Rackham Student Government
Board Meeting: October 23, 2013

Agenda

I. Call To Order
II. Approval of Agenda
III. Approval of Previous Minutes
   a. October 16, 2013
IV. Officer Reports
   a. Graduate Student Body President, Phil
   b. Graduate Student Body Vice President, Kaitlin
   c. Graduate Student Body Treasurer, Chuky
V. Guest Speaker: Ben Alterman, Program for survivors of sexual abuse
VI. Election Committee appointments
VII. Graduate Student Bill of Rights
VIII. Potential Ballot Questions
IX. Committee Reports
   a. Academic Affairs
   b. Budgetary
   c. Legislative Affairs
   d. Student Life
X. Open Discussion
XI. Adjournment

Included in packet:
RSG Board Minutes October 16, 2013 (p. 2)
Survivors Resolution (for background info only, not for RSG consideration) (p. 9)
Graduate Student Bill of Rights- Revised (p. 13)
Graduate Student Bill of Rights- Original (p. 18)
I. CALL TO ORDER: 7:07pm
   a. **Present:** Representatives Mike Hand, Alex Gutierrez, Michael Lang, Julian Bahr, Yiting Zhang, David Malewski, Julian, Michael Benson, President Benson, Vice President Flynn, Treasurer Mbagwu, Erin
   b. **Absent:** Rynne, Ben Sweeny
   c. **Excused:** Chris Tom, David Barton, Ram, Vice President Kaitlin Flynn

II. APPROVAL OF THE AGENDA
Phil: I’d like to incorporate 2 new items. First, appointment of a new rep as the new item five and then an allocation for website funding as a new item 6.

Motion by MH, seconded by MB. Approved unanimously.

III. APPROVAL OF THE PREVIOUS MINUTES
The minutes were approved as presented under a motion by MH and a second by Dave M. Approved with two abstentions.

IV. OFFICER REPORTS
   a. **President Phil Saccone**
      First, I’d like to thank Michael Benson for all of his hard work in getting the website prepared. With that said, we’ve gotten pretty busy and we need to make progress on this. As such, we’re going to hire someone to put the finishing touches on the website. I’m going to be asking the board to allocate up to $500 for the purpose of hiring a professional web designer. I’d like to point out that we’ve allocated up to $1,000 in the past and this is really important.

      The newsletter went out again this week, this was a re-publishing of last week’s edition. We made a number of editorial changes including the new lease signing forum’s date. Also, the communications team will be meeting after this Board meeting briefly to go over a few upcoming communication items. We’re looking to find ways to streamline the process. Kaitlin and I had a very good discussion on how to ensure that this happens each time we need a newsletter.

      The lease signing forum and lunches with the deans are coming up. These are both on the agenda later, but it is really important that we get more rsg reps to
show up at our events. All types of events, this includes social events, academic events, as well as other events. Also, I’m going to start enforcing our absense policy a bit more fully. Everyone knows what its like to be under the gun and to have responsibility. This is a volunteer activity. That said, simply sending an email week after week to say that you can’t come isn’t acceptable. If it happens infrequently, than so be it, but I’m going to be a bit more strict with the absense policy.

I received a few announcements from members of the Administration:

From Darlene Ray-Johnson and Holly M-Rider: regarding the campus save act. This is about sexual activities as they pertain to college campuses. This is a part of the Violence against Women act. This is something that requires campuses to go above and beyond the normal reporting requirements for instances of sexual assault. Also, that Universities are required to provide legal counsel as well as other services for victims of sexual assault. I’ll be sending this solicitation out to the Board. The events will be Nov. 5th and Nov. 7th from 7 – 8pm. The 5th will be on North Campus in Pierpont Commons and the event on the 7th will be held on Central Campus in the CSG chambers in the Michigan Union. If you’re going, please let me know in advance via email. If you’re going in an RSG capacity (If you’re going to say “I’m an RSG rep”) lets touch base in advance.

In terms of our funding, we have $28,422.35 in the account. We are on budget. The amount that we still owe Rackham is encumbered but hasn’t been settled just yet. For events that have just happened, if you have receipts, please submit them to Chuky asap so we can get you reimbursed.

Questions:

**Benson:** We allocated $1,000 in the past for web work was this ever spent?

**Phil:** No, this was never spent.

**Julian:** Will this $500 also cover a new machine for the listserv?

**Phil:** No, that will come out of exec discretionary, and shouldn’t exceed $50. We’re going to pickup a computer from property disposition.

