



**Council of Graduate Students**  
**The Ohio State University**

## Delegate Meeting Agenda

Date: Jan 29, 2016

1st Spring 2016 Delegate Meeting

Location Ohio Union

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Ohio Union Rm 2088A | 1739 N. High Street | Columbus, OH 43210 | (614) 292-4380 | [cgs@studentlife.osu.edu](mailto:cgs@studentlife.osu.edu)

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- 1. CALL TO ORDER**
  - 1.1. STATEMENT OF PURPOSE**
    - 1.1.1. To effectively advocate and program to ensure that The Ohio State University graduate student experience is the best it can be.**
  - 1.2. From the CGS CODE OF ETHICS**
- 2. APPROVAL OF MINUTES**
  - 2.1. Minutes from November**
- 3. Guest Presenters**
  - 3.1. Helen Patton, Chief Information Security officer**
  - 3.2. Joshua Sadvari, Research Commons Program Manager & GIS Specialist**
- 4. OFFICER Updates**
  - 4.1. President**
  - 4.2. Vice President**
  - 4.3. Secretary**
  - 4.4. Treasurer**
  - 4.5. Chief of Staff**
- 5. Committee Chair Announcements**
- 6. NEW BUSINESS**
  - 6.1. Act 1516-SP-1 An Act Amending the Standing Rules Regarding Delegate Election Timing**
  - 6.2. Act 1516-SP-2 Amending Bylaws Section 1.7 Delegate Terms of Service**
  - 6.3. Act1516-SP-3 A Resolution in Support of the Report and Recommendations of the Graduate Associate Compensation and Benefits Committee**
  - 6.4. Any Delegate Issues and Concerns**
- 7. ANNOUNCEMENTS**
  - 7.1. Feb. Meeting: Feb 19<sup>th</sup> Research Commons, 18<sup>th</sup> St. Library.**
  - 7.2. Implicit Bias and Promoting Diversity Certificate program begins Feb 15<sup>th</sup> at 12:15PM**

## OFFICER WRITTEN REPORTS

**President, David Bowers.461**

Welcome back to a new year, a new term...and chilly weather!

The end of the last term and beginning of this one were something of a whirlwind mix of meeting and events. Among the lead topic items were Graduate Associate stipends and the new Implicit Bias and Promoting Diversity Certificate Program.

At our January meeting the delegate body will be asked to lend its support to the Graduate Compensation and Benefit Committee's report and recommendation regarding stipends. Titled *Minding the Gap* in reference both to the increasing gap between the OSU minimum stipend and that of competitor schools ranked a couple of spots above it, and to the gap between the minimum stipend and a living wage in the Columbus metro area which have grown in the 3 years that the minimum has remained unchanged. The report is included as part of the delegate packet. Please take a look.

Next month we will hold the inaugural session of the Implicit Bias and Promoting Diversity certificate for graduate and professional students as well as postdoctoral scholars at OSU. This program grew out of some discussions over the summer about possible educational opportunities for members of the CGS Executive Committee. It has quickly evolved into a unique opportunity for the nearly 15,000 members of the Ohio State University community who comprise that target group. Debanuj DasGupta, Chair of the Diversity committee, along with Zak Foste, our Chief of Staff, have worked tirelessly for months bringing together experts from across our campus, and indeed throughout the country, to develop a stellar program. Please, if at all possible, take part in the 3 sessions required to gain your certificate, and if not, give at least one of them a try.

Another issue of great importance to our university community is the Comprehensive Energy Plan. Next week, Megan and I will join the presidents and vice presidents of the other student governments for a briefing its status. I also want you to know of 2 "town hall" sessions that Office of Academic Affairs is holding related to this matter. Both occur on Feb 4. Please see your Delegate Packet for more information and how to RSVP to attend.

An incident which brought much sadness to our community was the death of Austin Singletary on November 25<sup>th</sup>. Your Executive Committee passed a resolution of support of Undergraduate Student Government's resolution 48-R-21 which extended condolences to Austin Singletary's family and friends, mourning the loss to the greater university as a result of his death; calls for an end to the Mirror Lake jump; and pledges to "make every effort to support a new tradition created by the students that celebrates our university while respecting the safety of its students." We continue to explore how best to partner with the other student governments and the university administration to help ensure that the spirit of USG's resolution is supported and carried out. Finally, the new year has brought some transition amongst CGS folks. Colin Odden, who has served fellow graduate students at Ohio State in one role or another since 2010, departed from his seat on the University Area Commission. I am happy to report that Alex Wesaw, one of our CGS Senators this year, agreed to take Colin's place on the commission. I'm also grateful to Colin for his insight and leadership on a variety of CGS related matters over the years, but especially these past 9 months, and wish him well in his expanding professional responsibilities. In closing, I once again want to say "thank you" to all of our delegates, senators and committee members. Megan and I may be the only two folks who occupy roles that let us see how much work goes on by so many fellow graduate students, on behalf of fellow grad students and the wider university community. It continues to be an honor and privilege to serve with you as your president.

Here's to a great 2016, Go Bucks!

David

**Vice President, Megan Fitze.1**

Hayes Graduate Research Forum Committee

Judging for Hayes abstracts are wrapping up and should be largely finished by January 22nd, with the exception judging abstracts from the Engineering field, which should be finished by the 19th of January.

We are still in need of judges for presentations on the day of the Hayes February 26th, so if any delegate knows of a faculty member who might be interested, please forward Hayes information

to them. I will be sending a letter to our secretary Guyomar that you may use to help recruit judges in your own department.

We need volunteers for to help with operations of Hayes on February 25th and 26th. If you are interested in volunteering this year, please contact me at [fitze.1@buckeyemail.osu.edu](mailto:fitze.1@buckeyemail.osu.edu).

Please help recruit peers and friends in your departments as well.

Thank you everyone for your support of the Hayes Forum thus far this year. Best of luck to those participating at any level.

**Secretary, Guyomar Pillai.30**

Upcoming Events:

**Comprehensive Management Energy Plan Meeting**, Feb 4<sup>th</sup>, 10-11 am or 1:30-2:30 pm

Ohio State is seeking input on an “innovative energy strategy” from faculty and students. See flyer for details. RSVP required by **February 1<sup>st</sup>**:

<http://go.osu.edu/BJGb>

**Grand Opening of Research Commons**, Jan 26<sup>th</sup>, 3-5 PM. Campus community invited to meet research support experts and tour the space. No RSVP required, light refreshments will be served.

