



## BOARD OF REGENTS

### SUMMARY OF ITEM FOR ACTION, INFORMATION OR DISCUSSION

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**TOPIC:** Proposed USM Policy on Graduate Assistantships in the University System of Maryland (III-7.11)

**COMMITTEE:** Education Policy

**DATE OF COMMITTEE MEETING:** November 11, 2010

**SUMMARY:** This policy will establish baseline standards for the administration of graduate assistantships across the University System of Maryland (USM), as part of the USM's commitment to implement the recommendations of the General Assembly's 2009 Workgroup on the Status of Graduate Assistants and Adjunct Faculty. In its report to the General Assembly, that Workgroup identified four major areas for the USM to address with minimum policy requirements:

- Due process protections, including grievance procedures.
- Economic benefits, addressing stipends, tuition assistance, and other benefits.
- Working conditions, such as appropriate workloads and supervisor/mentor expectations.
- Effective participation in institution shared governance, with periodic opportunities to meet and discuss issues of concern with faculty and administration.

The proposed policy was developed largely through the efforts of a USM Implementation Workgroup on Graduate Assistants, whose members included institution, Council of University System Faculty (CUSF) and graduate assistant representatives. It has been extensively discussed, reviewed and refined in consultation with the USM's provosts and vice presidents for administration and finance, CUSF and the Council of University Presidents, and representatives of the USM's graduate assistant and adjunct faculty communities. Its development was a major, initial step in a three-year process to improve the status of graduate assistants in the USM. The attached memorandum describes the key elements of the policy.

If adopted, this policy will replace USM Policy No. VII-4.50 "Policy on Employment of and Benefits for Graduate Assistants," a 1990 policy that requires only that institutions develop policies for tuition remission and other benefits for graduate assistants.

**ALTERNATIVE(S):** The Board could decline to adopt the proposed policy.

**FISCAL IMPACT:** Implementation of this policy is expected to have minimal fiscal impact.

**CHANCELLOR'S RECOMMENDATION:** That the Committee on Education Policy recommend that the Board of Regents adopt the proposed USM Policy on Graduate Assistantships (III-7.11) and rescind current policy VII-4.50 – USM Policy on Employment of and Benefits for Graduate Assistants.

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COMMITTEE RECOMMENDATION: Approval.

DATE: November 11, 2010

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BOARD ACTION:

DATE:

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SUBMITTED BY: Irwin L. Goldstein (301) 445-1992

[irv@usmd.edu](mailto:irv@usmd.edu)

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