V. **Appointment of a representative to an open Division 3 seat**

**Phil:** As many of you remember, there was an email that was sent out to the Student Body. All of these appointments have been made except for SBAC. The final appointments to the RSG Board are the last to go. We have had someone in our midst that approached former president Benson as well as myself during the Rackham information fair back in August. Krithika. I’m pleased to nominate Krithika to a half term seat.
**Michael:** What is Krithika’s home program?

**Phil:** Division 3…

**Michael:** Ok than per the bylaws we only need a simple majority.

**Phil:** Peachy. Krithika, would you like to say anything?

**Krithika as recognized by Phil:** I’ve been watching for a while, I realize how tuff this can be. It’s a lot of good work.

Roll call vote:

- Lang – Pass / Yes
- Brooke – Yes
- Dave M – Yes
- Julian – Yes
- Yiting – Yes
- Alex – Yes
- David B – Yes
- Michael B – Yes
- Michael H – Yes
- Ryan – Yes
- Erin – Yes
- Phil – Abs.

**Motion caries. 11 – 0 – 1.**

**VI. Motion to appropriate funds for the website.**

Michael Benson: Moves to allocate up to $500 to the exec discretionary and to allow the executive to set such employment criteria as he feels is appropriate. Seconded by Michael Hand.

**Mike Hand:** Notes that student orgs have had some trouble in the past with paying for websites. He notes CSG’s nearly $9,000 loss a few years back.

**Phil:** Agrees and thanks both Michaels for their comments regarding the history. Again, the overall website will be overseen by our vice president who also serves as our communications director so I think we’re in good hands.

**Julian:** Is there a timeline for this?

**Phil:** Kaitlin is meeting with Julie on Thursday and we will have a good handle on it from that point. The website will be finished as quickly as possible. Also, if anyone has
suggestions relating to what they’d like to see on the website, like features or content, please email them to rsg-exec@umich.edu

Krithika: Will this be done interally or externally to the University?

Phil: Internal to the University. I’d like to give this a spin first, and we can see where we go from there.

Michael B: Move that we call the question. Seconded by Mike Hand. Approved unanimously.

Phil: On the allocation, approved with one abstention.

VII. Binding resolution on instructor reports (first reading)

Moved by Mike Lang, seconded by Julian. Michael Benson Objects.

Phil: Provides background on the resolution. We need to have two readings of this before we can vote on this, as it is a board resolution. It is possible that this can be amended without having it need ot be pulled. Also, much of this has already started. We have been extremely efficient on how we execute this. This is something that the Central Student Government has been running along for a while. Ram brought it up, something that started before I was president. He wanted to write a resolution. We jumped the process and started conversations with the Registrar. We’re marching along with this. That said, we’re a democratic and deliberative body. That is not to say that we should rush. But also, if we …

Brooke: I agree, some of the language in the resolved clauses is a bit harsh. Also we need to add references

Hand: The officially hosted and disseminated by the registrar is too restrictive too. It doesn’t matter who hosts it so long as it gets linked from the right places.

Brooke: That was intentional as we don’t want to have what happened before (CSG was hosting it and then dropped the ball).

Phil: CSG dropped the ball on this. We almost couldn’t pick it up because the

Benson: Says stuff.

Lang: The purpose of this resolution is to make available GSI and professor evaluations to the student body? If that is the case, that isn’t clear to me. I oringally thought that this resolution would help GSIs to get feedback about their teaching experiences. If that is the case, this is also really unclear.
Phil: That’s something that is completely different. The board already passed a resolution that stated that the registrar should hold grades for a period of time until students submit their grades. This was mainly for GSIs. To the extent that GSIs will be affected by anything that is here. There is a supreme court ruling that has to do with school records, protected school records in particular. There is also a federal law, FERPA (1974). To be a GSI you must be a student, thus your evaluations are actually protected under FERPA because they’re a part of your educational record.

Lang: Than I’d follow this up with why does this matter for graduates students?

Phil: This would matter to graduate and undergraduate students. We want to have an informed student body when it comes to selecting courses and course instructors. Having this information out there would be a big help. We have ~ 50% masters students (and all phd students also take some classes) that always take classes.

Hand: Having this information out there is an additional accountability measure.

Brooke: This is also on SACUA ‘s agenda too. They’re developing tools to better predict evaluations.

Dave: have we put whether or not this would be available within the U community or beyond?

