Rackham Student Government
Board Meeting: February 19, 2014

Agenda

I. Call To Order
II. Approval of Agenda
III. Approval of Previous Minutes
   a. February 12, 2014
IV. Officer Reports
   a. Graduate Student Body President, Phil
   b. Graduate Student Body Vice President, Vacant
   c. Graduate Student Body Treasurer, Chuky
V. VAWA Reintroduction: First Read
VI. Committee Reports
   a. Academic Affairs
   b. Budgetary
      c. Communications Committee
   d. Legislative Affairs
   e. Student Life
VII. Open Discussion
VIII. Adjourn

Included in packet:
RSG Board Minutes February 12 (p. 2)
VAWA Resolution Rev (p. 5)
VAWA Resolution Old (p. 8)
LAC Minutes Feb 13 (p. 10)
AAC Feb 17 (p. 13)
I. CALL TO ORDER: 7:16pm
   a. Present: Representatives Ellington, Duran, Malewski, Bahr, Barton, Tariq, Sullivan, Weinreich, Gutierrez, Ma, President Saccone.
   b. Absent:
   c. Excused: Benson

II. APPROVAL OF THE AGENDA
    Motion by Barton, seconded by Chris. Approved unanimously.

III. APPROVAL OF THE PREVIOUS MINUTES
    Motion by Julian seconded by Dave M. Approved Unanimously

IV. OFFICER REPORTS
    a. President Phil Saccone - There has been a lot going on this week and we have a very busy agenda so I’ll try to keep it short. The two things that are percolating issue wise are:
       i. RSG gazette went out last week, next one out will have diversity theme, we reached out to student orgs to get their input for events and resources we can promote. We want to do more education of our constituents on these via our listserv. We should brainstorm more ways to get involved on these issues. How do diversity issues affect graduate students uniquely?
       ii. Speak-out Feb 18th 8pm-8am is a planned event on diversity issues to take place in Shapiro. Don’t know CSGs position but we feel positively towards the events and ideas related to these diversity issues being raised them.

V. Budget Presentation
    We are good. If you need to get reimbursed, contact Chuky

VI. COMMITTEE UPDATES
    a. Academic Affairs Committee
       Chris: Planned meetings on VAWA and NDP with faculty, dates on dean lunch coming up.
Phil: Ryne and __ will be working on student eval issue, Phil updated executive board on our agenda like this and VAWA.

b. Budgetary Committee

No minutes. A lot of apps.

c. Communications Committee

Phil: we sent out email reaching out diversity themed student orgs. Also met with Mark K. from Rackham to talk about it. We can all sign in to website, start cleaning it up everyone. Brainstormed how improve gazette email, plan is brief html with links to more expanded pdf file.

d. Legislative Affairs Committee

SAGE didn’t meet this last week, but next week should have rough drafts of white papers that we plan to present on Capitol Hill.

Comments on Shared Services program across campus. Phil and Malewski describe it but no one has heard of any problems with it impacting students. Weinreich tells us of anecdotal problem of one staff that helps students with their grant being moved to separate area and hours cut back. Phil explains restructuring issue to board. Potential issue for grad students is face time students get with staff that do certain important assistance like grants. Erin suggests getting in touch with schools that have done this before and getting hard data instead of making assumptions. Weinreich, maybe we should get an invited guest to come talk to us about it. Also suggests a student survey for input. Julian thinks silently to himself that this could be a good question for a future newsletter.

e. Student Life Committee

Sidney: have short list of potential bars, plan is for next Thursday for the bar night

VII. NDP RESOLUTION

Phil: remember this is a binding resolution, two reads then public hearing and voting.

Motion: Chris tom, 2nd by Ben S. Approved Unanimously

a. Chris introduces and give background of NDP and describes that there does seem to be some support amongst specific faculty and administrators.

b. Open discussion: Barton: how does this overlap with other parts of things that are covered like sexual harassment rules? Chris: it does overlap, part is covered by sexual harassment rules, but this is not meant to step on the toes of those rules. You are protected from harassment but the reverse, discrimination, is not forbidden. Example it uniquely cover would be discrimination against symbols,
like wearing a collar for BDSM groups, which would be equivalent to wearing a wedding ring for those groups. Barton: only one other NDP protection related to expression, how does this compare? Everything else protects status why does this go further? Chris: full survey of top peer institutions is that this is unique. No point in protecting sexual identity if the actions related to it aren’t protected.