<https://library.osu.edu/researchcommons/event/sp16-research-commons-grand-opening/>

**Russell Klein Nutrition Research Symposium**

*Registration for the 13th Annual Russell Klein Nutrition Research Symposium is now OPEN. This year's speakers (listed below) cover an array of topics from nutritional pharmacology to psychology to public policy.*

All students, post docs, and dietetic interns that are submitting an abstract for the oral or poster presentation competition will be required to submit the abstract at the time of registration. So,

please do not register until your abstract is ready to submit. More information regarding the competitions and abstract guidelines can be found on the Graduate Society for Nutrition Sciences website at : <http://gsns.org.ohio-state.edu/>

Registration will close at **5:00 PM on Friday, February 5,**

**2016:** [https://osu.az1.qualtrics.com/SE/?SID=SV\\_8kmTfelqrKoQgSN](https://osu.az1.qualtrics.com/SE/?SID=SV_8kmTfelqrKoQgSN)

Please contact Laura Hopkins at [rks.osugsns@gmail.com](mailto:rks.osugsns@gmail.com) with any questions. Thank you!

\*flyer with event information attached

### **Treasurer, Roger Anderson.2299**

1. Grants for Graduate Students – Workshop: How to Successfully Apply for a CGS Grant  
CGS in concert with the new Research Commons will be hosting a workshop on tips for applying for CGS funding opportunities. The event will take place on the newly inaugurated Research Commons on the third floor of the 18th Avenue Library on January 28 from 12:00-1:30. Food will be provided to attendees.

See the link for more information and RSVP. Space is limited.

<https://library.osu.edu/researchcommons/event/sp16-cgs-grants-workshop/>

2. Conference Presentation Requiring Travel?

Apply for the Ray Travel Award for Service and Scholarship (now \$1,000 max.)

Our Funding Cycle 3 Deadline is February 26, 2016.

Conference dates must begin on/ between: May 4, 2016 – August 3, 2016

See our webpage for information:

<https://cgs.osu.edu/funding-opportunities/ray-travel-award/>

3. Update from the Council on Student Affairs:

Megan, David, and I continue to be involved in the discussions over revising the body's

operating procedures. These procedures govern the allocation of the Student Activity Fee (\$37

fee from all students = around \$4 million), which funds all student orgs, student governments, OUAB, and programming events. Once revised, the operating procedures will be in place for two years.

In general, current discussions revolve around how to handle unused monies and unanticipated monies that arise from student population projections that are lower than reality. Proposed is an application process to allow organizations/ units to reapply for such funding. It is currently unclear who would oversee such a process.

Another discussion point has been whether student governments should receive a minimum percentage of the student activity fee funds (to be divided disproportionately between CGS, USG, and IPC). Another discussion point has been to set a minimum amount of students' fees for a multi-year period into the appropriation formula, which is set and revisited every three years. Lastly, an additional point of discussion, as mentioned in my last report, is whether student governments will receive additional funds to bring their allocations into line with the 10% minimum currently mandated by CSA Operating Procedures. Student governments currently received 8% of the fee (after removal of fixed expenditures).

CSA was informed by Dr. Mull (Student Life) that eight new positions will be created and funded for mental health counselors by the Dept. of Student Life.

See attached proposal edits that was circulated on 1.11.2016. CSA will convene on 1.25.2016 to further discuss these issues. Full meeting minutes of the CSA (a Senate committee) Full body should be available on its website.

[http://senate.osu.edu/?page\\_id=557](http://senate.osu.edu/?page_id=557)

## Article IX Revisions

### Title Change

Original text:

**Article IX Student Activity Fee Allocation Review**

Revised text:

**Article IX Student Activity Fee**

### Student Governments Fee Revision

Original text:

#### **Section B. Distribution Guidelines**

The Council shall determine the distribution of the Fee into broad funding categories, in accordance with the following stipulations:

- a. The student governments shall receive a minimum of 10% of the fee. This minimum amount is not subject to reduction regardless of the amount of the Fee.

Revised text:

#### **Section B. Distribution Guidelines**

The Council shall determine the distribution of the Fee into broad funding categories, in accordance with the following stipulations:

- a. The student governments shall receive a minimum of 7% of the Fee.

### Reconciliation/Carry Forward Procedures

Additional Section:

#### **Section C. Redistribution of Student Activity Reconciliation and Carry Forward Dollars**

- a. If a minimum amount of \$50,000 of Student Activity Fee (SAF) funds are available via carry forward and or reconciliation, CSA has the ability to follow the outlined reallocation process.
  - i. Reconciliation is defined as Student Activity Fee (SAF) dollars that are added to the SAF cash balance from the university based on misestimations of enrollment or any other miscalculation.
  - ii. Carry Forward is defined as any SAF dollars that went unused in previous years, and are collected back by CSA with the intent of redistribution.
- b. The timeline of reallocation is as follows:
  - i. By the third full council meeting of the academic year, CSA will determine if there is a need for reallocation, based on a majority full council affirmative vote.
  - ii. In the event of an affirmative decision, CSA will notify appropriate parties of the date of application deadline and the total amount of funds to be allocated.
  - iii. The CSA Allocations Committee will review applications, with a decision made as soon as possible following the closing of the application, and final approval of awarded dollars will be made by the full council of CSA.
- c. The Allocations Committee has authoritative power over the application, and all application requirements, evaluation priorities, etc, with any changes being approved by the full council.
- d. Fundable expenses must comply with all Ohio State University purchasing policies.

# STANDING COMMITTEE CHAIR REPORTS

Kaustavi Sarkar.32

## Arts and Culture

*Call for proposals: FestOval, sponsored by CGS, Arts and Culture Committee*

The Arts and Culture Committee of the Council of Graduate Students requests proposals for the first annual FestOval, a festival highlighting the wide-variety of artistic practices and cultural backgrounds of Ohio State's graduate student community, to be held on the Oval, Thursday, April 14, noon-4pm. Here is your chance to share the talents you don't get to show off when you're stuck in the lab or the library all day. Bring your cooking skills, your sweet tap dance moves, your origami projects, your video game designs—you name it. We'll find a place for you to display it in FestOval!

We imagine this as an opportunity to share cultural heritage and artistic practices, to network with other artists and organizations, and to make visible to the campus community the breadth of graduate student artistic and cultural expression.

### **Possible proposals and displays include but are not limited to:**

- \* Interactive activities such as calligraphy writing lessons, communal spaces for sidewalk chalk art, dance lessons, etc.
- \* Tables where cultural organizations share activities, food, campus event calendars
- \* Storytelling, slam poetry, comedy acts
- \* Theatre, dance, and musical performances
- \* Visual art displays like drawing, painting, sculpture, pottery
- \* Graphic design and animation projects such as 3D films, posters, virtual reality, interactive performance, and intermedia performance.

The cultural contributions of graduate students in the Ohio State community get overlooked and underplayed and this is our chance to shine. To this end, projects must be initiated by graduate students, but presentations can include undergraduate and faculty collaborators.