Michael B: Makes a number of motions to amend:

1. **Motion to grant the authors and execs editorial authority.** Approved.

2. **Moved by benson seconded by hand.** Brooke moves to move the amendments one at a time. Seconded by Michael Benson. Approved with two abstentions.

3. **The Office of the Registrar in conjunction with the Rackham Student Government will institute a policy to ensure that the Instructor Reports are available to all students, except as it serves to protect the identity and privacy of the reporter.** Approved 8 – 1 – 3.

4. Modify the 2nd resolved clause to read “That the university administration will communicate this policy to all students enrolled prior to the 3rd week of each academic term following the adoption of this policy.” Approved 11 – 1 – 0

5. Striking the 3rd operative clause. Moved by MB. Seconded by MH. Approved, 10 – 1 – 0

6. Striking the final operative clause Moved by MH seconded by MB. Approved with 1 abstention.
Note: The Chair asked Michael Benson to move for all of the amendments to be considered at once. After all the amendments were enumerated, a motion was made by Brooke to sever the amendments and vote on them individually. This motion carried.

Chair’s ruling: Substantive changes.

MH: Move that we send this back to the AAC. Seconded by Ryan Roberts. Approved unanimously.

VIII. Graduate student bill of rights
Postponed by Phil.

IX. Potential ballot questions
We’d like to include some non-binding ballot questions on the November ballot. Please think of some questions that you might want to ask. Please think of questions and send them to rsg-exec@umich.edu Committees should think about these too.

X. COMMITTEE UPDATES
a. Academic Affairs Committee

We met with SACUA’s AAAC. We talked about the GSBOR. From the faculty point of view it would have a better chance of being adopted if it was a best practices document. The Nondiscrimination policy also received a lukewarm reception.

LWD are good to go, we hope to see you there! The style of the forum is setup into four sections. We’re working to devise a best practices document that Phil is spreadheading to accompany the GSBOR.

Phil: We’re looking to have Phil speak with the office of the general counsel to get their feedback on the Nondiscrimination clause.

**Brooke:** Motion to receive and approve the minutes. Seconded by Dave M. Approved unanimously.

b. Budgetary Committee

**Phil:** There are some things out there. The BC was asked about a reapplication. They’re going to be considering that shortly. Chuky is working on this.

c. Elections Committee
d. Legislative Affairs Committee

Phil: Dividing the best practices oriented questions for SAGE. Sage delegation was approved. There is an email that we will be sending by the end of the week that will be soliciting information from the student body to gather information about how students have been directly affected.

Michael: Move to receive and approve with editorial changes as proposed by Dave M. Seconded by David B. Approved unanimously.

e. Student Life Committee
Hand: Good number of people showed up at the game watch. Thanks to Julian, David B, Mike Lang, and Michael B for coming out.

XI. OPEN DISCUSSION

XII. ADJOURNMENT at 8:33pm. Moved by Hand seconded by Ryan Roberts.
ASSEMBLY RESOLUTION 3-024

A RESOLUTION TO SUPPORT MALE SURVIVORS OF SEXUAL VIOLENCE

WHEREAS, The month of November has been designated Men's Health Month; AND

WHEREAS, November is called Movember to raise awareness about Men's Health Month; AND

WHEREAS, some Movember events on campus include SAPAC's Men's Activism Program's No Shave November to promote consensual sex\(^1\) and Survivor Speak Out, a safe space for survivors of sexual violence to share their stories\(^2\); AND

WHEREAS, none of the Movember events specifically address the issues facing male survivors of sexual violence; AND

WHEREAS, 1 in 6 men, "have experienced abusive sexual experiences before age 18,"\(^3\) AND

WHEREAS, Survivors are at greater risk for PTSD, Depression, Alcohol & Drug abuse, suicidal thoughts & attempts, and problems in relationships (friendly, romantic, and otherwise)\(^4\); AND

WHEREAS, Male survivors are commonly plagued by fear, shame, self-loathing, and guilt;\(^5,6,7,8\) AND

WHEREAS, there were 21,505 male students enrolled in the Winter 2013 semester;\(^9\) AND

WHEREAS, the male enrollment in the University implies that 3,584 men on campus are survivors of unwanted sexual experiences;\(^10\) AND

WHEREAS, male survivors commonly wait until their 30s and 40s to begin dealing with surviving sexual trauma; AND