Weinreich: reluctance about protecting appearance for example cross dressing at a conference where there is a dress code. Chris: people would still expect to dress according to a dress code so this wouldn’t protect wearing BDSM gear at a conference. Chuay: you mentioned consent, where does consent come in if the expression so public it makes people at work uncomfortable? Is that nonconsensual? Chris: if the clothing is work appropriate (safe in a lab for example) then it would be protected, this is necessary because before it was losing your job vs someone else being uncomfortable now it is still a grey area but you won’t lose your job while it gets resolved by HR.

c. Motion to table till next week:

VIII. VAWA
a. Weinreich: Introduces VAWA resolution.
b. Motion to bring before board Ben S, Weinereich approved unanimously

c. Ben S: worried about push back from faculty right? Phil we expect some yes, some might make issue about how it impinges their academic freedom, but we don’t find that an adequate argument. Weinreich: agrees it isn’t a good argument, this is a safety issue for students and liability for university. Chris: if new faculty joins before law takes effect means it could take decades to come into full effect. David B: we should direct faculty and department heads to follow VAWA in the resolution.

Motion to adjourn Chris, 2nd by Erin.

IX. ADJOURNMENT at 9: 11pm.
A RESOLUTION FOR THE INCLUSION OF ALL FACULTY IN UNIVERSITY SEXUAL HARASSMENT TRAINING

WHEREAS, Sexual harassment and sexual assault are a major concern in an academic environment, and are prohibited for academic institutions receiving federal funding under Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681 et seq.; 34 C.F.R. Part 106); AND

WHEREAS, Sexual harassment is similarly prohibited in an employment context under Title VII of the 1964 Civil Rights Act, and in both educational and employment contexts under Michigan’s Elliott-Larsen Civil Rights Act of 1976; AND

WHEREAS, University of Michigan’s Statement of Student Rights and Responsibilities, states that "Students have the right to be treated fairly and with dignity,"1 and the University has adopted a Student Sexual Misconduct Policy to that end. The University has also adopted a separate Sexual Harassment Policy2 for university staff, which covers student employees; AND

WHEREAS, When sexual harassment occurs, it can have a serious and detrimental effect on the victim’s mental health, personal life, and career; AND

WHEREAS, According to the University of Michigan Sexual Harassment Policy, “Sexual harassment most often occurs when one person has actual or apparent power over another”3; AND

WHEREAS, As junior colleagues, graduate students are in an intermediate power position, often playing the a subservient role under faculty and a dominant role to undergraduates; the unique position of alternately working for others and having others work under them; AND

1 http://oscr.umich.edu/statement/
2 http://studentsexualmisconductpolicy.umich.edu/policy-coverage
3 http://spg.umich.edu/policy/201.89-0
WHEREAS, Thus graduate students have the potential to be both the perpetrators, and the victims of sexual harassment; AND

WHEREAS, According to the University of Michigan Sexual Harassment Policy, “Sexual harassment most often occurs when one person has actual or apparent power over another.” AND

WHEREAS, The reauthorized federal Violence Against Women Act of 2013 (S.47) now requires training programs for all incoming staff, faculty, and professional, graduate and undergraduate students by March of 2014; AND

WHEREAS, This is intended to minimize the risk of graduate students as the cause of sexual harassment; AND

WHEREAS, Due to the close relationship and power dynamic between faculty and graduate students, faculty members are the most likely perpetrators of sexual harassment for graduate students; AND

WHEREAS, While Rackham Student Government strongly supports the training of incoming staff and faculty, it goes the student body. However, the student body also is concerned that this the slow turnover of current faculty policy positions presents a significant population that will not does not target existing faculty undergo training, thus diminishing the impact of this legislation, increasing the timeline to achieve the goals, and increasing the risk to potential victims and presenting a substantial liability to the University, occupying senior positions in their working and educational relationships; AND

