



| Graduate Assistant Handbook |
(GTA/GRA/GSA)

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1 Graduate Assistantship Types and Duties

The Graduate School recognizes three types of assistantships: Graduate Teaching Assistantship (GTA), Graduate Research Assistantship (GRA), and Graduate Staff Assistantships (GSA).

1.1 Graduate Teaching Assistant (GTA)

The primary function of a graduate teaching assistant (GTA) is to provide either direct or assisting instruction. Both functions require GTAs to have the latitude to make independent decisions, use judgment, and exercise discretion when dealing with student matters. GTAs providing direct instruction have responsibility for specific courses, sections, or laboratories. They are usually the instructors of record for courses to which they have been assigned. Assisting GTAs may support faculty members in preparing lectures or course materials and supervise or coordinate recitations, problem solving sessions, or laboratory sections. For both, the main purpose and responsibility of GTAs is to impart knowledge or training to students at Wichita State University.

Direct GTAs are expected to follow departmental teaching guidelines, lesson plans, or syllabi. There is a wide-range of responsibilities according to the student's program which may include literature review; preparation of course lectures, laboratory/computer assignments, and/or course materials; monitoring of attendance; and preparing, administering and grading of daily assignments, examinations and clinical supervision.

Assisting GTAs may help faculty members prepare lectures, course materials, quizzes and tests, and supervise or coordinate recitations, problem solving sessions or laboratory sections. The student may monitor classroom examinations assigned by the instructor. If assigned to grade papers, or other types of examination, this must be included as a part of the overall GTA position and cannot be the only duty assigned.

1.2 Graduate Research Assistant (GRA)

The primary function of a graduate research assistant (GRA) is to assist faculty members in their scholarly and/or creative activities. Duties may include basic scientific research using laboratory facilities, computer programming or operation, data collection, correlation and preliminary interpretation of data, statistical analysis of data and writing preliminary reports, bibliographical work or assisting musicians and artists in their creative endeavors. GRAs have the latitude to make decisions involving judgment and/or discretionary choices when collecting data, performing experiments, operating equipment or assisting in studios or laboratories. GRAs may be required to order supplies and equipment, maintain inventories or trouble-shoot equipment and experiments. GRAs are obliged to follow departmental research guidelines or experimental protocols established by the faculty member in charge of the scholarly activity. GRAs may assist with experiments at field locations.

1.3 Graduate Staff Assistant (GSA)

The primary function of a graduate staff assistant (GSA) is to assist in non-teaching and non-research activities. Specific duties of the GSA vary widely, depending on the administrative or academic unit to which they are assigned, but should be at a level to make use of their education and abilities. Although GSAs may assist in various offices, their function is to perform more than the usual receptionist/secretary duties. Computer data entry, record maintenance, reports and survey preparation, correlating data, answering specific questions, are some of the duties GSAs will typically perform. Some GSAs may have musical performance as their principal assignment. GSA responsibilities may also include interacting with students, faculty, administrators, alumni, and visitors to the University. For this reason GSAs have the latitude to make decisions involving judgment and/or discretionary choices in accomplishing these duties.

2 Graduate Assistant Eligibility Requirements

2.1 Eligibility for Appointment

Academic Requirements during the Academic Year:

To be eligible for a graduate assistantship during the academic year, graduate students must:

- Be admitted to or have current status in a degree-bound Graduate program with an overall GPA of 2.75 or higher. Note that a justification from the program is required for students with a GPA of less than 3.00.
- Enroll as a full-time student (nine credit hours in fall or spring) during each semester of appointment. Some departments allow a graduate assistant with a full-time appointment (20 hours) to be enrolled in 6 – 8 hours during the fall or spring semester. Students will only need an exception from the Graduate School if they wish to enroll in less than 6 hours (please refer to section 7).

Academic Requirements for Summer:

To be eligible for a graduate assistantship during the summer, graduate students must:

- Be admitted to or have good academic standing in a degree-bound program.
- Be enrolled in at least three credit hours. Enrollment may be waived if the graduate student held an assistantship during the preceding spring semester.

Departments/units may have additional criteria and summer appointments may not be available. The criteria listed here is the Graduate School's minimum requirement. Please check with your coordinator or hiring personnel for more information as to the specific norms in your area.