### **HOW TO APPLY:**

Please submit a proposal of 300 words or less describing the project you want to share. Include technical requirements as part of your proposal. If you would like to be positioned in a particular space on the oval, include that as well, though final placement will be determined by the committee. Finally, we hope to be able to provide tables, chairs, easels, etc. for your displays but may not be able to accommodate all requests. Please ask, and we will do our best!

We welcome all proposals including those that use the entire four-hour period as well as those that can only use smaller windows of that time. Please include the time frame during which you expect to participate.

Send proposals to [Wilson.2428@osu.edu](mailto:Wilson.2428@osu.edu) by Sunday, February 28, 2016.

Olga Kondratjeva.1

### **Career Development Grant**

\* The next round of applications is due on February 26, 2016 for activities roughly in the spring semester (May 4, 2016 - August 3, 2016).

\* Workshop about the grants for graduate students: CGS in concert with the new Research Commons will be hosting a workshop on tips for applying for CGS funding opportunities. The event will take place on the newly inaugurated Research Commons on the third floor of the 18th Avenue Library on January 28 from 12:00-1:30. Food will be provided to attendees.

o See the link for more information and RSVP. Space is limited.

<https://library.osu.edu/researchcommons/event/sp16-cgs-grants-workshop/>

\* Please,

o Continue to spread a word about the grants – remind your delegates about these deadlines, and any graduate students who may be interested, and that they are welcome to apply even if they have not yet received confirmation that they have been accepted into their workshop, conference, etc.

o If you are interested in being included to the list of potential judges, please contact me at Kondratjeva.1@osu.edu

\* We need judges from across the university to objectively review applications.

\* Since it is an online process, you can judge from home.

\* Judges find it an enjoyable experience and learn so much from other applications.

o We are looking for your ideas and comments about the Career Development Grant – if you have any comments about how the Career Development Grant could better suit your needs, what works and what does not work, any suggestions or comments, please send any comments or questions to Kondratjeva.1@osu.edu

o Since some delegates may be new, here is some brief information about the purpose of this grant is one of 4 funding opportunities the CGS offers.

\* The CDG awards up to \$350 for any activity that forwards your graduate career and prepares you to be competitive in the job market. Activities can include, but are not limited to, workshops, internship travel, licensure fees, and study materials.

\* The CDG does not fund research and academic expenses.

\* Even just writing the application helps you to contextualize your goals and how you will reach them. \* More information is available at: [http://cgs.osu.edu/funding-opportunities/development\\_funding/](http://cgs.osu.edu/funding-opportunities/development_funding/)

Debanuj DasGupta.18

## **Diversity and Inclusion**

Dear Delegates, we from the D&I Committee are excited to report about our upcoming “Certificate in Implicit Bias & Promoting Diversity.” This is the first ever-Graduate Certificate at the Ohio State University. The certificate is in cooperation with the Office of Diversity & Inclusion and the Office of Student Life. Attached with this report please find the brief description about the Certificate Program. The president of Council of Graduate Students is presenting publicity materials & registration information at this delegate meeting. Please encourage your student body to attend this important training. We are encouraging each delegate help register at-least 5 members from their constituency.

Diversity & Inclusion is a premier concern across US universities & corporations. We will be required to provide leadership. In which case, we need to be fully equipped with not only pedagogical knowledge about diversity & inequality but also with managerial skills to address diversity within our workplaces. The Council of Graduate Students understands that addressing this issue is crucial to our academic training & professional development. Plus, the certificate makes for a great CV line item.

Report back from University Senate Diversity Committee:

I am your graduate student representative to the University Senate Diversity Committee. The Senate Diversity Committee has been engaged with the Vice Provost’s initiative for tracking recruitment & retention of minority faculty members as well as graduate students at the Ohio State University over the past 15 years. We are now working with each college, helping them to prepare diversity recruitment plans.

Spring Semester Programming:

1) Immigration and Anti-Detention Panel: Proposed Campus Visit of Jennicet Eva Gutiérrez, anti-detention activist in conversation with faculty Jian Chen and interested graduate students.

2) Collaborative Initiative with Arts & Culture Committee to create cultural tools for promoting diversity.

3) Continue advocacy on issues such as gender-neutral restrooms on our campus, and student health insurance issues.

Once again, please speak to your friends about the upcoming Certificate in Implicit Bias & Promoting Diversity. It has been a pleasure to serve all of you. If you have questions & concerns please send me an email [dasgupta.18@buckeyemail.osu.edu](mailto:dasgupta.18@buckeyemail.osu.edu)

Yours truly,

Debanuj DasGupta

Doctoral Candidate

The Department of Women's, Gender & Sexuality Studies

South Asia Studies Initiative

Office of Diversity and Inclusion Chair;

Diversity and Inclusion Committee

Council of Graduate Students

The Ohio State University

Elizabeth Sandoval.32

### **Grants Administration**

#### Global Gateway Grant:

-The GGG application for the 2016 school year is now online for this \$1,500 award!

-Please encourage constituents to apply if they are:

-researching abroad

-this summer

-especially if visiting a country in which OSU's Global Gateway Program already has established collaborative work, including China, India, and Brazil, with Turkey and Ethiopia to come, and

-you will help foster international relationships between OSU and other institutions.

- Deadline = February 19, 2016

-Funding Period during which research is to be conducted: May 9, 2016 – August 22, 2016

-Please contact Elizabeth Sandoval.<sup>32</sup> if you are interested in judging. Judging for this grant is not only rewarding in itself, but helpful if you are considering applying in a later year.

-Visit the website for more info.: <http://cgs.osu.edu/funding-opportunities/global-gateway-grant/>

#### Grants Review Ad Hoc Committee:

-Goal of this committee: to make the grants more accessible to grad students, while improving the processes of applying and judging for them.

-We will consider, for example, the number of funding periods and the time of year the applications are submitted for all CGS grants, as well as the judging processes of the Career Development Grant and Global Gateway Grant.

-The schedule is still in the works. There will probably be 3 meetings this semester, with the first in February

-Please contact Elizabeth Sandoval.<sup>32</sup> if you are interested in joining this dialogue.

Laura Hopkins.<sup>774</sup>

### **Health & Wellness**

The Health and Wellness Committee had our first meeting on December 11th where we discussed an action plan for the Spring Semester. The committee decided that we would like to pursue one or two of the following options for Spring: 1) A Health and Wellness Lecture Series; 2) Cooking and Yoga Class for Graduate Students; 3) Collaboration with the Campus Recovery Committee; 4) Advocacy for Student Health Insurance issues; and 5) Promotion of Counseling and Consultation Services for Graduate Students. The committee will be meeting in the next couple of weeks to finalize next steps, action plan, and timeline for the Spring semester.