WHEREAS, NOW ON BEHALF OF THE STUDENT BODY OF THE HORACE H. RACKHAM GRADUATE SCHOOL, BE IT

RESOLVED, That Rackham Student Government will work closely with University administrators and the Sexual Assault Prevention and Awareness Center to assist in educating graduate students on their rights and responsibilities, per the reauthorized Violence Against Women Act of 2013 requirements; AND

BE IT

RESOLVED, in order to protect current and future graduate students of the Rackham Graduate School at the University of Michigan, the Rackham Student Government insists that current faculty be included in the training mandated for incoming faculty under the Violence Against Women Act of 2013 (S.47); AND

BE IT FINALLY

That the Rackham Student Government likewise expects the University to fulfill its goal of ensuring both a workplace and an educational environment that is free of sexual
harassment. Therefore, Rackham Student Government calls for the University Administration to recognize the importance of including existing faculty in forthcoming training programs on sexual harassment. AND BE IT FINALLY
RESOLVED, That Rackham Student Government calls for the University Administration to ensure that all existing faculty do participate, through any regulatory means at its disposal, the Rackham Student Government will work closely with the University administration, as well as any relevant campus governments such as Senate Advisory Committee on University Affairs and/or Central Student Government, to ensure

AUTHORS

David Weinreich, Representative, Division 3
Erin Sullivan, Representative, Division 3

Philip Saccone, President

ATTEST

By Signing below, I certify the this resolution was dispatched by the RSG Board under the rules as prescribed in section IX of the bylaws and that the vote count appearing at the top of this resolution is accurate.

Vice President, Rackham Student Government
A RESOLUTION FOR THE INCLUSION OF ALL FACULTY IN UNIVERSITY SEXUAL HARASSMENT TRAINING

WHEREAS, Sexual harassment and sexual assault are a major concern in an academic environment, and are prohibited for academic institutions receiving federal funding under Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681 et seq.; 34 C.F.R. Part 106); AND

WHEREAS, Sexual harassment is similarly prohibited in an employment context under Title VII of the 1964 Civil Rights Act, and in both educational and employment contexts under Michigan’s Elliott-Larsen Civil Rights Act of 1976; AND

WHEREAS, University of Michigan’s Statement of Student Rights and Responsibilities, states that “Students have the right to be treated fairly and with dignity,”¹ and the University has adopted a Student Sexual Misconduct Policy to that end². The University has also adopted a separate Sexual Harassment Policy³ for university staff, which covers student employees; AND

WHEREAS, Graduate students are in the unique position of alternately working for others and having others work under them; AND

WHEREAS, According to the University of Michigan Sexual Harassment Policy, “Sexual harassment most often occurs when one person has actual or apparent power over another”³; AND

WHEREAS, The reauthorized federal Violence Against Women Act of 2013 (S.47) now requires training programs for all incoming staff, faculty, and professional, graduate and undergraduate students by March of 2014; AND

¹ http://oscr.umich.edu/statement/
² http://studentsexualmisconductpolicy.umich.edu/policy-coverage
³ http://spg.umich.edu/policy/201.89-0
WHEREAS, Rackham Student Government strongly supports this goal. However the student body also is concerned that this policy does not target existing faculty, occupying senior positions in their working and educational relationships; AND

WHEREAS, NOW ON BEHALF OF THE STUDENT BODY OF THE HORACE H. RACKHAM GRADUATE SCHOOL, BE IT

RESOLVED, That Rackham Student Government will work closely with university administrators and the Sexual Assault Prevention and Awareness Center to assist in educating graduate students on their rights and responsibilities, per Violence Against Women Act of 2013 requirements; AND BE IT

RESOLVED, That the Rackham Student Government likewise expects the University to fulfill its goal of ensuring both a workplace and an educational environment that is free of sexual harassment. Therefore, Rackham Student Government calls for the University Administration to recognize the importance of including existing faculty in forthcoming training programs on sexual harassment; AND BE IT FINALLY

RESOLVED, That Rackham Student Government calls for the University Administration to ensure that all existing faculty do participate, through any regulatory means at its disposal.