Non-compliance:

Failure to maintain enrollment or to comply with academic requirements will result in termination of appointment. The Graduate School is responsible for monitoring the student's compliance with enrollment and academic requirements and will terminate the appointment at the end of the payroll period in which it becomes known enrollment or academic requirements have not been maintained.

2.2 Spoken English Certification

All graduate assistants, whether native or nonnative speakers of English, who have teaching responsibilities, as defined by the Board of Regents, must have their spoken English evaluated by a departmental assessment committee. The committee will be appointed by the department chair or director and will be composed of at least three members: two faculty members and one student. The committee will judge the graduate assistant's spoken English according to the Spoken English Screening Form (SESF) scale of 1-4. A rating of 1 or 2 indicates competency in spoken English and is required for appointing the candidate.

If one member of the assessment committee rates the candidate's spoken English at 3 or 4, the candidate shall be required to achieve a minimum score of 23 on the Speaking portion of the internet-based Test of English as a Foreign Language (TOEFL) or a minimum score of 50 on the Speaking Proficiency English Assessment Kit (SPEAK) or a minimum score of 7.0 on the Speaking portion of the International English Language Testing System (IELTS). The SPEAK test will only be accepted when administered by officials at Wichita State University. Candidates are responsible for the cost of any of these exams.

Graduate assistants who are nonnative speakers of English, and who have teaching responsibilities as defined by the Board of Regents, that is, "classroom or laboratory instructional responsibilities and/or direct tutorial or advisement contact" must submit a minimum score of 23 on the Speaking portion of the TOEFL or a minimum score of 50 on the SPEAK or a minimum score of 7.0 on the Speaking portion of the IELTS, in addition to the SESF requirement described above. The SPEAK test will only be accepted when administered by officials at Wichita State University.

View [Chapter 3.09](#) of the Policies and Procedures Manual for more information.

2.3 Visa

International students must hold an F-1 or J-1 visa to be eligible for an assistantship position.

2.4 Mandatory GTA Training

Newly hired GTAs are required to participate in the mandatory GTA training workshop sponsored by the Graduate School. These workshops normally take place before the beginning of fall and spring classes. The purpose of the workshop is to inform graduate students of university rules and regulations to the execution of their duties as Graduate Teaching Assistants, as well as to provide an

introduction to various resources and techniques that will assist GTAs with their teaching. Individual graduate programs may also have orientations and/or courses that are required of GAs.

3 Important Title IX Information

3.1 Prohibiting Sexual Harassment

In addition to being illegal, sexual harassment runs counter to the objectives of Wichita State University. When people, whether student, faculty, staff, or visitor, feel coerced, threatened, intimidated, or otherwise pressured by others, their academic and work performance is likely to suffer. In addition, such actions violate not only the dignity of the individual but also the integrity of the University as an institution for learning. Academic freedom flourishes when all are free to pursue ideas in a non-threatening, non-coercive atmosphere of mutual respect.

Sexual harassment in all of its forms is thus harmful not only to persons involved but also the entire University community. The university has a comprehensive policy on sexual misconduct, sexual harassment, relationship violence and stalking policy in their policies and procedures manual. The Graduate School fully supports this policy and maintains a zero-tolerance policy with respect to these issues. Please refer to [Section 3.06](#) of the *WSU Policies and Procedures Manual* for a full understanding of these issues (Sexual Misconduct, Sexual Harassment, Relationship Violence and Stalking Policy for Employees and Visitors). It is your responsibility to read and understand section 3.06 before you begin your assistantship.

3.2 Inappropriate Relationships

Whether you are assisting or a direct GTA it is not acceptable to have any type of intimate, sexual or inappropriate contact with your students. This is true even if both parties consent to the relationship. As a teacher, you are in a position of authority (power differential) with your students; therefore, it is never acceptable. Never. In addition to the fact that this is covered under the previously mentioned university policy (Section 3.06), the Graduate School also has a zero-tolerance policy. Such breaches of behavior will not only lead to the revocation of your assistantship, but due to the breach of professional ethics, which is an integral part of graduate studies, you may be dismissed from your academic program.

