONCUR and issues involving Masters and fellowship-funded grad students
   - Increase study spaces for Masters students
   - Masters degrees in traditionally PhD-only programs
   - Review of which courses can be cross-listed
   - Re-working of departmental websites to ensure prospective students are well-informed (LSA has standardized webpages)

   Additional items we wish to work on:
   
   - Funding of training grants

   We will discuss in more detail what we will want to work on in our next meeting.

Concrete goals for the summer:

   - Draft of the Graduate Student Bill of Rights
   - Planning for future town hall meetings

III. Future meeting times will be every other week at 6 pm.

IV. We will be going paperless. Co-chairs will send out agendas at least a day early to ensure everyone has a chance to look at it.

V. New board positions for summer:
- Co-Chairs: Mindy and Tien
- Secretary: Grant (will take down minutes and post them on RSG website)

VI. Expectations of board members (minimum):

Chair/co-Chairs:
- Organize & set up meetings
- Write agenda
- Approve meeting minutes
- Attendance
- Delegations
- Contacting potential guests for committee meetings
- Attend communications committee meetings

Secretary:
- Take minutes
- Post on RSG website

General Board member:
- Attend all AA meetings (unless for a valid reason)
- Be well informed on issues that the AA committee is working on
- Hold office hours
- Report constituent concerns to board
- Individual projects: each board member will be held responsible for tasks that support the overall goals of the AA committee

VII. Budget
$300 Miscellaneous fees (for banner, suggestion boxes etc)

VIII. Next meeting:
June 2nd 2011 (6pm) Location TBA

IX. Meeting Adjourned 7:00 pm
May 17th Legislative Committee.
Attendance: Heidi, Caitlin, Mindy, Tiene, Michael, Rob.
Started @ 7:10 PM.

1. Agenda approved.
2. Introduction by Michael.
   a. Role: assist president in working externally with respect to University
   b. Work with legislative branch in state and at federal level.
3. Update by Michael
   a. State: URC institution group fell apart. Organizational structure and bilaws lead to falling out. We have put together MOU with MSU. Working with Janet Weiss and Mary Sue Coleman to get same type of relationship working with WSU.
   b. Federal Level: Founding members of SAGE. SAGE sent action altered RE proposed budget. Michael will send email to Legislative committee. Upon approval will send to student body. Research funding cut by 10%. Changes to Pell Grant as well.
4. Must elect co-chairs of committees.
   a. SAGE fall summit; 2-3 reps, budget permitting, planning event to organize action events for year. Co-chair likely to go.
   b. SAGE advocacy days- April, send more reps. Hopefully do not have to spend money on. Plus law school.
   c. Deciding co-chairs: Michael will detail what responsibilities are. Serve on SAGE monthly conference calls. Manage committee along with executives. Rob interested in state-level role. Caitlin interested in co-chair. Co-chair responsibility: chat with Michael on bi-weekly schedule as well as Mindy. Sub for Michael if Michael cannot make meeting. Michael proposes to have Rob serve as state level liaison. No objections. Mindy doing federal stuff- no objections. Heidi doing local stuff- no objections. Caitlin co-chair- no objections.
5. SAGE overview
   a. 5 individuals to DC to advocate on SAGE behalf. Michael, Mindy, Lilly (D1), Chereese (sp?) Adam.
   b. Propose changes to bilaws to make decision more board-involved to alleviate some concerns.
   c. Next week for board meeting:
      i. Caitlin as co-chair
      ii. --- Michael going to drink is caramel apple cider
6. Mindy: Problems: board should decide as whole who goes to SAGE events. 3K from Rackham, 3K from RSG. Hope to lower budget in future. Send people with more skills, like law and med school students. Legislative committee needs to meet to decide who going, how much to spend, and coordinate with local universities. Goal is to improve coordination with local universities to have more cohesive message in DC.
7. Discussing normal meeting time.
a. Caitlin proposes having legislative committees on off-weekend of RSG Board meetings.
b. Plan for two weeks from tomorrow at 6 PM as next legislative committee meeting.

8. Visioning for semester:
   a. Rob- Us work with MSA to get students on ground for Lansing protests
   b. (josh just arrived)
   c. Michael- MSA update- MSA collects $7.19
   d. Heidi- nice to continue strong relationship with local government
   e. Caitlin- second Heidi. Continue to work with other local Universities.
   f. Mindy- Would like to hear from students on what they think about state policies.
   g. Josh- Helpful if graduate students had tax seminar.
   h. Tien- Would like to see legislative board get more involved and informed WRT issues going on. See more graduate students outside of RSG coming into legislative committee affairs.