AUTHORS

David Weinreich
Representative, Division 3

Erin Sullivan
Representative, Division 3

Philip Saccone
President

ATTEST

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Vice President, Rackham Student Government
I. CALL TO ORDER 6:47 pm

II. ROLL CALL OF MEMBERS
   a. Present: Representatives David Barton, David Malewski, Pier Daves, Chairman Michael Benson, Student At Large Melissa Resnick, Treasurer Chuky Mgbagu
   b. Absent (excused): Shijun Ma, Ryne Peterson, President Phil Saccone
   c. Absent (unexcused):

III. LOCAL AFFAIRS
   a. Mayoral Election
      i. Timeline to file is mid April.
      ii. Possibly co-sponsor with Ann Arbor Chronicle
      iii. 4th floor Amphitheatre?
      iv. Check with candidates for potential dates as well as Rackham for room availability.
      v. Planners network (National organization with a chapter in Urban Planning) might be interested in cosponsoring. Pier will contact and invite to next meeting.
   b. Other Pressing Issues
      i. Chuck’s Smoke Free resolution and its interplay with the U’s smoke free campus.
      ii. Merchants’ lackluster sidewalk cleaning.
      iii. Snowy sidewalks (particularly in the 4th ward) email to the student body on what to do if you encounter a poor sidewalk. Melissa – look up. Dave – WAAA.
      iv. WAAA (Washtenaw Areas Apartment Owners Association) – Do we want to go forward with a survey?
         1. Yes. We said we would do it, so let’s do it.
         2. Part of the issue is on how the ordinance is actually written. During the 70-day period, the landlord can’t show the property. However, that doesn’t stop people from asking (being proactive) to see it.
         3. Pier: From what I’ve heard, the 70-days is too soon. And having the money to cover a deposit after just moving in can be very stressful.
         4. We have a survey draft from WAAA which is a bit too
pointed. We will need to edit it.

5.

IV. STATE AFFAIRS

a. State Pending Issues – Update and tracking assignment
   i. Scanned all pending Senate and House resolutions. Will provide a brief overview and we can decide what we want to track.

   ii. Concealed Weapons Amendment to allow individuals to carry weapons on campuses. S. 0112 / H 4098 - Melissa

   iii. S. 370 / H. 4722 – Emergency Health Contraception Act –to create. - Pier

   iv. S. 449 - Labor hours and wages. Family education leave act. – Michael to get more information

   v. S. 716 –Policy and Practices relating to student rights to religious liberty in public schools. – SKIP.

   vi. H. 4351 / H. 4570 – Eligibility to postpone jury service of students. Expand to include full time higher education students and other circumstances. – DAVE M.

   vii. H. 4448 – Individual income tax credit for clinical trial participation - PHIL

   viii. H. 4618 – Higher Education in state tuition for certain non-citizen students (Dream Act like) – SKIP / UG CENTRIC

   ix. S. 784 / H. 5315 – Tuition payment program in which repayment is based on percentage of graduate’s income for a number of years. – CHUKY, PIER, MICHAEL

   x. H. 4735 – Specifically establish a fund to create school mascots (for fun)

   xi. H. 4879 – Public employees and officers. State requirement for higher ups including the gov. to take all standardized tests given to 3rd, 8th, and 11th graders and to publish the results. (for fun)

b. Other Pressing Issues
V. FEDERAL AFFAIRS

   a. SAGE UPDATE
      - Michael gave an update.

   b. WHITE PAPERS
      i. We’re working on the Indebtedness paper. Phil will send out
         assignments. Please have them done in 10 days.

   c. Other Pressing Issues

VI. OPEN DISCUSSION

   a. Dave: Pharmacy Issue. Bath salts, Salvia, and synthetic drugs that are
      designed to get by legally (sold in packets that say “not for human
      consumption”). The stat is just about to pass a bill that will outlaw things
      like this. Prior to this, they could be sold so long as they were under the
      idea of “not fit for human consumption”. Thankfully, Pierpont, Palmer
      Commons, and the Union don’t stock anything like this. We might want ot
      make people aware of the change. Potential PSA for the Gazette. There
      are public health implications so if we advertise this, we want to be
      careful.