<p>Please note, in addition to the aforementioned policy, Section 8.16 of the <i>WSU Policies and Procedures Manual</i> outlines protections for you within the University. We are committed to preventing all sexual misconduct, relationship violence, and stalking within the University community. Please consult this very important policy if you ever feel uncomfortable. Resources are listed within that policy for you.</p>

4 GTA Duties and FERPA

4.1 GTA Assignment Duties

GTAs (both direct and assisting) must use caution in the exercise of their duties. In general, GTAs should not be in a position to evaluate their peers course work nor provide instruction without proper background training or academic accomplishments.

The following Graduate School rules govern the assignments of GTAs duties:

- GTAs (working on their master's degree) are qualified to *assist with or teach* undergraduate courses (regular and lab).
- GTAs (working on their master's degree) are qualified to *assist with or teach* graduate lab courses (master's level) when they have already completed the lab themselves and are in the final stages of their master's program.
- GTAs (working on their doctoral degree) are qualified to *assist with or teach* master's level graduate courses (courses numbered 700 or below; regular or lab).
- GTAs (working on their doctoral degree) are qualified to *assist with or teach* lab courses at the 800 and 900 levels when they have completed the lab themselves and are in the final stages of their doctoral program.

All of the above statements assume that:

- The student has the academic preparation necessary to teach a particular course.
- The student is NOT enrolled in the course (regular or lab) in which they are assisting in or teaching.
- The student, who is assisting in courses (regular or lab) in which their program peers are enrolled, is NOT evaluating and grading their peers in that course.

GTA ASSIGNMENT REQUIREMENTS

	MASTER'S STUDENT	DOCTORAL STUDENT
<u>Direct:</u> Lab Course	400 and below: YES 500-700: YES, if has already taken the course and is in final stage of program*. 800-900: NO	400 and below: YES 500-700: YES 800-900: YES, if has already taken the course and is in final stage of program*.
Regular Course	400 and below: YES 500-700: NO 800-900: NO	400 and below: YES 500-700: YES 800-900: NO
<u>Assisting:</u> Lab Course	400 and below: YES 500-700: YES, if has already taken the course and is in final stage of program*. 800-900: NO	400 and below: YES 500-700: YES 800-900: YES, if has already taken the course and is in final stage of program*.
Regular Course	400 and below: YES 500-700: YES, if has already taken the course and is in final stage of program*. 800-900: NO	400 and below: YES 500-700: YES 800-900: YES, if has already taken the course and is in final stage of program*.

*"final stage of the program" means a POS is on file and ½ of the program hours are completed

4.2 Grades and Confidentiality

The Family Educational Rights and Privacy Act of 1974 is a Federal law that requires institutions to maintain the confidentiality of student education records. Wichita State University accords all the rights under the law to its students. No one outside the institution shall have access to nor will the institution disclose any information from students' education records without the *prior written consent* of the student(s), except when required or allowed by the law. These disclosures should only be made by the Registrar or other authorized individual.

A student's grade on a paper, test, or final grade report is part of his/her education record, as is the unique number used to identify the record of each student. Accordingly, grades or any other measure of academic performance may NOT be displayed or distributed in any manner that might permit an unauthorized person to find out someone else's grades and/or *myWSU* identification number.

GTAs must avoid practices such as:

- a. Posting a copy of the grade list (with grades assigned) on the wall or door even if the name and part of the ID number is folded under or removed. Blackboard's grade book is an easy-to-use tool to post grades in a secure fashion that meets FERPA standards.

- b. Leaving a pile of graded papers, with the names and grades easily discernible, on a table or chair for students to pick up on their own whenever they can.
- c. Responding to a parent's questions about their child (your student). If this is ever an issue, please make sure to take the matter directly to the teaching supervisor or to the department chair/director.

Still unsure as to the requirements? No worries, all GTAs will need to complete a mandatory on-line FERPA training which will give you all of the information you need. This is located at the *myFinances* tab in *myWSU* and may be reviewed as many times as is necessary. Do not hesitate to ask questions if unsure of any aspect of FERPA law.

4.3 Privacy of Student Information

Within the Wichita State University community, only those members, individually or collectively, acting in the students' educational interest are allowed access to computer-based student education records. This access is granted in response to a specific internal "need-to-know" of the college or department. Access for any other purpose raises the distinct possibility of legal liability. When/if granted access you should **not release** information about students to other parties, particularly outside the institution, nor should you disclose any information from students' education records, without the prior consent.

