

A RESOLUTION SEEKING UNIVERSITY FUNDING TO COMPENSATE MEMBERS OF CENTRAL STUDENT GOVERNMENT FOR THEIR WORK

- WHEREAS,** Members of the Central Student Government (CSG) assembly do not receive payment for their services; **AND**
- WHEREAS,** the President and Vice President of the assembly--who are only compensated in the form of a parking pass--are routinely required to commit a minimum of 40 hours a week to CSG, thus working a full-time job without pay, in addition to a full course load; **AND**
- WHEREAS,** the President of the assembly must also address the Board of Regents of the University of Michigan at every meeting¹, regardless of campus location; and both the President and Vice President are required to attend numerous campus meetings and events in their official capacities; **AND**
- WHEREAS,** the Treasurer of the assembly is tasked with the management of a nearly million-dollar annual budget², and the assembly's Student Organization Funding Commission (SOFC) Chair is tasked with the oversight of nearly half a million dollars in funding to student organizations³, both without pay; **AND**
- WHEREAS,** the Commission Chairs oversee multiple initiatives and programming events throughout the year as well as managing ; **AND**
- WHEREAS,** the Justices of the Central Student Judiciary oversee multiple initiatives and programming events throughout the year as well as managing ; **AND**
- WHEREAS,** the Student General Counsel oversee multiple initiatives and programming events throughout the year as well as managing ; **AND**
- WHEREAS,** the Chief of Staff(s) oversee multiple initiatives and programming events throughout the year as well as managing ; **AND**
- WHEREAS,** Members of the Executive Team more broadly, take meetings, advocate for policy proposals, manage staff, plan and staff events, and support the work of the Assembly and the Executive Team; **AND**
- WHEREAS,** in addition to weekly evening meetings which are lengthy, with unpredictable adjournment times (for example, the November 14 meeting, which adjourned after 3am⁴), student representatives must also

¹ <https://umcsg.files.wordpress.com/2017/10/updated-compiled-code.pdf>

² <https://csg.umich.edu/finance/>

³ <https://mesa.umich.edu/article/new-csg-funding-policy-winter-2017>

⁴ http://www.mlive.com/news/ann-arbor/index.ssf/2017/11/um_student_government_passes_r.html

fulfill weekly commission or committee attendance requirements⁵, limiting not only their academics, but their ability to work a job; **AND**

WHEREAS, In the opinion of the authors and relative to national averages, the cost of attendance for students at the University of Michigan is very high, especially for students without in-state status;⁶ and the cost of housing in Ann Arbor is particularly burdensome to students;⁷ **AND**

WHEREAS, students who have out-of-state or international status and/or whose lower socioeconomic statuses (SES) result in them needing to hold part-time or full-time jobs to get through school, are subject to losing their assembly seats should they need to prioritize work over CSG attendance⁸; **AND**

WHEREAS, the absence of CSG compensation is heavily linked to the absence of a need for it, due the historic lack of socioeconomic diversity on the CSG assembly as a whole--with most recently, students from family incomes of \$250,000 or more making up nearly 40% of the 6th assembly, and those from family incomes of \$100,000 or more making up 70%⁹; **AND**

WHEREAS, even less diversity has existed among past holders of the offices of President and Vice President of the assembly, who have overwhelmingly been white men from high-SES backgrounds¹⁰; **AND**

WHEREAS, the socioeconomic makeup of the body has shifted substantially since the election of the 7th assembly's members¹¹; **AND**

WHEREAS, the University's capitalization of free labor from CSG students—especially those who are already disadvantaged—is not only unethical, it is misaligned with University of Michigan's institutional Diversity, Equity, and Inclusion (DEI) Plan¹² and goals, as well as the DEI plan and goals of the Office of Student Life¹³, under which the assembly resides; **AND**

⁵ https://umcsg.files.wordpress.com/2016/09/operating_procedures_january_2017.pdf

⁶ <https://finaid.umich.edu/cost-of-attendance/>

⁷ http://www.mlive.com/news/ann-arbor/index.ssf/2017/12/off-campus_rent_increases_as_i.html

⁸ https://umcsg.files.wordpress.com/2016/09/operating_procedures_january_2017.pdf

⁹ <https://umcsg.files.wordpress.com/2016/09/csg-report-final-1.pdf>

¹⁰ <https://www.michigandaily.com/news/data-demonstrates-questionable-diversity-csg>

¹¹

<https://www.michigandaily.com/section/student-government/emerger-executive-candidates-win-central-student-government-seats>

¹² <https://diversity.umich.edu/wp-content/uploads/2016/10/strategic-plan.pdf>

¹³ <https://studentlife.umich.edu/diversity-equity-inclusion>

WHEREAS there is direct institutional precedent for the compensation of elected representatives, as seen in the payment of student government members at both the University’s Flint campus¹⁴, and its Dearborn campus; **AND**

WHEREAS there is overwhelming precedent in higher education on the whole for the compensation of elected representatives, per the findings of the American Student Government Association that 77 percent of colleges and universities compensate their student government members¹⁵; and this percentage of institutions was already the vast majority nearly 20 years ago, at 70 percent¹⁶ **AND**

WHEREAS, University administration itself has acknowledged and supported CSG’s effort to resolve the issue of systemic lack of access to, or limited participation in, student leadership opportunities for students from economically disadvantaged backgrounds¹⁷; **THEREFORE BE IT**

