



Resolution No. ----

**A Resolution Demanding the University of Missouri Reaffirm its Commitment to Graduate Student Workers' First Amendment Rights**

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BE IT ENACTED BY THE GENERAL ASSEMBLY HERE GATHERED THAT:

- WHEREAS,** A *Maneater* article published on September 11<sup>th</sup>, 2020 referencing a July zoom meeting hosted by the Vice Chancellor for Student Affairs references a question regarding graduate student staff's obligations to publicly support the University's positions; and
- WHEREAS,** The Collected Rules and Regulations of the University of Missouri Section 320.050D states "University employee that is enrolled as a student at the University of Missouri and whose primary association with the University is related to the pursuit of an academic program. Because academic pursuit is the primary purpose of the student role, Student Employees should not be scheduled to work more than an average of 28 hours per week across all concurrent University jobs during the measurement period [1] and should be in a student title as described in HR-204 Student Position Titles"; and
- WHEREAS,** The Chancellor and University President has repeatedly demanded loyalty and support from administrators and staff despite large disagreements regarding matters of leadership, social justice, and health and safety, most clearly indicated in his July 13<sup>th</sup> *Expectations for Leaders* presentation which states, "If — deep down — you don't feel that senior management makes good decisions (or *if you don't trust the organization or don't agree with the philosophy and mission*), it's time to start looking for another job," (appendix I); and
- WHEREAS,** The Collected Rules and Regulations of the University of Missouri Section 330.040A, Professional Responsibilities, Protest, and Political Activities, states "In a community of learning, willful disruption of the educational process, destruction of property, and interference with the rights of other members of the community will not be permitted;" and
- WHEREAS,** The ability of graduate student workers to express their first amendment rights outside of their employment, so long as such expression does not interfere with the University's educational mission, is integral to a healthy campus climate; and
- WHEREAS,** The Graduate School webpage for Performance & Renewal Evaluation Criteria for Graduate Assistantships states "The responsibilities of the graduate assistantships and the performance evaluation methods should be provided in writing to the student by the immediate supervisor at the beginning of the assistantship," and, in addition to academic criteria, should take into account, "Professional and ethical behavior in all assigned tasks and duties," (appendix II); and
- WHEREAS,** The inclusion of limitations of first amendment rights outside of the scope of employment for less than full time graduate student workers in hiring letters, should the University choose to include them, would represent legally dubious requirements; and
- WHEREAS,** The evaluation criteria limits evaluation to "**assigned tasks and duties**," effectively indicating individual liberty outside of employment; therefore be it



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**RESOLVED,** By majority vote of the General Assembly here gathered that the Graduate Professional Council that the Graduate and Professional Students of the University of Missouri demand the University's administration clarify its position on graduate student worker rights to free speech; and be it further

**RESOLVED,** That the Graduate and Professional Council supports the rights of graduate student workers to express political speech outside of their employment context, even if in contradiction with the University's stated position, to encourage a campus climate which supports healthy discourse and debate.

**SUBMITTED,**

**Garren Wegener**

DRAFT