Student files or lists of students should be locked up and out-of-sight when not in use. The concept of "need-to-know" applies to faculty and GTAs as well as to other third parties. An instructor may need certain information about a student in his/her class; an advisor may need information on his/her advisees. Otherwise, it may be difficult to establish a "need-to-know" for the average faculty member or GTA. Only full-time personnel, with the approval of the department chairperson (or college dean, as appropriate) should be permitted to view/access student files.

5 Graduate Assistant Benefits

5.1 Stipends

The actual dollar amount of an assistantship stipend varies according to the length of the appointment; type of work being done (which may consider maximum hours to be worked); and other variables units may consider as part of a given recruitment package. Payroll is issued biweekly according to the University payment cycle for the appointment period. If Friday (payday) is a holiday, paychecks will be issued on the closest preceding workday. Payroll dates may not coincide with appointment work dates.

5.2 Non-Resident to Resident Tuition

Non-resident graduate assistants (GTA, GRA, and GSA) who have an appointment of .40 EFT (approximately 16 hours maximum per week) or greater (up to .50 EFT with no more than 20 hours

per week worked), are eligible, pursuant to regulations promulgated by the Kansas Board of Regents, for waiver of non-resident tuition to resident tuition. This tuition waiver is for the actual semester of appointment and does not include student fees. Graduate assistants must provide service from the 20th day of the semester through the remainder of the semester to be eligible for the non-resident to resident tuition waiver. Graduate students who were granted a waiver of non-resident tuition to resident tuition in the preceding spring semester will also receive this benefit in the summer, whether or not they hold a summer appointment. If preceding does not exist (fall/spring appointment), to be eligible for a waiver of non-resident tuition to resident tuition in the summer, the student must hold an appointment of .40 EFT (16 hours per week assignment) or greater beginning no later than the 10th day of the 8-week semester and concluding at the end of the 8-week semester.

5.3 Waiver of In-State Tuition

Graduate teaching assistants (GTAs) are eligible for full or partial waiver of in-state tuition (for up to 12 credit hours of courses numbered 500 and above), according to the following table, pursuant to budget instructions from the Kansas Board of Regents:

EFT	APPROX. HOURS / WEEK	IN-STATE TUITION WAIVED	
		GTA-direct instruction	GTA-assisting instruction
.50	20	100%	75%
.40	16	75%	55%
.25*	10	50%	35%
.12*	5	25%	15%

This waiver is granted for the actual semester of appointment and does not include student fees. Graduate teaching assistants must be appointed from the 20th day of the semester through the remainder of the semester to be eligible for the in-state tuition waiver.

* Non-resident GTAs holding appointments which total less than .40 EFT are responsible for the balance of their tuition assessed at the non-resident rate, since they do not qualify for the waiver of non-resident tuition to resident tuition.

To be eligible for an in-state tuition waiver during the summer, graduate teaching assistants must hold an appointment beginning no later than the 10th day of the teaching session. Please note: GTAs who are only teaching a 4-week session are entitled to the tuition waiver, but not the discounted health insurance benefits.

5.4 University Sponsored Health Insurance

Wichita State University and the Kansas Board of Regents are pleased to offer a student health insurance plan for eligible graduate assistants. For eligible graduate assistants, a portion of the premium is paid. Insurance premium rates and policy coverage information are available online at www.uhcsr.com/wichita.

To qualify for the graduate assistant health insurance plan, the student must hold a .50 EFT (20-hour week) appointment (or combination of appointments totally 20 hours per week) beginning no later than the 20th day of the semester (Fall and Spring) and concluding at the end of the semester. For Summer semester, the student must hold a .50 EFT (20 hour week) appointment (or combination of appointments totally 20 hours per week) beginning no later than the 10th day of the 8-week semester and concluding at the end of the 8-week semester.

Those who hold a qualifying appointment and wish to apply for the insurance will do so online through our website at www.wichita.edu/gahealth. The Graduate School will verify the qualifying assistantship appointment with the insurance company, then the insurance company will email the student to request payment. Payment must be made directly to the insurance company through their online payment portal in order for the student to be insured.

ELIGIBLE STUDENTS MUST COMPLETE THE ONLINE INSURANCE ENROLLMENT PROCESS EACH SEMESTER.