VII. ADJOURNMENT: 7:26 pm
I. CALL TO ORDER: 8:08 PM

II. ROLL CALL OF MEMBERS

Members: Chairs Chris Tom & Alexander Gutierrez, President Phil Saccone, David Barton, Malcolm Tariq, Benjamin Sweeney, Shijun Ma

Present: Chris Tom, Alexander Gutierrez, Phil Saccone, Malcolm Tariq, Benjamin Sweeney
Excused:
Unexcused: David Barton, Shijun Ma

III. OUTSTANDING ACTION ITEMS

i. VAWA compliance: Chris to meet next month with Mika LaVaque-Manty, AAAC Chair, to discuss. Phil determines Chris’ edits to be substantive and there is a committee vote on including the changes. Ben makes a motion to make the proposed edits and bring to the board, Malcolm seconds. It passes unanimously.


iv. Course Evaluations: Ben is working with contacts.

v. Lunch with the Deans
   1. Monday, March 17th – Central Campus
   2. Monday, March 31st – Central Campus – 12-1pm
   3. Tuesday, April 1st – Central Campus
   4. Thursday, April 3rd – Central or North Campus – 12-1pm
   5. Friday, April 4th – Central or North Campus
   6. Tuesday, April 8th – Central Campus

Phil to reserve Rackham room for Central Campus (3/31). Alex to reserve Pierpont Commons room for North Campus (4/3)

IV. OPEN DISCUSSION

V. ADJOURNMENT: 8:45 PM

VI. ACTION ITEMS

a. [Phil] Best Practices

b. [Ben] Contact person for course evaluation
c. [Phil] Rackham room for LwtD (3/31)
d. [Alex] Pierpont room for LwtD (4/3)

VII. APPENDIX
Resolution to make evaluations ‘semi-mandatory’

Whereas evaluations at the University of Michigan for Graduate Student Instructors (GSI) and faculty are completely voluntary on the students part, and

Whereas evaluation completion rate for paper evaluations used to be >90%¹, and

Whereas the current digital system has around a 30% completion rate², and

Whereas teaching evaluations for GSIs are a training tool for junior colleagues,³ and

Whereas teaching evaluations for professors plays a significant role in professional advancement within the University,⁴ and

Whereas a smaller sample size becomes less relevant for professional advancement and less useful as a training tool.

Whereas a system of mandatory evaluations would benefit both GSI, junior faculty, and the University as a whole, therefore

Be it resolved that a student who has not filled out the relevant evaluations for a class shall not be able to see their grades for said class within a period of not less than one (1) month from the end of the semester.

Be it resolved that immediately upon completion of the relevant evaluations, a student shall be able to see their grades.

Be it resolved that the President of the Rackham Student Body in conjunction with the RSG Academic Affairs Committee shall work with the Office of the Registrar to set these changes in place.

¹ In order to become a better teacher, and prepare for future leadership roles
² including tenure and salary adjustments,
Resolution to create a class-bank system

Whereas classes are a critical, mandatory component of the majority of graduate student education at the University, and

Whereas some upper-level classes are offered once every two or three years

Whereas these classes may prove to be advantageous for advancement

Whereas the current Rackham system for PhD candidates only allows for a single class to be taken free of charge per semester

Whereas a second class can be taken for a substantial fee to the student or the advisor

Whereas fellowships and training grants often require additional classes to be taken; these classes can negate the cost-benefits of candidacy and other training grants, therefore,

Be it resolved to convert the current Rackham system to a class-bank system in which graduate students are allowed (with their advisors permission) to take as many classes as desired, up until the class bank is depleted is met, at which point students are permitted to enroll or audit in one class per semester.

