



Central Student Government

Assembly Resolution 14-069

Disability Advocates and Caregivers Scholarship (DACS) Allocation

Resolution information

Sponsor(s)	Vincent Pinti, Law Mario Thaqi, President Eric Veal Jr., Speaker Tyler Watt, Treasurer Erin Neely, Rackham
External author(s)	
Endorser(s)	Jake Frederick, Vice President (LSA) Michelle Xiao, Kinesiology Stefan Nielsen, Rules Chair, Rackham Riley Kina, LSA Hana Kisswani, Social Work Mark Farag, Vice President CARES, Engineering Natalie Tomasello, Taubman Lucas Korn, Vice Speaker, Ethics Chair, Executive Nominations Vice Chair, LSA Margaret Peterman, Resolutions Chair and FYIP Director, LSA Cory Knittle, Communications Chair, Ford Nina Clark, Finance Vice Chair, Engineering Larissa King, Public Health Arnav Gupta, Ethics Vice Chair, LSA Nancy Yao, Personal Care Assistant Class of 2026 Peyton Manigo, Track and Field & Basketball University of Michigan Athlete Class of 2028 Charlie Lettenberger, Class of 2027 Elena Song, Personal Care Assistant Class of 2026 Aubrey Greenfield, Personal Care Assistant Class of 2027 Chinwe Onwere, Personal Care Assistant Class of 2026 Amby Agiwal, Personal Care Assistant Class of 2028 Yoshi Kawase, Personal Care Assistant Class of 2024 Joshua Vijayasejar, Personal Care Assistant Class of 2025 Abraham Mansuroglu, Class of 2027 Jacob Leutenecker, Personal Care Assistant Class of 2025 Olivia Puhl, Personal Care Assistant Class of 2026 Joy Liao, Personal Care Assistant Class of 2025 Nina Blanco, Personal Care Assistant Class of 2026 Guihyun Byon, Law Student Class of 2026 Alexa Saylon, Law Student Class of 2026 Ali Futter, Law Student Class of 2026 Tanay Deepak, Personal Care Assistant Class of 2025 Stephanie Gilling, Personal Care Assistant Class of 2025 Ashleigh Kilgore, Personal Care Assistant Class of 2025 Katelyn Koziol, Personal Care Assistant Class of 2026



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	Léa Toledano, Personal Care Assistant Class of 2026 Mel Malczewski, Class of 2028 Chloe Sommer, Personal Care Assistant Class of 2025 Gabrielle Pough, Personal Care Assistant Class of 2025 Laura Penn, Personal Care Assistant Class of 2025 Isaac Gardner, LSA Wade Vellky, LSA Jad Halabi, Engineering Tyler Hart, DEI Coordinator, LSA Ethan Levine, Resolutions Vice Chair, LSA Nicolas Torres de Navarra, Engineering
Long title	A Resolution to authorize the creation of, and partial funding for, a subcommittee within the DEAC charged with producing, vetting, and gifting scholarships to students who are a Personal Care Assistant (PCA) and/or Disability Rights Activist at the University of Michigan.
Author Summary	This resolution allocates \$5,000 from the Legislative Discretionary Fund (LDF) to the Executive Team's Disability Empowerment and Advocacy Committee (DEAC), with which the Chair will establish a subcommittee to develop the criteria, a vetting process, recruit, and select 4 scholarship recipients. The DEAC, with the consent of the President, has agreed to match the LDF funding and is offering \$5,000 in kind from the Executive Discretionary Fund (EDF). Each of the 4 scholarship recipients will receive \$2,500 that may go towards their tuition, housing, or cost of living on campus in the Fall 2025 semester. The committee will also advocate for a permanent scholarship to be established by the Office of Student Life or the Office of Financial Aid at the University of Michigan.

Assembly information (to be completed by the Speaker)

Status	To be introduced.
Requirements	Reading in two separate meetings; simple majority vote; Presidential approval.
Committees	Finance



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Committee Information (to be completed by the respective Committee Chairs)

Committee (if applicable)	Passed For First Reads (Y/N; Initials)	Passed For Second Reads (Y/N; Initials)
Rules		
Finance	Y; AP	Y; AP
Communications		
Resolutions		

Attest

A handwritten signature in black ink, appearing to read "Eric L. Veal", written over a horizontal line.