5.5 Bookstore Discounts

Graduate assistants are eligible for a 10% discount on books (this includes textbooks) and magazines purchased from the Shocker Store. No discount is available for book rentals. In order to receive the discount, students will need to show the cashier their Shocker card and Notice of Appointment issued by the Graduate School. The 10% discount is good only at the **time of purchase**. The Shocker Store will not reimburse the discount after the fact.

5.6 Social Security

Graduate assistants are normally exempt from social security deductions while enrolled. Graduate assistants with summer appointments that are not concurrently enrolled in classes will have social security deducted. Questions regarding deductions should be directed to the Payroll Office, Jardine Hall 201.

5.7 Workers Compensation

The University provides coverage through state workers compensation self-insurance fund. Questions regarding this coverage should be directed to the Total Rewards Team in the Office of Human Resources.

6 Graduate Assistant Performance Expectations and Evaluations

6.1 Performance Expectations

Departments or units appointing graduate assistants should provide information about responsibilities, expectations, workspace, support services, etc. Departmental policies and procedures should be described and discussed. Standards of professional behavior expected in carrying out the terms of the appointment should be made in writing. An assistantship may be terminated prior to expiration of the period of service if the terms of the appointment are not met.

6.2 Performance Evaluation

Departments or units hiring graduate assistants are responsible for the graduate assistant's assessment. Procedures for making such assessments should be clearly spelled out and communicated to graduate assistants in writing. Performance assessment is an ongoing activity throughout the term of the appointment. Should problems with performance arise during the period of the assistantship, the responsible person in the appointing unit should meet with the graduate assistant and any other involved faculty or unit personnel and review the situation with specific directions and conditions issued in writing relative to continuation of the appointment. The extent of the formality of such reviews depends upon the seriousness of the problem. Personnel matters related to a graduate assistant appointment, such as performance assessment, must be done in a confidential setting with concern for the individual involved as well as for the appointing unit.

6.3 Grievance Procedures

Graduate assistants will be notified in writing of all decisions that affect their status as assistants, including performance evaluation summaries. Additionally, the graduate assistant will be notified in writing of any complaints received by the faculty supervisor, Department Chair, Academic Dean, or Graduate Dean concerning the graduate assistant's performance of duties. The graduate assistant will be given an opportunity to respond to such complaints.

If discipline or termination is recommended, the graduate assistant has the right to initiate an appeal process. The steps of the appeal process are:

- 1.) The graduate assistant should first consult with the assistantship supervisor to discuss the decision and determine if a mutually agreeable solution is possible.
- 2.) If a solution is not agreed upon, the graduate assistant should meet with the Department Chairperson, Academic Dean, or through the use of department/programs structures that may exist for this purpose.
- 3.) If the graduate student has exhausted the above steps without coming to an agreed upon solution, the graduate student should schedule a meeting with the Dean of the Graduate School or dean's designee. A request to meet must be done in writing. The decisions of the dean on such issues are final.

7 Graduate Assistant Regulations and Exceptions

7.1 Minimum Enrollment Hours

Regulation: Required enrollment in at least 9 graduate semester hours taken for credit during fall/spring semesters (some units may reduce this to as low as 6 credit hours for full-time assistants, with the approval by the chair of the degree seeking program).

Justification: One of the Graduate School's more important goals is to encourage students to make satisfactory progress toward completion of their degrees. Master degree bound students normally complete their degrees in two years and doctoral students normally in four years. By requiring graduate assistants to enroll in a full-time course load, the Graduate School can be assured that the assistantship is not a hindrance to degree completion.

While programs have the discretion to reduce the minimum hours required to enroll from 9 to 6 hours without the need to file an exception, international students must also secure permission to enroll in less than 9 hours from the International Programs Office on campus. If graduate assistants wish to enroll in less than 6 hours, they MUST file an exception to graduate school regulations (forms are available on the Graduate School web-site). In order for the exception to be approved, the following conditions must be met:

- exception form must have the proper signatures and approval from the advisor/chair of the program
- have an approved plan of study on file
- student is typically in their last semester of coursework for their degree working on a final project, thesis, etc.
- have submitted the application for degree for the intended graduation semester

Exceptions for minimum enrollment hours are typically approved only once if the above conditions are met and no other extenuating circumstances exist.