9. Michael- leaves it to co-chair to decide meeting location.
10. Meeting adjourned 7:42 pm.
11. Send to Rsg-sage@umich.edu
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<td>Marisol</td>
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<td>Nina</td>
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<td>Joshua</td>
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Rackham Student Government

*Your* student government!

RSG supports student groups through **Funding**!

RSG still has Funding for the summer!

Dear fellow graduate students,

Each year, your Rackham Student Government allocates a significant portion of its budget for funding student group events. Currently, we still have funds left for groups hosting events over the summer. In order to take advantage of this funding, fill out a Funding Request Form at https://rsg.umich.edu/funding/funding-application and email it to rsg-treasurer@umich.edu.

RSG is committed to financially supporting events for the graduate student body!

**Proposals over $700**

If a Funding Request asks for more than $700, the requesting group will likely need to give short presentation to the RSG Board describing the event and justifying the funds requested. This is a great opportunity for RSG Board and students to meet!

Questions about Funding Requests or anything else? Comments? The RSG Board would *love* to hear from you!

rsg@umich.edu
rsg.umich.edu

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**How to write a competitive Funding Request**

- Get your request in early: To ensure enough time for thorough evaluations, funding requests are due a minimum of 21 days in advance of the event
- Fill out the Funding Request clearly and completely. If the form is not complete, RSG will ask for edits which will delay the request.
- Certain requests are more likely to be funded. To see which requests are most viable, see below.

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**Funding Requests likely to be funded**

- Academic events
- Cultural events
- Proposals that are well written with a detailed budget, including expenses and expected/secured income
- Events which are public and held on campus
- Community service events involving or benefiting graduate students
- Projects that may need start-up funds but which will become self-sustaining
- Events that involve more than 100 graduate students and/or have at least 25% graduate student participation

**Funding Requests that may require additional information prior to consideration**

- Food
- Honoraria
Executive Mansion of the UC Student Association
California, Sunday May 08, 2011

Preamble

Eight months and twenty-four days ago, our students brought forth to the UC Student Association their beef with the University and their bosses and asked us to write this. Hence:

Administrator version begins here.

Graduate Student Bill of Rights and Responsibilities

Upon enrollment, all graduate students shall be informed of the following rights and responsibilities, and shall be free from reprisal for exercising them.

Definitions

For the purpose of this document the following terms mean:

**Academic Adviser** - A graduate student’s official adviser(s), responsible for the student’s, guidance, mentorship, or supervision.

**Academic Colleague** - Members of the academic community with whom a student may interact. This includes, but is not limited to other graduate students, post doctoral fellows, faculty, administrators, administrative staff, and academic advisers.

**Graduate Student** - A graduate academic and/or professional student.

**Major** - The student’s concentration of study.

**Reasonable** - as applicable: (a) Within the scope of current university, state and federal policies, regulations and laws; (b) within program requirements and expectations of coursework, working hours, working and research scope; (c) with consideration to the full scope of student responsibilities; (d) with equity across departments and University of California campuses; (e) within commonsense ethical and moral bounds.

**University** - The University of California.

**Unreasonable** - not “reasonable” as specified above.
A Graduate Student has the Right to:

1. **Be treated fairly and to be treated as an academic colleague upon accepting admission to a graduate program.**
   a. In accordance with applicable Federal and State law and University policy, graduate students have the right to study and work in an environment free of discrimination on the basis of race, color, national origin, religion, sex, gender identity, pregnancy, physical or mental disability, medical condition (cancer-related or genetic characteristics), genetic information (including family medical history), ancestry, marital status, age, sexual orientation, citizenship, or service in the uniformed services (as defined by the Uniformed Services Employment and Reemployment Rights Act of 1994).
   b. Graduate students have the right to work and study in an environment absent of discrimination for having dependents, including, but not limited to, children, partners, or parents.
   c. Graduate students have the right, within reason, to confidentiality and professional treatment by their academic colleagues.
      i. Discussion of the student among academic colleagues will be of a professional nature, will be limited to the student’s academic performance, and will not be made in a discriminatory or derogatory manner.
   d. Graduate students have the right to academic free speech, both as students and as graduate student instructors within the academic setting, and will not be penalized for their ideas.