\(^1\) http://sapac.umich.edu/article/mens-activism-no-shave-november
\(^2\) http://sapac.umich.edu/article/speak-out
\(^3\) https://1in6.org/the-1-in-6-statistic/
\(^4\) Ibid.
\(^5\) MaleSurvivor.org
\(^6\) The film Boys and Men Healing
\(^7\) https://1in6.org/men/myths/
\(^8\) https://1in6.org/men/sorting-it-out-for-yourself/
\(^9\) http://www.ro.umich.edu/report/13wn101.xlsx
\(^10\) \(21505/6 = 3584.166667\)
WHEREAS, dealing with one’s history of sexual trauma while in college greatly improves the life and life expectancy of male survivors; AND

WHEREAS, building camaraderie with other survivors is one of the most effective methods to work through the trauma of sexual violence by breaking silence and finding validation with others;¹¹,¹²,¹³ AND

WHEREAS, the group services provided through SAPAC and CAPS for survivors of sexual violence are geared primarily towards women and survivors of experiences that occur while attending the University of Michigan;¹⁴ AND

WHEREAS, there are no resources for male survivors within an hour and a half of Ann Arbor;¹⁵ AND

WHEREAS, Boys and Men Healing is a documentary about three men’s stories of survival;¹⁶ AND

WHEREAS, MaleSurvivor is the national organization working with male survivors of sexual trauma;¹⁷ AND

WHEREAS, MaleSurvivor runs Dare to Dream events that involve a screening of Boys and Men Healing and a panel discussion involving Weekend of Recovery therapists and male survivors who donate their time; AND

WHEREAS, Chris Anderson, the Executive Director of MaleSurvivor, and Jim Struve, LCSW, a founding member of MaleSurvivor, have agreed to donate their time to participate in a Dare to Dream screening at the University of Michigan on Thursday November 21st; AND

WHEREAS, CAPS, SAPAC, and the SPECTRUM Center support holding a Dare to Dream event; AND

WHEREAS, CAPS, SAPAC, and the SPECTRUM Center support improving the resources available to male survivors on the University of Michigan’s Ann Arbor campus by forming a support group for male survivors; AND

¹¹ Boys and Men Healing
¹² Victims No Longer, p. 232
¹³ Conversations with survivors
¹⁴ http://caps.umich.edu/article/caps-groups
¹⁵ http://www.malesurvivor.org/resource-directory/support-by-state.php
¹⁶ http://www.bigvoicepictures.com/
¹⁷ http://www.malesurvivor.org/history.html
WHEREAS, creating a safe space in that support group is best achieved by having the group facilitated by a licensed therapist who has experience working with male survivors; AND

WHEREAS, the budget for a Dare to Dream screening and running a facilitated support group is attached; THEREFORE BE IT

RESOLVED, that CSG shall allocate $1,500 from the Legislative Discretionary fund, and $2,000 from the CSG Sponsored Activities fund for the Dare to Dream screening and one semester trial of the men's group; AND BE IT FURTHER

RESOLVED, all promotional material will prominently display the CSG Logo and the phrase, “Sponsored by Central Student Government”; AND BE IT FURTHER

RESOLVED, at least one member of the Assembly shall attend the Dare to Dream event and provide a report of it to the Assembly; AND BE IT FURTHER

RESOLVED, that to maintain confidentiality, no report shall be given to the assembly regarding the men's group; AND BE IT FURTHER

RESOLVED, that the author shall meet with the chair of the Health Issues Commission to discuss further projects to expand ways to improve the resources available to Male Survivors on campus.

Authors

Benjamin L. Alterman, Rackham Vice-Chair, Rules Committee
James McNulty SAPAC Volunteer Co-Coordinator

Attest

Andrew Modell Speaker of the Assembly
Meagan Shokar Vice Speaker of the Assembly
President’s Approval

____________________________
Michael Proppe

Presented to the Assembly for First Reads on ________________
Presented to the Assembly for Second Reads on ________________

Yes: _____ No: _____ Abs: _____ Date: ______________________

Signature Necessary: _____ Signature Received By _______________ : _____
Preamble

Graduate education is a crucial stage of training for advanced fields. It focuses on the discovery of new knowledge, the generation of new ideas, and the development of future leaders. As junior colleagues, graduate students critically contribute to the mission of the University of Michigan through their research, teaching and extracurricular involvement. The success of these contributions relies in part on the relationship between students and faculty, for which both parties share responsibility.