Eric Veal, LSA
Speaker of the Assembly

Yes: Unanimous

Date: 10 February 2025

Presidential Approval

A handwritten signature in black ink, appearing to read "Mario Thaqi", written in a cursive style.

Mario Thaqi, LSA

February 10th, 2025
Date



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Section 1.

The Central Student Government Assembly finds and declares all of the following:

WHEREAS,

The United States has a significantly large aging and disabled population that requires the assistance of caregivers in their activities of daily living and for community participation,¹ AND

WHEREAS,

More and more individuals need access to quality care services, resulting in the Personal Care Assistants (PCA) industry becoming one of the fastest growing industries in the United States and Michigan. Overall employment of in-home aides is projected to grow 41 percent from 2016 to 2026 — translating into 7.8 million job openings — at a much faster rate than the average 7 percent for all occupations. Further, this demonstrates that there is a national shortage of caregivers;² AND,

WHEREAS,

According to a 2015 study of more than 700 private home care agencies, 60 percent of respondents identified caregiver shortages as one of their top three “threats to the future growth of [their] business in 2015;”³ AND,

WHEREAS,

The city of Ann Arbor has determined that the living wage, which is the minimum wage required to keep up with the cost of daily living in the city based on aggregated information on median cost of rent, grocery costs, food costs, medical costs, and other required expenses, is approximately \$18.32 per hour excluding benefits. Caregivers statewide and in the county are earning significantly less than this;⁴ AND,

WHEREAS,

The average caregiver in Ann Arbor, Michigan in 2025 earns approximately \$16.41 per hour through a combination of private pay and state administered Medicaid programs;⁵ AND,

WHEREAS,

Students are typically unable to afford private pay of caregivers on top of housing and tuition expenses, and they have to depend on state administered Medicaid programs that pay less than the median pay of a caregiver; AND,

WHEREAS,

In the state of Michigan, individuals requiring PCAs are required by Medicaid law to have a paid provider to oversee services via an agency, further limiting funding that would otherwise be offered to the PCA; AND,

WHEREAS,

The University of Michigan has a hands-off approach to supporting the care needs of disabled students and faculty. The University does not offer any kind of financial, direct, or indirect support for any students who require the services of PCAs, even if they are living on campus; AND,

¹ <https://www.cnbc.com/2019/04/09/us-home-healthcare-system-is-in-crisis-as-worker-shortages-worsen.html>

² <https://phinational.org/>

³ <https://phinational.org/8-signs-the-shortage-in-paid-caregivers-is-getting-worse/>

⁴ https://www.a2gov.org/departments/finance-admin-services/purchasing/Documents/LW_Poster_2024-25.pdf

⁵ https://www.indeed.com/career/caregiver/salaries/Ann-Arbor--MI?from=top_sb



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WHEREAS,

The University of Michigan is committed to providing equal opportunity for participation in all programs, services and activities, according to its Syllabus statement on the Services for Students with Disabilities webpage,⁶ as mandated by the Americans with Disabilities Act of 1990 and the Americans with Disabilities Amendments Act of 2008; AND,

WHEREAS,

Students or faculty who are blind, have mobility-related disabilities, and/or other chronic conditions may require the services of PCAs for some duration of time and would otherwise be unable to attend the University of Michigan without them; AND,

WHEREAS,

Many of these PCAs are students at the University of Michigan. A student or faculty with a disability requiring 168 hours of caregiving per week or full-time caregiving services requires the employment of oftentimes ten to fifteen individual student PCAs within any given semester; AND,

WHEREAS,

The burden of locating caregivers to attend or work at the University of Michigan is placed on disabled students and faculty members, not the University; AND,

WHEREAS,

Employment as a PCA offers an educational experience for students seeking direct medical care hours with little to no required educational background or experience; AND,

WHEREAS,

Offering an additional incentive for the intensive yet rewarding career of being a PCA is worthwhile to offer student caregivers more economic security; AND,

WHEREAS,

Offering a financial incentive to become a student caregiver would send a message to students and faculty with disabilities that CSG is making attempts to fulfill their accessibility goals and ideals; AND,

WHEREAS,

Over 70 students are currently employed as PCAs supporting another student on campus with a disability. There are at least six students with disabilities who require the support of 24/7 care services at the moment; AND,

WHEREAS,

Offering a financial incentive would open up more opportunities for students seeking direct care hours to go on to graduate-level studies in medical school, physician assistant school, physical therapy school, occupational therapy school and other graduate-level healthcare and therapy fields.

