ABSTRACT: GAPSA hereby formalizes flat-rate Executive Professional Development Grants.

WHEREAS, GAPSA has previously voted on March 30, 2022 and April 13, 2022 to establish executive compensation according to a tiered structure;

WHEREAS, GAPSA has been unable to compensate its executives as GAPSA has desired due to involvement from administration;

WHEREAS, GAPSA has negotiated a method of executive compensation that University administration approves of, in order to compensate GAPSA executives; the University of Pennsylvania administration officials have agreed to a flat rate model of distribution for Professional Development Grants in the amount of $3,000 dollars;

WHEREAS, Throughout the 2022 Spring semester, the GAPSA Executive Board solicited feedback through surveys, General Assembly discussions, and council and committee deliberations regarding the appropriate method and size of Executive Board compensation;

WHEREAS, Administration has restricted the Professional Development Grant to be used for educational, academic research, and/or professional development;

WHEREAS, That per Article III. D. of the GAPSA Constitution, the General Assembly and Executive Board are empowered to remove or suspend Executive Board members who fail to fulfill their duties of office;

WHEREAS, The clauses 7.1.2.2 and 7.1.2.3 of the Executive Board bylaws ratified by the General Assembly create systems of reporting and accountability through regular reporting, with removal of compensation and termination as potential consequence; now, therefore, be it

RESOLVED, That the General Assembly establishes Professional Development Grants for its executives with robust and effective accountability measures;

RESOLVED, That in accordance with clause 7.1.1.5 of the Executive Board Bylaws ratified March 30, 2022 (hereafter “bylaws”), the General Assembly annuls the standing executive compensation resolution of April 13, 2022 and suspends compensation under the scheme specified in 7.1.1 of the bylaws for the 2022–2023 academic year by setting the base pay to zero; and instead creates and awards a $3,000 Professional Development Grant to each President, Vice
President, Director, and Deputy Director, conditional on the reporting and oversight requirements of clauses 3.1.4.1, 3.1.4.3, 5.7.2, and 7.1.2.2 of the bylaws and subject to the withholding and proration mechanisms of clauses 7.1.2.3 and 7.1.2.4 of the bylaws, to be awarded in increments of one third at the end of each of the summer, fall, and spring semesters, in accordance with clause 7.1.2.1 of the bylaws, and disbursed at the earliest possibility thereafter;

RESOLVED, The General Assembly creates an Executive Oversight Select Committee to critically review monthly reports, report to the General Assembly, and issue binding recommendations to the Vice President of Finance regarding the exercise of the withholding and proration mechanisms of clauses 7.1.2.3 and 7.1.2.4 of the bylaws;

RESOLVED, That the General Assembly Executive Oversight Select Committee will receive monthly reports from the President, Vice Presidents, Council Chairs, Directors, and Deputy Directors which will be reviewed for proof of role fulfillment and maintain accessible records of such; instances of egregious failure of duty will be presented to the General Assembly;

RESOLVED, That the GA Executive Oversight Select Committee shall consist of members of the General Assembly and the G12 who are not members of the GAPSA Executive Board, contain at least one voting GA member and representatives from at least two G12 schools, be selected through an open nomination organized by the President and election by the General Assembly, and be chaired by a member thereof the committee shall appoint;

RESOLVED, The restrictions on the Professional Development Grants will be shared with the General Assembly on the GAPSA website; while future expansion or removal of restrictions to be communicated with the General Assembly on the website no later than two weeks from finalization and reported orally before the next General Assembly;

RESOLVED, That the General Assembly wishes to remove all restrictions on Executive Compensation for its members that have been imposed by University Administration; and

RESOLVED, That GAPSA Executive Board Professional Development Grants represent an important first step in recognizing the labor of individuals serving in GAPSA leadership and in expanding the accessibility of student governance participation for all University of Pennsylvania students.