On behalf of all Rackham graduate students, Rackham Student Government offers this document as a beneficial reference for all those involved in graduate education at The University of Michigan.

This document outlines both the responsibilities and expectations of graduate students have for attaining a meaningful and productive educational experience as they transition into fully participating colleagues in their respective fields. It is imperative that students and faculty work together to create an environment that encourages academic inquiry, integrity, mutual respect, and professional development.

Definitions

1. **University**: Refers to the University of Michigan as an institute of higher learning that is authorized to grant academic degrees, and also to faculty, staff and administrators who are associated with this institute.
2. **Rackham**: The Rackham Graduate School is the central administrative unit for most graduate programs at the University.
3. **Program/Department**: An academic unit as defined by the University.
4. **Faculty/Advisor**: An employee appointed by the University who serves in teaching, service and/or research functions.
5. **Graduate Student**: An individual enrolled in an advanced degree program and for whom the University holds academic records.
Rights

1. Graduate students have the right to fair and equal treatment from University administrators, departmental staff and faculty free of discrimination based on gender, race, age, family status, sexual orientation, gender expression, disability, religious or political affiliations, country of origin, and citizenship.

2. Graduate students have the right to specific and concrete requirements for achieving an advanced degree, to be communicated clearly upon entrance to the program. This information should be freely accessible in written form. Modifications to those requirements must be conveyed to the students in a similar manner. Changes to degree requirements should not affect students previously accepted into the graduate program or academic focus, except at the option of the student.

3. All graduate programs should outline non-coursework expectations and the ways in which those expectations can be achieved, such as participation in recruitment events, mandatory meetings, special training. Provisions for when these expectations are in conflict with other requirements or professional commitments should also be outlined.

4. Graduate students have the right to refuse to perform tasks unrelated to either clearly stated degree requirements in their individual academic program(s) or their professional development.

5. Graduate students have the right to change faculty advisor(s), as well as, the right to alternative supervision. If a degree program is to be discontinued, provisions shall be made for students already in the program to complete their course of study.

6. Prospective and currently enrolled graduate students have a right to know the normative and average times to degree within a specific graduate program. These students have a right to know a program’s attrition rate and the predominant reasons for failure of completion, unless providing the information interferes with an individual’s privacy rights.

7. Graduate students have the right to be informed of financial support for their studies prior to entering and throughout the program. Should this support change at any time during the course of study, graduate students have a right to be informed in writing of such changes in a timely manner.

8. Discussion of students between faculty, staff, or other students should be professional in nature and focused on academic performance and professional development.
9. Graduate students have the right to transparent evaluation, regular feedback and guidance concerning their academic performance and progress towards an advanced degree. Evaluations should be factual, clear, and discussed between the student and evaluator. The following should be available to the student in writing: annual progress reports, decisions on qualifying examinations, and unusual or additional program requirements.

10. Graduate students have the right to correct or remedy deficiencies in their academic performance prior to dismissal from a program in a reasonable amount of time. Any intent to dismiss a student from a graduate program or advising relationship must be preceded by specific, written performance evaluation at least one semester prior to completion of dismissal. This document must include specific requirements and concrete timeline that a student should take to rectify unsatisfactory performance and avoid dismissal from his or her program(s).

11. Graduate students have the right to access professional training courses and seminars as needed. This should include but not be limited to: information about professional associations and conferences, mock interviews, job opportunities and publishing articles in journals.

12. Graduate students who are required to teach as a stipulation of obtaining an advanced degree should be afforded a comprehensive training program for their teaching responsibilities. This includes, but is not limited to academic resources, teaching and learning, and sexual harassment training.

13. Graduate students have a right to adequate space and material resources for their work (e.g. printers, telephones, computers etc.)

14. Graduate students should have representatives on all campus-wide administrative committees that affect graduate students, with voting privileges where appropriate. In addition, all departments and graduate programs should include graduate student representatives in committees that make decisions affecting graduate student policies and academic requirements.

15. Graduate students have the right to utilize the support resources on campus, including but not limited to Health Services, Counseling and Psychological Services, the graduate student Ombudsman, University Ombudsman, Sexual Assault and Prevention Awareness Center, Spectrum Center, etc. A graduate student has the right to request a temporary leave of absence for health or mental health reasons.

16. Graduate students have the right to fully participate in University and non-University communities, including student organizations and political processes, with the expectation that involvement not detract from their scholarly work or progress towards degree completion.
17. Graduate students have the right to a non-biased arbitration process if and when seeking to resolve a violation of these rights. Official academic grievance procedures and informal complaint procedures should be clearly defined at the graduate division and at the department or graduate program level. These procedures should be presented to graduate students at the time of entry.