2. **Have specific and concrete requirements for achieving an advanced degree.**
   a. These requirements will be communicated clearly in writing upon admission to the graduate program.
      i. They will be made publicly available and easily accessible.
      ii. Historical documents will be kept publicly available and easily accessible for students for 10 years to ensure that students who are grandfathered to older requirements have continued access to information about their requirements.
      iii. Changes to the requirements will be made publicly available and easily accessible before they go into effect.
      iv. Notification will be given to all students to whom the changes apply in advance of their effective date and before any contractual agreement is made between the student and the department.
   b. Graduate students will be guaranteed the right to graduate upon successful fulfillment of the requirements.
   c. Graduate students will be given clear and reasonable work expectations
i. Students will not be expected to work more hours than is consistent with fair labor practices or standards of the department.
ii. Students will not be expected to violate their religious beliefs while under University enrollment.

d. Graduate students have the right to accurate information when selecting an academic adviser and other members of their committees.
   i. Graduate students have the right to change their academic adviser if necessary.
   ii. If a graduate student’s academic adviser departs from the institution once the student’s work is under way (whether by choice, layoff, or an unforeseeable event), the program will strive to provide the student with alternative supervision, external to the institution if necessary.

e. Prospective and currently enrolled graduate students have a right to know the “normative time to degree” and the “average time to degree” within a specific graduate program.

3. **Receive an objective evaluation, as well as regular feedback and guidance, concerning their academic performance and progress towards an advanced degree.**
   a. Graduate students will be notified of any deficiencies in their academic performance and be given specific recommendations and requirements needed to correct their deficiencies before action against the student is taken.
   b. Evaluations will be factual and specific, and will be shared with the graduate student within a reasonable period of time.
   c. In the event of major examination failure or unsatisfactory performance, reasoning for such assessment will be provided to the graduate student in a clear, written evaluation.
   d. Any intent to dismiss a student from a graduate program for academic reasons must be preceded by specific, written performance evaluation well in advance of actual dismissal, with a clear and specific opportunity to remedy those reasons.
      i. There will be clear guidelines for the dismissal of a graduate student from an academic program.
      ii. There will be an appeal process by which a graduate student can challenge the dismissal in a fair manner.
   e. Termination of an academic adviser’s relationship with a graduate student must be preceded with a written warning within a reasonable period of time.
   f. Graduate students have the right to access to their academic file, excluding any materials to which they have explicitly and in writing waived access rights (such as letters of recommendation).

4. **Receive credit and recognition for intellectual and research development.**
a. A graduate student will receive due authorship credit and recognition for publications involving the student’s work.
   i. First authorship or co-authorship credit and recognition will be given as appropriate to the level of contribution by the student as described by the Collaborative Institutional Training Initiative.

b. A graduate student will receive due credit and recognition for curriculum developed by the student.

c. A graduate student will receive due credit and recognition for innovation(s) and intellectual ideas developed by the student.

5. Refuse to perform tasks, without penalty, retribution, or prejudice, if those tasks are not pertinent to their academic or professional development program.
   a. Graduate students will not be exploited to the personal advantage of faculty members, university staff, administrators, or other academic colleagues.
   b. Graduate students will not be coerced into performing unreasonable tasks.
   c. Graduate students will be granted reasonable time frames to complete tasks that are requested of them.

6. Participate in an academic atmosphere that is welcoming and encouraging of diversity.
   a. Diversity includes, but is not limited to, personal and academic opinion, origin, nationality, gender, race, religion, sexual orientation, disability and medical condition.
   b. International students will be treated equally to other students (with the exception of out of state fees and where it may be in conflict with state or federal law) and allowed the same opportunities within the purview of the university.

7. Be provided a safe university environment.
   a. A safe environment protects a student’s mental and physical well-being.
   b. A safe environment includes, but is not limited to
      i. safety from crime;
      ii. safety from harassment and discrimination; and
      iii. a research and learning space that complies with federal, state and university laws and regulations regarding environmental and occupational standards.

8. Be informed of financial and resource support.
a. Departments will provide current and prospective graduate students with an accurate description of the availability and the likelihood of ongoing financial and resource support within their programs and at the university.
b. Graduate students who also hold positions as employees of the university deserve to be protected by the same rights as other public sector employees.