7.2 Maximum Hours of Work - Academic Year

Regulation: Domestic students and international students on F-1 and J-1 visas should work no more than 20 hours per week in a full-time assistantship appointment while classes are in session and no more than a total of 40 hours per week during break periods. This total consists of any combination of campus work including assistantships, work-study, hourly student employment, and cooperative education. Summer appointments are considered break periods if a student is not taking courses. If a student is taking coursework in summer, the hours should be adjusted to correspond with a student's total work load.

Justification: The Graduate School does not want the assistantship to hinder the student's progress toward degree completion. Given the academic work load of a typical graduate student (at least 3 hours of work for every 1 credit hour taken, totaling 36 academic work hours for a 9 hour enrollment) combined with their assistantship work hours, most graduate assistants put in 40 to 60 hours of combined academic and assistantship hours. The Graduate School, therefore, places a limit of 20 hours for an assistantship appointment.

Student may request additional hours by filing an exception (available online under "[Forms & Publications](#)" at the Graduate School's website). The maximum work hours allowed for **domestic** students is 30 hours per week. When such exceptions are approved, normally the following conditions have been met:

- the additional work hours are tied to academic studies/success
- the exception form has the proper signatures and approval from the advisor/chair of the program
- an approved plan of study is on file
- an application for degree has been filed if it is the last semester of coursework for the degree
- It is also helpful for your advisor to include a memo of support or to send an email to the Associate Dean or his/her assistant (once the exception is filed).

Other conditions that may qualify for an exception are practicum/internship hours associated with some professional and doctoral programs.

International students are prohibited from working more than 20 hours per week by the United States Citizenship and Immigration Services (check with the International Programs Office for exceptions to this requirement).

7.3 Grade Point Average (GPA)

One of the primary responsibilities of the Graduate School is to assure that students maintain good academic standing and make progress toward their degree. Therefore, all GAs are expected to maintain a cumulative graduate GPA of 3.00 or higher. Failure to maintain academic standing may result in forfeiture of the GA appointment. Students with a GPA between 2.75 and 3.00 may have an assistantship providing an appropriate justification from the program is provided. However, there is also an expectation that these students have a legitimate path to a GPA of at least 3.00, which is a universal graduation requirement of the Graduate School.

8 Important Graduate School Forms & Deadlines

8.1 Plan of Study

The Plan of Study documents the required course work, degree option, and credit hours required to complete a degree program. You are required to have an approved Plan of Study on file in the

Graduate School to graduate and in many cases to be eligible for your exceptions to Graduate School Regulations to be evaluated. It also serves as a guide to your course work and a contractual agreement between you and your program since the filing of the Plan of Study triggers the catalog year for your degree requirements.

Accordingly, the Graduate School encourages graduate students who are seeking a degree to file a Plan of Study as early as possible, no later than the end of the 2nd semester of enrollment for master's students and at least by the end of the semester of completion of qualifying examinations for doctoral students.

Students may make changes to the Plan of Study at any time by submitting a revision to the Plan of Study form available at the Graduate School or Graduate School web page. However, the plan must be approved no later than the 20th day of the fall or spring semester, or the 10th day of the eight-week summer term, during the semester of graduation.

Failure to meet the deadline for filing an acceptable Plan of Study may result in a delay in graduation or loss of credit planned for use in the program.

8.2 Application for Degree and Exit Survey

The Application for Degree/Exit Survey notifies the Graduate School of your intention to complete your degree requirements. With this, the following is put into motion: an audit of your Plan of Study; course work completed or in process; and your academic standing. It also provides the name that will appear on your diploma and address information.

An Application for Degree/Exit Survey and \$25 filing fee must be submitted online within four weeks (20 class days) after the beginning of any fall or spring semester in which students plan to finish all requirements for the degree. Students planning to graduate at the end of the summer session must file an Application for Degree/Exit Survey and \$25 filing fee within two weeks (10 days) after the beginning of the regular eight-week session even if they plan to enroll for the second four-week session only. If a student fails to complete degree requirements for the semester of a filed Application for Degree, a new Application for Degree and filing fee must be submitted.

Failure to meet the deadlines for the Application for Degree will result in a delay of graduation and in the awarding of the diploma.

The Application for Degree/Exit Survey is accessed through the *myWSU* portal. Locate the Graduation Links channel in the portal, and click on the Application for Degree link.

You will be directed to a payment page AFTER you have completed the application for degree and the exit survey.

***If your payment is not processed then you have NOT completed the application for degree and you will not be able to graduate. ***