## **International Concerns**

The Committee has had two important meetings with the Science and Technology Campus Corporation (Tuesday 1/19) and Natalie Spiert from Sexual Civility and Empowerment (Student Life) on 1/15.

- **Meeting with SciTech concerning use of parking lot for driving practice**
  - Agreed times for use are weekends during daylight hours
  - Procedures: students required to check-in at OIA 8 AM-12 PM and complete a form with relevant information such as driver's information/ID. Will receive list of rules and authorization to use space.
  - OIA will provide information that space is available to use in handbook, orientation materials, and newsletter.
  - Max of 10 students per weekend using lot in beginning; can use space multiple times in one weekend.
  - SciTech and OIA developing materials and will inform other offices to promote facilitate
  - Particular thanks to **Yanty Wirza** for meeting with staff from OIA over winter break to discuss promoting this space to international students.
  
- **Meeting with SCE**

Nlingi Habana and Yanty Wirza met with Natalie Spiert and Jill Davis to discuss working closely with SCE to address international student concerns regarding safety, particularly with regard to sexual harassment/violence.

Possible upcoming collaboration:

- 1) Workshop in April
- 2) Focus group to elicit perspective on these issues before the workshop

- 3) Improve SCE survey – possibly offer in multiple languages to make more accessible to international students; may try to do this for other resources

We plan to meet with SCE staff again with all committee members to discuss funding and execution of these ideas.

Andrea Patterson.694

### **Sustainability and Environmental Responsibility**

We have a lot of upcoming programs planned for the Spring! We have a great group of delegates and graduate students. Keep a look out for the flyers and more details and please distribute to your constituents at that time! Thanks!

Better recycling practices. Better labeling or receptacles around campus in the near future. See flyer. Efforts through the Office of Energy and Environment at OSU.

TED Talks – all 6-8PM in the Union

\* Thursday Feb 4th – “Paper beats plastic” – with Aparna Dial of the Office of Energy and Environment confirmed to guest speak and assist in leading the discussion.

[https://www.ted.com/talks/leyla\\_acaroglu\\_paper\\_beats\\_plastic\\_how\\_to\\_rethink\\_environmental\\_folklore](https://www.ted.com/talks/leyla_acaroglu_paper_beats_plastic_how_to_rethink_environmental_folklore)

RSVP here:

[https://qtrial2016q1az1.qualtrics.com/SE/?SID=SV\\_1z7LJ94LoJsZfuJ](https://qtrial2016q1az1.qualtrics.com/SE/?SID=SV_1z7LJ94LoJsZfuJ)

\* Tuesday, March 22nd – “A vision for a sustainable restaurant”

[https://www.ted.com/talks/arthur\\_potts\\_dawson\\_a\\_vision\\_for\\_sustainable\\_restaurants#t-25232](https://www.ted.com/talks/arthur_potts_dawson_a_vision_for_sustainable_restaurants#t-25232)

\* Friday, April 1st – “Let the environment guide development”

[https://www.ted.com/talks/johan\\_rockstrom\\_let\\_the\\_environment\\_guide\\_our\\_development?language=en](https://www.ted.com/talks/johan_rockstrom_let_the_environment_guide_our_development?language=en)

Coming up!

Environmental Professionals Network (EPN): see [epn.osu.edu](http://epn.osu.edu)

\* Thursday Feb 11th, 7-8:40PM, EPN Presents: An Evening with Dr. M. Sanjayan, Senior Scientist, Conservation International - Earth and People – Lessons in Living Together; Preserving our Present, Enriching our Future, Ohio Union in the Archie Griffin Grand Ballroom

\* February Breakfast club: Tuesday Feb 23rd, 7:15-9:40AM, Electric Utilities, Farmers, Agencies, Others in the Ohio River Basin Establish World's Largest Water Quality Trading Program, Nationwide and Ohio Farm Bureau 4-H Center See <https://compas.osu.edu/> for upcoming COMPAS (Conversations on Morality, Politics and Society) events! 2015-2016 is the year of Sustainability!

We have plans to draft and distribute a survey (similar to that of the recycling one last semester, if you recall) geared towards proper disposal of e-waste, pharmaceuticals, other household items with an educational component of – if not then where? Please contact us if you have ideas or are interested. We hope to help the Office of Energy and Environment assess the short comings with knowledge of these resources and alleviate city disposal issues when it comes time at the end of the year for students to move out.

Distant future!

TREK bike event – tentatively/ in the works to be located at the Ohio Union, in April for the purpose of walk-up basic bicycle maintenance! Look for flyers, advertisements in the near future – please pass on to your constituents. Thank you!!



Council of Graduate Students  
The Ohio State University

## Delegate Meeting Minutes

Date: Nov 20 2015

3rd Fall 2015 Delegate Meeting

Location Ohio Union

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Ohio Union Rm 2088A | 1739 N. High Street | Columbus, OH 43210 | (614) 292-4380 | [cgs@studentlife.osu.edu](mailto:cgs@studentlife.osu.edu)

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David Bowers.461 called the meeting to order at 3:33 PM

### 1. (3 min) CALL TO ORDER

Megan Fitze.1 read the statement of purpose and an excerpt from the statement of propose

1.1. **STATEMENT OF PURPOSE** To effectively advocate and program to ensure that The Ohio State University graduate student experience is the best it can be.

### 1.2. From the CGS CODE OF ETHICS

### 2. APPROVAL OF MINUTES OF THE OCTOBER MEETING

No corrections, approved

### 3 (30 min) GUEST SPEAKER: Aparna Dial, Director of Energy Services and Sustainability

**Bowers.461:** Establish OSU as international leader in sustainability

**Aparna Dial.15:** Purpose of presentation to outline what OSU does for sustainability and to contribute to the dialogue.

Interchangeable of "Green" vs. "sustainability" – be wary of this

"People, Planet, Prosperity"

Definitions of sustainability – global issue – linked to other issues such as climate change and population growth

Why is this an issue we should care about? Affect us as individuals, communities and businesses/organizations – important for success.