9. Have reasonable on-campus housing policies, where on-campus housing is available.
a. Graduate students have the right to be informed of policies and procedures for on-campus housing, including information on availability, wait time, and limitations on residence time and eligibility.
b. Graduate students have the right to representation in the planning and governance of on-campus housing in which they live.

a. Graduate students have the right to express their views and to participate in the political processes of the academic community and the community at large.
b. The graduate student population reserves the right to form and maintain an independent governing body.
c. Graduate students will have representatives on all campus-wide administrative committees that affect graduate students, with voting privileges where appropriate according to the guidelines of shared governance.
   i. The recognized graduate student representative body have the right to be notified of vacancies in committees within a reasonable time.
   ii. The recognized graduate student representative body will be given written charges and responsibilities of these committees once a year and when they are modified.
   ii. The recognized graduate student representative body will be informed when new committees are formed.
c. Where appropriate, all departments and graduate programs will include graduate student representatives in the decision-making process, which include, but are not limited to, determination of policies, standards, and admissions.

11. Have access to adequate resources and training for career objectives.
a. Graduate students will have access to career services targeted specifically to the post-graduate school job market.
   i. These services will pertain to academic as well as non-academic professions.
b. Teaching assistants and teaching associates have a right to appropriate pedagogical training. This includes but is not limited to:
   i. Implementing a structured training program by graduate programs for their teaching assistants and teaching associates.
   ii. Outlining the expectations of a graduate student teacher, and the ways in which those expectations can be achieved, for their teaching assistants and teaching associates.

12. **Have access to health insurance and health care services.**
   a. The university will provide access to a university health insurance plan and health care services.
   b. The university health insurance plan will meet the following minimum requirements:
      i. Be competitive with other locally available plans in terms of cost and coverage.
      ii. Include access to dependent care.
      iii. Include comprehensive mental health coverage.
   ii. Access to health care services will be available at any University of California campus, under conditions that apply to students registered on that campus.
   c. A student has the right to chose between accepting the university’s health insurance or an alternative plan of choice.

13. **Have access to a formal and unbiased arbitration process**
   a. Graduate students have the right to arbitration if the rights outlined in this document or in university policy are infringed.
   b. Graduate students have the right to arbitration before actions are taken against them.
   c. Arbitration will occur before a neutral party.
   d. Graduate students have the right to present all relevant evidence to the arbitrators.
   e. If the conflict has not been resolved by the above methods, the graduate student has the right to an appeals process consistent with campus policy.
   f. Official grievance procedures and informal complaint procedures will be clearly defined at the graduate division and at the department or graduate program level. These procedures will be presented to graduate students at the time of entry.

**Responsibilities**

A Graduate Student has the Responsibility to:
1. Adhere to all University policies and procedures.
2. Conduct themselves in a manner befitting academic colleagues in all activities related to the university.
3. Devote an appropriate amount of time and effort toward the advanced degree within normative time, except when special circumstances apply.
4. Uphold ethical norms in research and scholarship and provide accurate and honest reporting of research results, research methodology, and scholarship.
5. Proactively participate in the faculty mentor and graduate student relationship.
6. Uphold the University’s mission statement.
It's like being there.

ANN ARBOR, MICHIGAN

The Ann Arbor Chronicle | UM Grad Researchers Get Right to Unionize

http://annarborchronicle.com/2011/05/24/um-grad-researchers-get-right-to-unionize
The issue was a resolution introduced at the start of the meeting by a group of board members, including two Republicans. The resolution was to support the rights of graduate student research assistants to decide whether to organize and be represented by a labor union. Before the vote, Coleman spoke out against the move, describing the relationship between graduate researchers and faculty as a special one that was fundamentally different from an employee-employer relationship. Changing the nature of that interaction could affect the university in significant ways, which she said caused her deep concern.

The board's two Republican regents – Andrew Richner and Andrea Fischer Newman – also objected to the resolution, both criticizing the fact that it had been introduced at the last minute without time for adequate discussion.

The resolution passed on a 6-2 vote, with Richner and Newman dissenting. It was notable in part because, with the exception of votes regarding tuition increases, nearly all votes by the board are unanimous, and in accord with the administration's recommendations. The resolution did not pass, as the votes by the board were unanimous, and in accord with the administration's recommendations. The measure did include a variety of other action items, but none that spurred commentary by regents.