

10. Related to UofM GA spending from funds provided by the Provost Office, maintain that across departments, or college/school if no departments exist, ensure that for the pool of students with GA allocated dollars (\$), with the goal of 50% within the next three academic years, working toward at least 80% of the students are in research-oriented positions. For graduate students to teach, encourage stipend only funding, adjunct funding, or student worker funds be used. Given there is professional value to the student teaching for 1-2 semester, then thereafter the value becomes diminishing, and thus students discontinue teaching.
 - a. Rationale: by assigning students to research roles, Carnegie One is supported via research spend.
 - b. *Question: Talk with a couple programs (e.g., English and World Lang.) on impact to offer courses*
11. Encourage departments that the work that a student is doing for their GA is related to their field of study and is a resume builder. We would encourage supervisors to monitor work hours and maintain a student work log where needed.
 - a. Rationale: need to ensure the experience is in the best interest of the student and is a productive use of UofM funds
12. Emphasize the opportunity for departments to focus on utilizing master's GA funding to enhance diversity of the student population for that field.
 - a. Rationale: this encourages departments to increase diversity across UofM supporting underrepresented populations of students.
13. Work with support units to partner with departments in order to offer service-oriented GAs to those departments would like to attract to their programs and where the student has an aptitude and interest in the work.
14. Consider moving unused funds (carry forwards) from GA balances to places needed (e.g., we have 9 doctoral students who lost their funding this year and are searching for funds to help them).
15. Ensure GAs funded in terminal master's programs either have a path to a UofM doctoral degree, are performing research-oriented work, or aligned with strategic needs of the university.
16. Acknowledge the impact of funding changes on top ranked master's programs.
17. Work with HR and Accounting to ensure all changes are in line with the Fair Labor Standards Act (<https://www.dol.gov/agencies/whd/flsa>). Logistics need to be addressed of how all these changes are implemented smoothly with sufficient lead time.