Not isolated from economic and political issues in other parts of the world – global perspective

Dow Jones: business approach that creates share-holder value

Companies that issue sustainability reports – top 20% economic sector – economically motivated, not altruism

Firms with high commitment to sustainability vs. those who don't have the same commitment: \$28 / \$15

Making the "business case" for sustainability

Faith in research conducted by universities vs. that developed by corporations

What kind of problem is sustainability? Complex, multi-faceted issue; universities uniquely equipped to address it

Develop business to articulate what sustainability means in university context: be as efficient as possible day-to-day

Faculty, staff, and students – all required to participate

Energy costs; electricity consumption

Goal of Zero-Carbon Footprint (by 2050)

Huge amount of travel (air miles) as university community

### **Where to focus strategies?**

- 1) Minimize waste; build efficient buildings
- 2) Make existing buildings more efficient
- 3) Energy audits. Footprint.osu.edu (live energy consumption from campus buildings)
- 4) Demand for energy -> be aware of usage first
- 5) Cut air pollution by 86% by replacing boilers with more energy-efficient ones
- 6) Renewable Energy Certificates – paper transaction – subsidize cost
- 7) Energy projects -> high rate of return
- 8) Now buy wind power directly

### **Upgrading utility infrastructure**

Costs were low for a long time because owned part of infrastructure

Materials management: 90% goal to recycle

Solid Waste Authority report: 15-16%

Recycling rates and convenience are highly correlated – buildings, classrooms, different centers around campus

Spring Commencements have been zero-waste over last few years

Waste generated in tailgate lots: give people trash bags, recycling bins -> improvement

Zero-waste: compostable or recyclable

Inner-city high school kids as zero-waste ambassadors

Still, over 50% materials remain in stands – ROTC gathers materials – sent to inmates to sort (Lancaster, Marysville)

Education about life-cycle of materials

Entire season in 2014 was zero-waste

Diversion rate for campus: 34%. Exclude Wexner Medical Center: 45%

Save \$50 per ton

Contamination has led to recycling waste being rejected; paper cups, food containers, napkins

Sustainable Construction

Institution-wide goals approved: teaching & learning; research & innovation; outreach & engagement; research stewardship

One Ohio State Framework – vision for OSU for a hundred years

Framework 2.0 - Arts District

Opportunity and responsibility to consider example we set for health/environmental standards

[Dial.15@osu.edu](mailto:Dial.15@osu.edu) – for further questions / concerns

### Questions

Ethier.4 Talked about zero-waste implemented at OSU football – other large events like basketball?

Dial.15 Schottenstein – over 200 different whereas stadium has 8 that are the same

Mustafa BL: Horizontal vs. vertical parking?

Dial.15: One Ohio State Framework systematically addresses the issue of old buildings

Weber.460 : Reaching out to Nationwide and other organizations/businesses>

Dial.15: Push for Residential recycling for Columbus (opportunity to recycle off-campus), achieved star silver rating (3-year cycle) – support regional campuses – zero waste at Marion.

Wheeler.1008: Cups – misguided sustainability practices? Compostable cups vs. plastic.

Dial.15: Yes, in terms of university resources.

Anderson.2299: Issue new permits for drilling in Wayne Forest – has OSU taken a position? Coal, oil coming to our boilers?

Dial.15: OSU tends not to take a position as a public institution; tend to observe situation and keep leadership informed; not known for taking a stance

Ethier.4: Efficient transportation?

Dial.15: Diesel->biodiesel. Charging stations. Alternative transportation options like Car2Go. Cost of bus pass vs. parking pass, could be better subsidized.

## 4. (10 min.) OFFICER Updates

### 4.1. President

Bowers.461 Please take time to complete Graduate School survey; 14% response rate currently; ask constituents to do this again

Bowers.461 New student trustee to be appointed; will have the vote; opportunity every two years to be one of the twenty trustees; only 2 student voices on Council; time-consuming application process – start planning early, requires letters of recommendation; send an e-mail if interested in serving on selection committee.

Bowers.461 Implicit Bias – starting a certificate program for graduate students is moving ahead with Diversity & Inclusion committee; announcements after Thanksgiving break; 4 events to participate in to gain certificate in the Spring

#### 4.2. Vice President

Fitze.1 Review report if there are questions

Fitze.1 Many last-minute applications; over 400 applicants

Fitze.1 Please leave placards after meetings

#### 4.3. Secretary

Update from Grants Administration – Elizabeth Sandoval – GGG meeting in December, updates in early Spring

Committee chairs – send any events you would like to promote as far in advance as possible – 2 news e-mails. One that always goes out Tue/Wed after meeting – this week Monday.

Look out for invitation to CGS Int Concerns Comm Tea Tasting on December 9<sup>th</sup> – sent out either today or Monday

#### 4.4. Treasurer

Delegate Outreach Grants are available to everyone; take advantage of the \$200 available; CSA (Council on Student Affairs) – study of department of human life – competencies they would like to see developed in student; metrics to develop learning; NAGPS conference in LA – reflections on how CGS compares to colleagues.

#### 4.5. Chief of Staff

Diversity Certificate; dates are set for Spring – second half of February; drawing on existing resources

Expect details after Thanksgiving; Implicit Bias Training -> Open Doors Training (MCC) -> Elective (craft learning experience) -> discussion of how to use this certificate.

Implicit bias trainings: Feb 15<sup>th</sup> (Monday evening), Feb 26<sup>th</sup> (Friday evening)

MCC programs: Feb 22<sup>nd</sup>, Feb 23<sup>rd</sup> (evenings) OR single-day Feb 27<sup>th</sup>

#### 5. ( 5 min) Committee Chair Announcements

5.1 David W. (SERC): Organized one event; supported another. Both events were very well-attended; working on events for next semester.

5.2 Kaustavi Sarkar: Working on Spring event; send ideas for Arts & Culture if have any.

5.4 Ashley Weber.460: Impact on graduate student research. Support in helping postdocs get a vote; need rules from Senate. Discuss at CGS exec committee meeting? Guidelines for evaluating collaborative research; expectation to collaboration – we need to be trained as such. Major developments with IRB – continuing research that is minimal risk . Separate process for students for IRB submission. Graduate students not getting support they need to submit a complete application. Process has caused major delays in research and graduate. Avoid predatory publishing/reviewing of manuscripts – organizing a workshop.

5.5 Anneliese Antonucci: Summary + Get delegates involved with constituents more (form to send out)

## 6. NEW BUSINESS

6.1. (20 min) Acts Amending Standing Rules Governing The Ray Travel Award

**6.1.1. (10 min) ACT 1516-FA-1 Concerning the dollar value of awards**

Anderson.2299 Fiscally feasible based on funding available; cannot be retroactive.

Bowers.461 Any questions about proposal? None.

Bowers.461 Discussion? None.

All in favor, passed

**6.1.2 (10 min) ACT 1516-FA-2 Concerning composition of committee**

Anderson.2299 Aligning what we have practiced with our governing documents

Relic of era when judging of applications was done in person

Faculty member has not been part of process for 6-10 years

Bowers.461 Has it been a challenge to involve faculty members>

Anderson.2299 Reached out to college members and didn't hear back

Kahn.18 More flexibility when appointed?

