



UNIVERSITY OF MARYLAND

UNIVERSITY SENATE

MEMORANDUM

1100 Marie Mount Hall
College Park, Maryland 20742-7541
301.405.5805 TEL 301.405.5749 FAX
<http://www.senate.umd.edu>

May 13, 2008

To: C. D. Mote, Jr.

From: Kenneth G. Holum, Chair of the University Senate

Subject: Policy on Access to Campus-Based Privileges for Graduate Assistants, Graduate Fellowship Recipients and Postdoctoral Fellows
Senate Document Number 07-08-18

I am pleased to forward for your consideration the attached report entitled, "Policy on Access to Campus-Based Privileges for Graduate Assistants, Graduate Fellowship Recipients and Postdoctoral Fellows". The report was presented by Willie Brown, Chair. The University Senate approved the proposed policy at its May 8, 2008 meeting.

We request that you inform the Senate Office of your decision as well as any subsequent action related to your conclusion.

Enclosure: Senate Document 07-08-18
WLM/RS/ld

cc: Nariman Farvardin, Senior Vice President for Academic Affairs & Provost
Reka Montfort, Executive Secretary and Director, University Senate
Ellin Scholnick, Associate Provost for Faculty Affairs
Phyllis Peres, Associate Provost for Academic Planning and Programs
Terry Roach, Executive Assistant to the President
Willie Brown, Chair, Human Relations Committee
Janet Turnbull, President's Legal Office

Approved: _____

C. D. Mote, Jr.
President

Date: _____

5/13/08



TRANSMITTAL AND ABSTRACT OF SENATE REPORT

Date Presented to the Senate: May 8, 2008

Presenter: Willie Brown, Chair Human Relations Committee

Subject of Report: Policy on Access to Campus-Based Privileges for Graduate Assistants, Graduate Fellowship Recipients and Postdoctoral Fellows

Senate Document Number: 07-08-18

Voting: (a) on resolutions or recommendations one by one, or
(b) in a single vote
(c) to endorse entire report

A. Statement of Issue:

In December 2006, the Senate endorsed and the President approved access to campus-based privileges for faculty and staff employees. It allowed all employees to designate one qualified person in the same household to be eligible for campus-based privileges. Examples of such individuals included spouses, domestic partners, and adult children of employees. However, graduate assistants, who are considered students, not employees, could not be included under the original proposal. The attached policy was developed, with the assistance of Legal Counsel Susan Bayly, to enable graduate assistants to enjoy the same privileges given to faculty and staff employees.

At its meeting on November 12, 2007, the Senate voted to return the Policy on Graduate Students' Access to Campus-Based Privileges to the Human Relations Committee for clarification of several items. The Senate Human Relations Committee revised the proposal and submitted it to the Senate Executive Committee.

At its meeting on April 8, 2008, the Senate Executive Committee reviewed the revised proposal and passed a motion to approve it contingent upon the addition of postdoctoral fellows to the group covered by the proposed policy.

B. Recommendation:

It is recommended by the Human Relations Committee that the Senate approve the proposal to grant Access to Campus Based Privileges for Graduate Assistants, Graduate Fellowship Recipients and Postdoctoral Fellows.

C. Committee Work:

Based on recommendations made at the November 12, 2007 Senate meeting. The Human Relations Committee made the following clarifications:

1. In section 1 "at least 18 years old" should read "at least 18 years old."

Response – Corrected

2. In section 6 "an incident for their continued status" might read "an inducement for their continued status."

Response – Suggested change was made

3. Concern was expressed about the cost of extending benefits

Response – As stated in the transmittal, there are no projected additional costs. Most services are auxiliary services and the designee would be responsible for the cost of using those services.

4. It was asked whether something more specific might be included in the policy about the designated sharer of the benefits than must "reside continuously with the graduate assistant."

Response – It is explicitly stated in section 1

5. It was asked for clarification on how claims of relationships might be handled.

Response – This is not a requirement for our staff. The committee felt the policy should be enforced uniformly. The policy states the requirements for eligibility

6. It was asked why this policy did not apply to students on graduate fellowships and only to those who are graduate assistants.

Response – The committee discussed this issue and after reviewing the Graduate Catalog determined that graduate fellowship recipients should be included in the policy and has revised the policy accordingly.

7. It was stated that it was unclear when these privileges would no longer be available.

Response – Sections 1 and 5 explicitly state when the privileges are no longer available.

8. At the SEC April 8, 2008 meeting, it was recommended that Postdoctoral Fellows be added to the proposal with the approval of the Human Relations committee. The committee voted by email and approved the addition.