RESOLVED, that CSG urges the University of Michigan to increase socioeconomic equity of access to leadership and service by allocating funds on the order of \$60,000 per annum in the form of an endowed scholarship fund to provide compensation to members of the assembly in a way which does not increase student fees or inhibit student organization funding; **AND BE IT FURTHER**

RESOLVED that such funds for executives and positions on the executive team confirmed by this Assembly would create standing semesterly grants for CSG members in perpetuity, pursuant to the pay schedule outlined in Table B; **AND BE IT FURTHER**

RESOLVED, that the total dollar amount for all Executive Compensation excluding the President and Vice President not exceed \$10,000 per year or have an average per person value greater than \$2,000 per year; **AND BE IT FURTHER**

RESOLVED, that Central Student Judiciary members be compensated, pursuant to the pay schedule outlined in Table C; **AND BE IT FURTHER**

RESOLVED, that such funds for Assembly members be dispersed to Assembly members pursuant to the pay schedule in Table A; **AND BE IT FURTHER**

¹⁴

https://www.umflint.edu/sites/default/files/groups/Student_Government/Documents/unified_student_code.pdf

¹⁵

<http://www.asgaonline.com/ME2/dirmod.asp?sid=50B5B95D65A549939485AECEB5FFF00F&type=gen&mod=Core%20Pages&gid=46AA0269CCDB4D9FB291F27581A56562>

¹⁶ <https://www.baylor.edu/lariatarchives/news.php?action=story&story=11622>

¹⁷ <https://studentlife.umich.edu/article/leadership-engagement-scholarship>

- RESOLVED,** That all compensation limits prescribed herein are indexed to the cost of tuition for LSA In-State Upper Level Tuition; **AND BE IT FURTHER**
- RESOLVED,** that the grants will be disbursed to members every two weeks; **AND BE IT FURTHER**
- RESOLVED,** Any compensation to Assembly members will be made subject to docking or rescission based on member attendance and/or fulfillment of duties with the written consent of the Speaker, Vice Speaker, and Program Advisor; **AND BE IT FURTHER**
- RESOLVED,** that in the spirit of equity and restorative justice for students who demonstrate substantial financial need, CSG members will by default not receive payment, but will be able to opt into payment; **AND BE IT FINALLY**
- RESOLVED,** that a copy of this resolution be sent to President Mark J. Schlissel; Vice President for Student Life E. Royster Harper; Chief Diversity Officer Robert Sellers; and Dean of Students Laura Blake Jones.

Table A. Representative Compensation	
Meeting Attendance (per meeting)	30
Mandatory Committee/Commission Attendance (per meeting)	10
Committee Chair (per meeting)	20
Speaker (per year)	1500
Vice Speaker (per year)	1000

Table B. Executive Compensation	
President	10000
Vice President	10000
Remaining Executive Members	Equally Distributed of the remaining 10,000 dollars

Table C. Judicial Compensation	
Chief Justice	500
Associate Justices	350

Article V

C. Compensation

1. Legislative Compensation

- a. Each seated Representative of the Central Student Government Assembly shall be eligible for compensation of \$30 per Assembly meeting and \$10 for the one mandatory Committee or Commission meeting per week
- b. The Chair of any standing committee is eligible for compensation of \$20 per commission meeting in lieu of the \$10 benefit for Representatives attending Committee or Commission meetings.
- c. The Speaker of the Assembly is eligible for compensation of \$1,500 per year
- d. The Vice Speaker of the Assembly is eligible for compensation of \$1,000 per year
- e. Additional funding based upon demonstrated financial need of either \$500 or 3% of LSA In-State Upper-Level tuition, whichever is higher, shall be made available to Representatives
 - i. The CSG Program Advisor shall be the only person able to determine the "financial need" of a Representative for the purposes of receiving these funds.
 - ii. The CSG Program Advisor has the sole discretion to give a Representative, all, some, or none of the \$500 stipend.
- f. Censure, Recall, Resignation, or general voluntary or involuntary removal from the Assembly immediately disqualifies a former Representative from all future compensation
- g. Compensation shall be paid on a two week schedule
- h. The Speaker, Vice Speaker and CSG Program Advisor together have the discretion to rescind or dock Representative compensation.

2. Executive Compensation

- a. The duly elected President of the Student Body and Chief Executive Officer of Central Student Government shall receive an optional 10,000 yearly stipend
- b. The duly elected Vice President of the Student Body shall receive an optional 10,000 yearly stipend
- c. Members of the Executive Team, nominated by the President and confirmed by the Assembly as well as Executive Commission Chairs shall be eligible for compensation. Such compensation levels shall be decided by the President and approved by the Assembly
 - i. Compensation levels may not exceed \$25,000 for the entire Executive Team and Commission Chairs excluding the President and Vice President.
 - ii. Compensation levels may not exceed a calculated average of \$5,000 per person per year excluding the President and Vice President.

3. Judicial Compensation

- a. The Chief Justice of the Central Student Judiciary shall be eligible for compensation of \$500 per semester.

- b. Each Associate Justice of the Central Student Judiciary shall be eligible for compensation of \$350 per semester.
- 4. General
 - a. All Compensation is voluntary
 - b. All statutory compensation amounts and compensation caps are to be indexed to LSA In-State Upper-Level Tuition.

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President's Approval

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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 _____: _____