18. Graduate students have a right to be informed of these rights upon enrollment, and to be free of reprisals for exercising these rights.

Responsibilities

1. Graduate students have the responsibility to conduct themselves in a manner befitting a junior colleague. Graduate students’ professional behavior should be a credit to themselves, the higher academic unit, and the University.

2. Graduate students have the responsibility to respect and uphold all relevant University policies regarding professional conduct, including but not limited to the Code of Academic Conduct, the University Policy on Nondiscrimination, Sexual Harassment and Student Records and Privacy.

3. The University of Michigan strives to create a diverse working environment; therefore it is the graduate students responsibility to work with diverse faculty, staff, and peers regardless of their race, gender, religion, sexual orientation, or national origin.

4. Discussion of faculty, staff, or other students should be professional in nature and focused on issues pertaining to academics and/or mentoring.

5. Graduated students are to uphold ethical norms in research and higher academic pursuits and provide accurate and honest reporting of research results, methodology, and scholarship.

6. Graduate students pursuing an advanced degree at the University of Michigan have the responsibility to uphold the ethical and professional standards of their discipline.

7. Graduate students are expected to devote an appropriate amount of time and energy toward the advanced degree within normative time, unless special circumstances apply. The specifics of this requirement are negotiated in a discussion with the mentor.

8. Graduate students should take the initiative in asking questions that promote their understanding of the academic requirements and the financial particulars of their specific graduate program.
9. Graduate students should investigate and apply for appropriate funding opportunities with discussion and advice from their faculty mentor(s).

10. Graduate students have a responsibility to understand their role in the development of the relationship between faculty mentor and graduate student. This includes, but is not limited to: an awareness of time constraints and other demands imposed on faculty members and program staff; regular communication with faculty mentors and advisors, especially in matters related to research and progress within the graduate program; and timely communication of concerns and difficulties within the program and in life that are preventing them from making progress within their degree, with the appropriate person(s).

11. Graduate students who serve as Graduate Student Instructors have the following responsibilities:
   a. To work cooperatively with supervising faculty and other teaching assistants to accomplish the tasks set out by the GSI assignment.
   b. To give adequate attention to the teaching role by conscientious efforts in planning, preparation, and implementation of GSI assignments.
   c. To achieve an appropriate balance between teaching responsibilities and other essential activities.
   d. To take advantage of whatever orientation and training opportunities are offered as professional development.
   e. To engage in reflective analysis of teaching activities, and to accept constructive criticism from peers and faculty in order to better fulfill these teaching roles.
   f. To proactively seek varied teaching opportunities.

12. Graduate students have the responsibility to seek out a non-biased arbitration process if and when a situation that is hostile or otherwise prevents reasonable degree progress develops with a mentor, staff, faculty, or student.

13. Graduate students have the responsibility to correct or remedy deficiencies in their academic performance prior to dismissal from a program in a reasonable amount of time.

14. Graduate students have the responsibility to discuss their career goals and options with their mentor, as well as track progress towards specific goals they have set for themselves.
Rackham Student Government
Graduate Student Bill of Rights
2012
DRAFT

March 29, 2012
Rackham Student Government
2012 Graduate Student Bill of Rights
DRAFT

1 PREAMBLE

Upon enrollment, all Rackham graduate students will be informed of the following rights and responsibilities. These rights and responsibilities are derived from Masters and PhD students roles as junior colleagues who contribute to the mission of the University of Michigan through their research, teaching and extracurricular involvement. All graduate students will be free from reprisal for exercising the rights and responsibilities contained within this document.

2 DEFINITIONS

1. University Refers to the University of Michigan as an institute of higher learning that is authorized to grant academic degrees, and also to faculty, staff and administrators who are associated with this institute.

2. Faculty/Advisor An employee appointed by the University who serves in teaching, service and/or research functions.

3. Program/Department An academic unit as defined by the University.

4. Graduate Student An individual enrolled in an advanced degree program and for whom the University holds academic records for.

5. Professional Development Skills or knowledge acquired for career advancement.

3 RIGHTS

1. Graduate students have the right to fair and equal treatment from University administrators, departmental staff and faculty free of discrimination based on gender, race, age, family status, sexual practice, sexual orientation, gender expression, disability, religious or political affiliations, country of origin, and citizenship.