⁶<https://ssd.umich.edu/article/syllabus-statement#:~:text=Disability%20Statement%3A,located%20at%20G664%20Haven%20Hall>.



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Section 2.

THEREFORE it is, by the Students of the University of Michigan, through Central Student Government:

RESOLVED,

That \$5,000 of the Legislative Discretionary Fund (LDF) shall be immediately transferred to the Disability Empowerment and Advocacy Commission(DEAC) on the contingency that an additional \$5,000 from the Executive Discretionary Fund (EDF) be matched to establish a \$10,000 scholarship pool. The Disability Empowerment and Advocacy Committee Chair will establish within the commission a subcommittee of no less than 5 individuals to develop, administer, and carry out the selection of four students who will each be awarded the \$2,500 Disability Advocates and Caregivers Scholarship;

- The scholarship award may go toward a student's tuition, cost of living and/or housing;

AND IT IS FURTHER RESOLVED,

The goal of the Disability Advocates and Caregivers Scholarship subcommittee is to set up a publicly accessible and widely distributed scholarship application for student caregivers, support staff, disability advocates, and scribes, or students who show a record of work to advocate for and empower students with disabilities and increase accessibility and inclusion, and then award the scholarship to four different student applicants by no later than October 31, 2025;

AND IT IS FURTHER RESOLVED,

This subcommittee will be composed of five members one of which must be the Chair of the DEAC or their designee, and they will designate the remaining members;

- There shall be at least one additional appointment of a voting subcommittee member made by nomination, election, and a simple majority vote in the Assembly;

AND IT IS FURTHER RESOLVED,

The Central Student Government Assembly strongly encourages the Chair of the DEAC to consider including a member of the Assembly in the subcommittee along with members of the disability community or individuals with significant knowledge of any of the following: disability advocacy, civil rights, caregiving, or the disability rights movement/community living movement;

AND IT IS FURTHER RESOLVED,

Individuals on the subcommittee and members of Central Student Government are ineligible to receive the Disability Advocates and Caregiver Scholarship, and members of the subcommittee must recuse themselves from the consideration of any students who currently or previously served as their PCA, scribe, personal advocate or support staff;

AND IT IS FURTHER RESOLVED,

A Project Account is created according to Article V Section D(8) of the Compiled Code, entitled "Disability Advocates and Caregivers Scholarship", and is allocated \$5,000 from the Legislative Discretionary Fund (LDF) to create four scholarships of \$2,500 to be gifted to four students based on the below-mentioned criteria;

AND IT IS FURTHER RESOLVED,

The subcommittee is tasked with creating a scholarship application and accompanying requirements as well as an applicant interview/vetting process. It is recommended the scholarship application include two short essays within and around a 500-word range on the following topics, and it could ask about them in some way:

- The student's future career goals and aspirations including community impact, and particularly whether that impact is inclusive of disability advocacy in some form; and
- What the student learned from their experience as a caregiver, scribe, advocate or support staff;



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AND IT IS FURTHER RESOLVED,

The Chair of the DEAC or their designee, the President of CSG or their designee, or the Vice President of CSG or their designee, must report the name of any recipient of the scholarship to the Assembly in person after notifying that scholarship recipient of their award;

AND IT IS FURTHER RESOLVED,

The Chair of the DEAC and the subcommittee is strongly encouraged to advocate to both the Office of Student Life and the Office of Financial Aid at the University of Michigan that this scholarship should be made permanent and awarded by one of their respective offices;

AND IT IS FINALLY RESOLVED,

This subcommittee will last until the end of the 14th Assembly legislative session, and it is highly encouraged that this subcommittee be reauthorized by the 15th Assembly.