Anderson.2299 Aligning the tradition for the last 10 years with governing documents

Bowers.461 See this as aligning governing documents and other practices

No discussion

All in favor, passed

6.2. (10 min) An Act Amending Bylaw Article II, Section 1, Advisory Roles

ACT-1516-FA-3 \*correction to packet

Bowers.461 Bringing current practices and legislation into alignment

Bowers.461 3 advisor structure; since coming up with it; has never had all 3 positions filled; difficult of filling faculty position; also brings all advisors' terms into 1-year-renewable term, instead of advisor being 2-year.

No questions, no discussion.

All in favor

**6.3. (10 min) Delegate Concerns**

Odden.2 CGS is seeking a replacement UAC (university area commissioner). Contact Odden.2 – new UAC rep is needed; neighborhoods undergoing significant changes that may or may not be friendly to graduate students. Look out for a memo I drafted, that Megan Fitze will send out.

Bowers.461 Also think about others to nominate

7. ( 30 min) GUEST SPEAKER: Dr. Michael V. Drake, the 15th president of The Ohio State University

Dr. Drake: Teaching & learning at institution – conversation with faculty and staff; not an easily coordinated effort; year-long conversation about best practices in teaching and learning; Teaching & Learning Institute as goal for next summer.

Dr. Drake: International Programs that have been award-winning

Dr. Drake: Hear concerns from the graduate student population.

Dr. Drake: Measures of success

- 1) Applications as measure of interest, perception of public, 26,000->46,000
- 2) Record number of donors, \$360,000,000. Philanthropy has risen dramatically.
- 3) Faculty Awards did wonderfully well.

Dr. Drake: Teaching & Learning institute as an outcome of these successes.

Appointed a new interim Provost: Joseph Steinmetz appointed as vice-chancellor of U of Arkansas; a dozen nominees – nominated by colleagues; great support for 4-5 people; now until summer when selecting a permanent Vice Provost.

## QUESTIONS

Ashley: University doing well financially; then why are energy resources being privatized?

Dr. Drake: University is on an upswing but there are always financial concerns; lesser resources than some institutions we compete with; affordability and access balanced with excellence, causes financial tension; look at multiple factors to try to balance them. Pressure on humanities: how to relieve that strain? Effective and efficient in use of resources. Pledge to climate change mitigation; looking for best practices there.

Odden.2: Just heard a great talk about sustainability. One problem faced by graduate students is that it's hard to find good places to live closer to the university, and to give them better access to services, eliminate parking crunches. What opportunities do you think there might be to be neighborhoods around campus more friendly to graduate students?

Dr. Drake: Son is graduate student in California. Advocating proximity of students to campus to alleviate parking congestion, and make it easier to walk to important places on campus for services. Want to make it possible in considering the planning of the university. Would like quality of housing to go up and keep pricing under prices in community. Want to make living near campus a very viable option.

Foste.1: Could you speak about stipends; stagnation over the last couple of years?

Dr. Drake: Graduate student stipends are important in our plan to maximize efficiency. Graduate students crucial to quality of university; in the faculty that are attracted to university, graduate students

more than undergraduates are supporting themselves completely – modest changes in stipends/funding can improve quality of life; improve quality of university and make OSU more competitive. Looking to find \$200,000,000 efficiencies by 2020. To extent that we can meet our targets, the more we can maximize efficiencies.

Capatosto.3 GRA in Implicit Bias Program; mismatch in faculty's skills/interest and students' needs regarding diversity. How will institute help train faculty?

Dr. Drake: Support of researchers and students regardless of their background; At OSU, number of different perspectives make us unique; people from diverse backgrounds working and living together on university campuses; goal to be better at this. Personal challenge – different ways to stretch ourselves; challenge for the university – work against tendency to separate people (at socioeconomic level for example). Teaching methodologies/assumptions geared towards a certain group; risks excluding others. Teaching to adapt to/fit needs of diverse community; narrow gap in achievement between high school students from low- and high-performing schools. Dependent on teaching quality. Give the best possible opportunity to everyone, not only those from privileged backgrounds and high-achieving schools.

Dr. Drake: In our hiring practices, looking forward to implicit bias training being implemented. Address unconscious biases. Issue of gender-neutral bathrooms. Hadn't thought of fraction of community who wouldn't be served by construction project. Improve quality of daily lives with minimal effort.

Dr. Drake: Bill Clinton – very engaged as past president; engaged globally; all sharing future – what is our role in creating this so it's the one we envision. Collaboration and co-operation important to our shared future.

#### **8. ANNOUNCEMENTS: NEXT MEETING JAN 29,2016**

The meeting was adjourned at 5:41 PM



**Annual Review of Graduate Associate Stipends  
2015-16 Academic Year**

**University Senate Graduate Associate Compensations and Benefits Committee**

<b>Member</b>	<b>Source</b>
David Bowers, Chair	The Council of Graduate Students
Alex Wesaw	The Council of Graduate Students
Kelly Capatosto	The Council of Graduate Students
Matthew Connolly	The Council of Graduate Students
Marcos Rivera	The Council of Graduate Students
Ashley Hicks	The Council of Graduate Students
Dr. Julia Shaw	Faculty Council
Dr. Zach Weil	Faculty Council
Dean Ann Salimbene	Dean of Graduate School/designee
Allison Bendle	AVP Office of HR/designee
open seat	Sr. VP Office of Research/designee
open seat (non-voting)	Executive Deans Council, SFOs

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 Appendix B, 2014-2015 Summary of Annual Graduate Stipends.....10  
 Appendix C, Living Wage Calculator for Columbus, OH.....23



## Executive Summary

### *Minding the Gap*

This report presents a review of the results of a three year period in which the Graduate Associate (Research, Administrative and Teaching) minimum stipend (\$13,500) at Ohio State remained at the 2013 rate in the face increasing costs of attendance and of gradual increases in similar stipends at many competitor institutions. In gathering and analyzing the data contained in this report, the intention of GCBC was to evaluate whether the stipends are now at a competitive and livable wage, and make further recommendations, if necessary, as charged per Faculty Rule [3335-5-48.18](#).

Based on the attached benchmarking study conducted by OSU's Human Resources department, one can see that with the exception of mean GTA stipends (for which OSU has fallen to 9<sup>th</sup> out of 14) the university's ordered rank amongst peer institutions has largely remained constant (6<sup>th</sup> out of 8 and 8<sup>th</sup> of 14) following some initial improvements in 2010-11; however, the gaps between it and those institutions just above it have changed. Dramatically widening gaps between OSU and the schools above it now threaten Ohio State's competitive edge in attracting and retaining the best possible graduate students to its programs. Additionally, increasing costs--including rising student health fees, parking fees and rents--have seriously reduced the ability of students to maintain themselves with the minimum stipend. Whether one approaches this issue from the perspective of institutional competitiveness or a concern with equitable compensation, the time for meaningful increase to the minimum stipend has come.