2. Graduate students have the right to refuse to perform tasks unrelated to the requirements of their individual academic program(s) or professional development.

3. Graduate students have the right to specific and concrete requirements for achieving an advanced degree. These will be communicated clearly upon entrance to the program and accessible in written form thereafter. Modifications to those requirements must be conveyed to the students in a similar manner. No changes to degree requirements will affect students previously accepted into the graduate program or academic focus, except at the option of the student.

4. Graduate students have the right to change their faculty advisor(s) and the right to alternative supervision, external to the university if necessary, in cases where the student’s primary advisor departs from the university upon achieving candidacy. If a degree program is to be discontinued, provisions will be made for students already in the program to complete their course of study.
5. Prospective and currently enrolled graduate students have a right to know the average time to degree within a specific graduate program. These students have a right to know a program’s attrition rate and the predominant reasons for failure of completion.

6. Graduate students that are required to teach by their program will be afforded a comprehensive training program for their teaching responsibilities.

7. Graduate students that are required to perform research by their program will be afforded a comprehensive training program for their research responsibilities.

8. Graduate students have a right to adequate space and material resources for their work (e.g. printers, telephones, computers etc.)

9. Graduate students have the right to objective evaluation, regular feedback and guidance concerning their academic performance and progress towards an advanced degree. Evaluations will be factual, specific and should be shared with the student within a reasonable period of time. The following will be available to the student in writing upon request: annual progress reports, decisions on qualifying examinations, and unusual or additional program requirements.

10. Graduate students have the right to correct or remedy deficiencies in their academic and/or research performance prior to dismissal from a program. Any intent to dismiss a student from a graduate program or advising relationship must be preceded by specific, written performance information at least one semester prior to actual dismissal.

11. Graduate students have the right to access professional training courses and seminars. This includes but is not be limited to: information about professional and academic associations and conferences, mock interviews, job opportunities and publishing articles in journals.

12. Graduate students have the right to be informed of financial support for their studies prior to entering and during their programs. Should this support change at any time during the course of study, graduate students have a right to be informed in writing of such changes in a timely manner.

13. All departments and graduate programs will include graduate student representatives in committees that make decisions affecting graduate student policies and academic requirements. This does not include bodies that determine an individual student’s academic progress.

14. Graduate students have the right to representation on all campus-wide administrative committees that affect graduate student, with voting privileges where appropriate. In addition, all departments and graduate programs will include graduate student representatives in committees that make decisions affecting graduate student policies and academic requirements.

15. Graduate students have the right to participate in extra-curricular activities including but not limited to student organizations and political processes without fear of retribution or academic consequence with the expectation that involvement not detract from progress toward degree completion.

16. Graduate students have the right to a non-biased arbitration process if seeing to resolve a violation of these rights. Official academic grievance procedures and informal complaint procedures will be provided and clearly defined by Rackham and at the graduate departments and graduate program level. These procedures will be presented to graduate students at time of entry.
17. Graduate students have a right to be informed of these rights upon enrollment, and to be free of reprisals for exercising these rights.

4 RESPONSIBILITIES

1. Graduate students have a responsibility to conduct themselves, in all educational activities, in a manner befitting a junior colleague. Graduate students behavior should be a credit to themselves, their program/department, and the University.

They have the responsibility to respect and uphold all relevant university policies regarding professional conduct, including but not limited to the Code of Academic Conduct and the University Policy on Nondiscrimination, Sexual Harassment and Student Records and Privacy. Graduate students have the responsibility to uphold and respect all of the aforementioned rights for fellow graduate students.

2. Graduate students have a responsibility to devote an appropriate amount of time and energy toward achieving an advanced degree within a normative time, unless special circumstances apply.

3. Graduate students have a responsibility to uphold ethical norms in research and higher academic pursuits and provide accurate and honest reporting of research results, methodology, and scholarship.

4. Graduate students have the responsibility to take the initiative in asking questions that promote their understanding of the academic requirements and the financial particulars of their specific graduate program.

5. Graduate students have a responsibility to understand their role in the development of the relationship between faculty mentor and graduate student.

(a) To have an awareness of time constraints and other demands imposed on faculty members and program staff.

(b) To communicate regularly with faculty mentors and advisors, especially in matters related to research and progress within the graduate program.

5 ENFORCEMENT

Individual sections of this document will be enforced via various university policies and offices. They are listed here for reference.