To: The General Assembly of the Graduate and Professional Student Assembly  
Sponsors: GAPSA Executive Board

Resolution to Formalize Model of Executive Board Professional Development Grants for the 2022-2023 Year

**ABSTRACT:**
GAPSA hereby establishes Executive Board Professional Development Grants.

WHEREAS, the GAPSA General Assembly ratified the GAPSA Executive Bylaws on March 30, 2022, formally establishing a form of executive compensation for GAPSA officers;

WHEREAS, pursuant to Article VII of the GAPSA Executive Bylaws, the General Assembly established on April 13th, 2022, the proposed base pay of $7,500 and a separate budget line indicating executive pay for each fiscal year;

WHEREAS, pursuant to the April 13th, 2022 General Assembly meeting, the General Assembly established a proposed model of compensation in order to reflect responsibilities and duties whereby the President will be paid twice the base pay; Vice Presidents and Council Chairs will each be paid 1.5 times base pay; Directors will each be paid the base pay; and Deputy Directors will each be paid 0.5 times the base pay;

WHEREAS, on the March 30th, 2022 General Assembly Meeting, an amendment to distribute compensation as a flat rate for Executive Board members failed;

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

WHEREAS, following negotiations intended to implement the aforementioned April 13th, 2022 resolution and model between the GAPSA President, Executive Vice President, the Vice President of Finance, and University of Pennsylvania administration officials including Meredith Wooten, Anita Mastroieni, Beth Winkelstein, and Karen Detlefsen have agreed to implement Executive Board professional development grants with an amount of $3,000 for all Executive Board members;

WHEREAS, 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, although the issue of whether executive compensation should be implemented was voted on in various forms twice during the 2021-2022 General Assembly session, and again voted on during the approval of the 2022-2023 GAPSA Budget, this resolution serves as a finalization of the agreement between GAPSA and the University of Pennsylvania administration that worked
to best implement the 2021-2022 resolution proffered by the 2021-2022 General Assembly; therefore, let it be...

**RESOLVED**, that the General Assembly directs the Vice President of Finance to establish, implement, and distribute Executive Board Professional Development Grants in the form of professional development grants with a flat amount of $3,000

**RESOLVED**, that the General Assembly directs the Vice President of Finance to distribute Executive Board Professional Development Grants on a pro rata basis at the end of each semester, but that for the 2022-2023 Executive Board term, the summer semester shall be included in the fall semester distribution; and

**RESOLVED**, that the General Assembly again empowers the Vice President of Finance, per Article 7.1.2 of the Executive Board bylaws ratified by the General Assembly, to “be responsible for establishing the procedures for and managing the compensation of Executive officers,” and

**RESOLVED**, that per Article 7.1.2.2 of the Executive Board bylaws ratified by the General Assembly, “each officer must submit monthly reports to the Executive Board indicating the work completed to be eligible for compensation,” and

**RESOLVED**, that per Article 7.1.2.3 of the Executive Board bylaws ratified by the General Assembly, “the Vice President of Finance is authorized to withhold the pay of any officer that does not fulfill their duties or abide by the GAPSA Constitution, Bylaws, and policies,” and

**RESOLVED**, 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, and FINALLY, LET IT BE

**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.