In a 2011 *Lantern* article reporting on the push to become more competitive in terms of graduate student recruitment, then Graduate School Dean Patrick Osmer was reported as stating that OSU needed to "offer more competitive stipends to attract high-quality students and to help them live comfortably while pursuing advanced degrees" (Hallow & Tussel, 2011).<sup>1</sup> In fact, the multi-year commitment initiated in 2010 to increase the minimum stipend by \$1500 per year for 3 years was successful in taking Ohio State from near the bottom to its current lower mid-point of stipend level amongst peer institutions.

Although OSU's stipend rank has remained generally constant, recent increases in minimum stipends at peer institutions threaten to undermine the university's ability to attract top students to its programs. For example, in 2013-14 the gap between the OSU 9-month stipend and that of the institution 2 spots above it was only \$127 for Graduate Teaching Associates. Last year, that gap widened to nearly \$1000 (\$980). While it is unlikely that any student would make a decision to attend one institution over another for \$14/month, once the difference becomes more than \$100/month (a nearly 7% pay "raise"), the difference becomes financially relevant for a grad student's budget.

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<sup>1</sup> OSU set to raise grad associate stipends from 'bottom of the barrel', *The Lantern*.  
<http://thelantern.com/2011/07/osu-set-to-raise-grad-associate-stipends-from-bottom-of-the-barrel/>



While the minimum stipend remained stagnant, costs of attending Ohio State continued to rise for graduate students. In 2014-15, of 14 peer institutions, Ohio State had the 6<sup>th</sup> highest costing Student Health Fee for funded students (portion paid by the student). While six institutions do not charge GAs for their health insurance, that year's approx. 6% increase at Ohio State brought it within three dollars of being the 5<sup>th</sup> most expensive school. In the time that the minimum stipend has remained stagnant, *the student health fee paid by GAs has increased by more than 11%*. Although perhaps not specifically considered a "cost of attendance" campus parking is a requirement for many graduate associates. The minimum that a graduate student can pay for central campus area surface parking (C- lot) is now \$309.

***Minimum parking and other fees borne by graduate associates now consume more than 9% of the minimum stipend*** (\$1229.86). Apartment rent costs in Columbus are reported to have risen by 11.5% in the year ended April 2015, placing Columbus among the 20 cities with the most dramatic cost increases (Vasel, 2015).<sup>2</sup> A conservative estimate of the annual cost of living in Columbus for one person is \$20,061 (Glasmeier, 2016).<sup>3</sup> If a graduate student receiving the current minimum stipend were to find a full-time position earning minimum wage for the three months not covered by a GA position, the student would still need to borrow \$3000 a year simply to survive.

In his recent address to the Council of Graduate Students, President Drake termed Graduate Associates "crucial to the quality of our university", a sentiment echoed in the 2016 State of the University address. We believe further investment in this crucial component of our institutional quality is necessary. We recommend that the university once again make a 3-year commitment to increasing the minimum stipend for Graduate Associates: one year of a \$1500 increase in order to make up lost ground, followed by two years of \$750 per year in order to ensure that we maintain our competitive positioning and provide graduate students with a livable wage.

We would like to acknowledge the help of The Graduate School, The Office of Human Resources, and the Office of Academic Affairs, all of whom assisted in obtaining the necessary data required to make our determinations, and without whose assistance we would not have been able to fulfill our charge.

David Bowers  
Chair, University Graduate Compensations and Benefits Committee President, The  
Council of Graduate Students  
Department of Human Sciences

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<sup>2</sup> "Cities with biggest rent hikes" <http://money.cnn.com/2015/10/19/pf/cities-largest-rent-increases/>

<sup>3</sup> "Living Wage Calculator: <http://livingwage.mit.edu/counties/39049>



**Analysis**

Benchmarking data regarding minimum and mean stipends has been compiled by the Office of Human Resources for GCBC (the most recent report can be found in Appendix B of this document). The benchmarking each year is a comparison of institutions who share data via the Association of American Universities Data Exchange (AAUDE), and also included are member Universities from the Committee on Institutional Cooperation (CIC). According to OHR “all stipends are converted to .5 FTE” and “data for benchmark/CIC institutions represents information for 9/10 month appointments”.

The last year that the minimum stipend increased was 2013.

This resulted in the following minimum stipends:

2012-13	2013-14	2014-15	2015-16
\$12,000	\$13,500	\$13,500	\$13,500

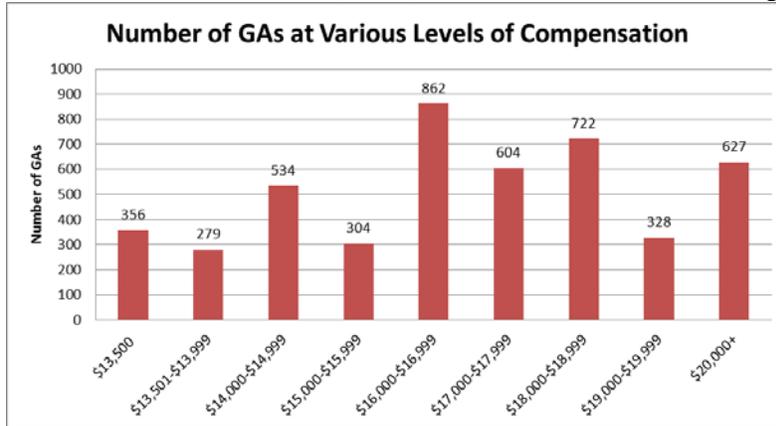
This resulted in the following rankings per year against benchmark/CIC institutions:  
(total number of institutions is dependent on data available at time of benchmarking)

Minimum Stipend	2012-13	2013-14	2014-15
GAA	6th of 8	6th of 8	6 <sup>th</sup> of 8
GRA	10th of 14	<b>8th of 14</b>	8 <sup>th</sup> of 14
GTA	10th of 14	<b>8th of 14</b>	8 <sup>th</sup> of 14

Mean Stipend	2012-13	2013-14	2014-15
GAA	6th of 8	6th of 8	6 <sup>th</sup> of 8
GRA	8th of 14	8th of 14	8 <sup>th</sup> of 14
GTA	8th of 14	8th of 14	<b>9<sup>th</sup> of 14</b>



The Office of Academic Affairs, in conjunction with the Graduate School, compiled the following data regarding total number of current GAs (4,616) and levels of 9-month compensation\*:



\*Notes: “Appointments that are greater or less than 50% were included in this analysis but the minimum stipend was pro-rated based on FTE. Counts represent number of GA appointments, students holding multiple appointments are counted multiple times, each appointment was evaluated independently and pro-rated based on FTE”

2013-14 Minimum Stipends	GAA	GRA	GTA
@ Ohio State	\$13,500	\$13,500	\$13,500
@ School Ranked 2 spots above OSU	\$14,445	\$13,820	\$13,627
@School with highest minimum	\$18,600	\$18,554	\$18,600

2014-15 Minimum Stipends	GAA	GRA	GTA
@ Ohio State	\$13,500	\$13,500	\$13,500
@ School Ranked 2 spots above OSU	\$14,895	\$14,494	\$14,480
@School with highest minimum	\$18,971	\$18,600	\$18,971



The annual cost of living in Columbus for one person is estimated to be \$20,061 according to calculations prepared by Dr. Amy Glasmeier of the Massachusetts Institute of Technology (Glasmeier, 2016). (See appendix C ) As an additional point of comparison, 138% of the Federal poverty level, the maximum earnings allowed for qualifying for Medicaid), or one person is \$16,105.