Be it resolved that this bank shall contain X classes/credits

Be it resolved that the President of the Rackham Student Government on behalf of the Rackham Student Body is instructed to work with the Office of the Registrar and Rackham Graduate School to implement these suggestions.
RESOLUTION TO EXPAND THE UNIVERSITY NON-DISCRIMINATION POLICY

WHEREAS, the Non-Discrimination Policy within the University of Michigan Standard Practice Guide exists to protect the diverse range of individuals employed by and attending the University from discrimination, harassment, and violence; AND

WHEREAS, the Non-Discrimination Policy states that the University “will not discriminate against any individual because of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status”; AND

WHEREAS, “gender identity” is interpreted to refer to the self-identity of the individual; “gender expression” is interpreted to the actions of an individual to realize their gender identity; AND

WHEREAS, the American Psychological Association defines sexual orientation to be “an enduring pattern of emotional, romantic, and/or sexual attractions to men, women, or both sexes”; AND

WHEREAS, sexual orientation refers to the nature of the person or persons that an individual is emotional, romantic, and/or sexual attractions; AND

WHEREAS, University protects the subject and the object of emotional, romantic, and/or sexual attractions through its Non-Discrimination Policy; AND

WHEREAS, the Non-Discrimination Policy does not protect the actions between the subject and object that are the primary means to sexual and physical fulfillment; AND

WHEREAS, “sexual expression” would thus refer to the actions of an individual to realize their sexual identity; AND

WHEREAS, “marital status” is defined as “never married, married, widowed

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5 Michigan Standard Practice Guide (sect. 201.35)
6 Jackie Simpson, Head of the Spectrum Center, adapted from personal communication on Feb 13th, 2012.
7 Dr. Charlie Glickman, Adult Sex Educator in San Francisco, adapted from personal communication March 31st, 2012.
and not remarried, divorced and not remarried, married but legally separated, de facto union\textsuperscript{9}; AND

\textbf{WHEREAS,}

“marital status” does not protect a diverse range of emotional, romantic, and/or sexual relationships that can occur outside of, and coexist with, the institution of marriage; AND

\textbf{WHEREAS,}

it is known that individuals can and have been discriminated against for their methods of sexual expression and non-marital relationship status\textsuperscript{10}; AND

\textbf{WHEREAS,}

without explicit protection from discrimination, there may be the threat of implicitly sanctioned discrimination; violence and related hate crimes can accompany the lack of explicit protection\textsuperscript{11}

\textbf{NOW ON BEHALF OF THE STUDENT BODY OF THE HORACE H. RACKHAM GRADUATE SCHOOL, BE IT}

\textbf{RESOLVED,}

that the section 201.35 of the Standard Practice Guide of the University of Michigan be amended as follows (without emphasis):

“\textbf{The University, in its employment and human resource policy and practices, will not discriminate against any individual because of race, color, national origin, age, marital status, relationship status, sex, sexual orientation, sexual expression, gender identity, gender expression, disability, religion, height, weight, or veteran status, except as allowed by the need for bona fide occupational qualification. Reasonable accommodation will also be provided to persons with disabilities, to disabled veterans, and to accommodate religious practices;}” \textbf{AND BE IT FINALLY}

\textbf{RESOLVED,}

that the President of the graduate student body is empowered and directed to work with the Administration of the University of Michigan to put into place policies that reflect the will and intent of this resolution.

\textbf{AUTHOR}

\underline{Christopher Tuck Mung Baker Tom}
Representative (Division 1), Rackham Student Government


\textsuperscript{10} National Coalition for Sexual Freedom, Incident Response Report records

\textsuperscript{11} Rebecca Stotzer, PhD. Comparison of hate crime rates across protected and unprotected groups. Williams Institute, UCLA School of Law. June 2007.
Co-chair, Academic Affairs Committee

ATTEST
By Signing below, I certify the this resolution was dispatched by the RSG Board under the rules as prescribed in section IX of the bylaws and that the vote count appearing at the top of this resolution is accurate.

____________________________________
Kaitlin Flynn
Vice President, Rackham Student Government

PRESIDENTIAL ACTION
I, Michael Benson, President of the Rackham Student Body, do hereby approve / veto this resolution on this the _______ day of _____, 2012.

____________________________________
Michael L. Benson
President, Rackham Graduate Student Body