D. Alternatives:

The Senate could decline to approve the proposal to grant Access to Campus Based Privileges for Graduate Assistants, Graduate Fellowship Recipients and Postdoctoral Fellows.

E. Risks:

There are no associated risks

F: Financial Implications:

Most services are auxiliary services and the designee would be responsible for the cost of using those services.

**POLICY ON ACCESS TO CAMPUS BASED PRIVILEGES FOR
GRADUATE ASSISTANTS, GRADUATE FELLOWSHIP RECIPIENTS, AND
POSTDOCTORAL FELLOWS**

Effective June 1, 2008, each University of Maryland College Park graduate assistant, graduate fellowship recipient and postdoctoral fellow may designate one qualified person in addition to himself or herself who shall be eligible for Campus-based privileges in accordance with the following rules. Campus-based privileges are defined in Paragraph 8, below.

1. To be qualified for designation as a person eligible to receive Campus-based privileges, an individual must be at least 18 years old, reside continuously with the graduate assistant, graduate fellowship recipient or postdoctoral fellowship recipient, and not be in a landlord-tenant relationship with the graduate assistant, graduate fellowship recipient or postdoctoral fellowship recipient. A person is qualified only so long as he or she continues to reside with the graduate assistant, graduate fellowship recipient or postdoctoral fellow. Examples of such individuals include spouses, domestic partners, and adult children of the graduate assistant, graduate fellowship recipient or postdoctoral fellows.
2. For the purposes of this policy, graduate assistant, graduate fellowship recipient and postdoctoral fellow shall have the meaning as set forth in The Graduate Catalog, found at http://www.gradschool.umd.edu/catalog/assistantship_policies.htm and http://www.gradschool.umd.edu/catalog/fellowship_policies.htm and <http://www.gradschool.umd.edu/postdoc/> respectively.
3. Each graduate assistant, graduate fellowship recipient or postdoctoral fellow who wishes a qualified person to be eligible for Campus-based privileges must register the name, age, and address with the Department of University Human Resources, together with other information as may be requested by the Department.
4. The designated person will have access to the same Campus-based privileges as the graduate assistant, graduate fellowship recipient or postdoctoral fellow is eligible for.

5. A graduate assistant, graduate fellowship recipient or postdoctoral fellow may designate only one person, regardless of the number or nature of the privileges to be enjoyed. The designation shall remain in place until the designation is withdrawn by the graduate assistant, graduate fellowship recipient or postdoctoral fellow, or the designee no longer resides with the graduate assistant, graduate fellowship recipient or postdoctoral fellow. This is done by written notice to the Department of University Human Resources. A graduate assistant, graduate fellowship recipient or postdoctoral fellow shall withdraw the designation when the person is no longer qualified to receive Campus based- privileges.
6. The opportunity to designate another individual for Campus-based privileges is an advantage extended to University graduate assistant, graduate fellowship recipient or postdoctoral fellow as an inducement for their continued status as a graduate assistant, graduate fellowship recipient or postdoctoral fellow. It shall confer no rights on the designee. Unless sooner terminated, the designated person's eligibility shall cease at such time as the graduate assistant, graduate fellowship recipient or postdoctoral fellow is no longer personally eligible for Campus-based privileges.
7. Access to the University and to each of the programs, facilities, and services comprising Campus-based privileges is conditioned on availability and shall be subject to the same regulations, specific limitations, qualifications, and fees as applicable to the designating graduate assistant, graduate fellowship recipient or postdoctoral fellow. As new programs and services become available, departments are encouraged to provide access to privileges where feasible and applicable.
8. The Campus-based privileges for which a qualified designated person may currently be granted access are:
 - (a) Use of University libraries.
 - (b) Access to University Health Center Services. (Note: Health Care plans are State of Maryland programs and not Campus-based programs).
 - (c) Access to Counseling Center Services.
 - (d) Access to the Campus Recreation Center at the sponsored membership rate.
 - (d) Access to services of the Center for Young Children for children of the graduate assistant, graduate fellowship recipient or postdoctoral fellow and the designated individual.

- (e) Access to University Golf Course at the faculty/staff membership rate.
-
- 9. The Department of University Human Resources shall maintain the currency and accuracy of privileges available to designated individuals and will be responsible for communicating available privileges to University graduate assistants, graduate fellowship recipients or postdoctoral fellows. Graduate assistants, graduate fellowship recipients or postdoctoral fellows shall be informed about the initiation of this Campus program.