- **1,169 graduate students, representing more than 25% of the total funded GA population, are currently paid less than the cost of living for the City of Columbus over a 9 month period (\$15,045). Approx. 1/3 are paid equal to or less than the 9 month cost of living.**
- **On average, approx. 20% of OSU Graduate Associates are paid less than the minimum they would receive at the schools ranked 2 spots above OSU, while another 20% are paid equal to or more than the minimum at the schools with the highest minimums.**
- **If a graduate student paid the current minimum stipend were to find a full-time position earning minimum wage for the three months not covered by a GA position, the student would still need to borrow \$3000 a year simply to meet the Columbus annual cost of living estimate.**

In addition, the following table represents the average amount of out of pocket expense required of funded graduate students, *reducing take home income by nearly \$1,000*:

Fee	Autumn	Spring	Total
COTA fee	\$13.50	\$13.50	\$27.00
Student Activity Fee Graduate	\$37.50	\$37.50	\$75.00
Student Legal Services (annual)	\$40.00 (Opt out is available)	n/a	\$40.00
Student Union Fee	\$74.40	\$74.40	\$148.80
Rec Fee	\$123.00	\$123.00	\$246.00
Health Insurance	\$1277 - \$1085.45 = \$191.55 (15%)	\$1277 - \$1085.45 = \$191.55 (15%)	\$383.10* <i>*no longer pre-tax, resulting in an additional "cost" of approx. \$65.</i>
Total	\$470.80	\$430.80	<b>\$919.90</b> (\$984 as result of change in taxability of premiums.)



**Recommendations**

While minimum (and mean) stipends have generally maintained their ordered rank amongst benchmark/CIC institutions, multiple years of no increase at Ohio State has resulted in substantial widening of the gaps between it and institutions whose minimum stipends are ranked slightly higher. This year marked the first slippage in OSU’s standing in five years, with the move to 9<sup>th</sup> place in mean GTA stipends. These changes suggest a threat to OSU’s competitive advantage in attracting graduate students who enjoy a choice in institution to attend.

It is of the opinion of this committee that, beyond the matter of benchmarking status, there exists an ethical responsibility to compensate our graduate students with a livable wage. The current minimum stipend is too low to support a graduate student adequately. Thus an increase at this time is necessary and appropriate. OSU cannot expect to attract the highest level of graduate student when the minimum funding does not rise to the level of a livable wage for our community.

The GCBC recommendations of 2014 and 2015 came to similar conclusions; each recommended continuing the increases to the minimum stipend. While we do not feel it necessary for the ultimate minimum stipend to rank Ohio State first amongst benchmark institutions, we do believe it vital to reduce the gaps between us and those close to us in the stipend rankings. We believe that a focus on reaching a level of compensation adequate to a modest Columbus based cost of living while also attaining a sustainable level of competitiveness amongst our peer institutions ought to be the long term goal of GA minimum stipend levels.

Therefore the Committee recommends the following:

**1. Increases to the minimum stipend in the amount of \$1,000 per year for three years.**

<b>Current</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
\$13,500	\$15,000	\$15,750	\$16,500

The Committee considers this level of increase more reasonable, and expects that the eventual wage of \$16,500 will be closely in line with the cost of living. It is also expected that this will help OSU rise a place or two in the rankings amongst benchmark/CIC institutions, increasing our ability to attract the highest level of talented graduate students for the University. Furthermore, and in acknowledgment of the trend at the University toward possible overall reduction of numbers of GAs, it will become imperative that those students we do attract be of the highest caliber as the budget model presses for higher quality of work product out of a smaller number of GAs.



**2. This increase should be paid for centrally, over the three year period, and thereafter to be absorbed by the respective units.**

Again recognizing the budgetary climate, the Committee feels it necessary to prepare Colleges and departments for the transition to a higher stipend, and these units are already experiencing very difficult financial issues. Central funding of this increase over the three year period will help these areas prepare to transition to the higher minimum stipend level.

We estimate the costs of this proposal, assuming no further reductions in the number of Graduate Associate positions, to be approximately \$1,100,000 in each of the three years.

For the purpose of preparing all units affected by this increase, and informing both incoming and current graduate students, we request a written response to this report to the committee within 30 days, or a time decided upon by the Office of OAA that is reasonable for all parties.



## Appendix A

### 3335-5-48.18 Graduate associate compensation and benefits committee

#### (A) Membership.

The graduate associate compensation and benefits committee shall consist of eleven voting members.

(1) Six funded graduate students, one of whom preferably will be a member of the graduate council and one of whom must be a member of the university senate. Each shall have a term of service of one year with reappointment to consecutive terms encouraged.

(a) There shall be at least one current or former graduate teaching associate.

(b) There shall be at least one current or former graduate research associate.

(c) There shall be at least one current or former graduate administrative associate.

(d) There shall be at least one current or former fellowship recipient.

(2) Two faculty.

(a) One faculty member from, and selected by, the graduate council.

(b) One faculty member, who is also a senator, selected by the executive committee of faculty council.

(3) Three administrators.

(a) The dean of the graduate school, or designee.

(b) The vice president for human resources, or designee.

(c) The vice president for research, or designee.

(4) One department, school, center or college-level staff member with extensive fiscal and budgetary experience and expertise, selected by the executive deans in consultation with the senior fiscal officers, non-voting.

(5) Additional non-voting members and consultants from the university, serving at the discretion of the voting members of the committee.

#### (B) Duties and responsibilities.

(1) Study the adequacy and other attributes of the university's policies and provisions including stipends, outside professional services, and supplemental compensation.

(2) Conduct research and provide advice on economic support of graduate associates, professional development, quality and design of benefit programs, and appointment terms.

(3) Make recommendations to the university senate, the graduate council, the graduate school, and the office of academic affairs as appropriate.

#### (C) Organization.

(1) The committee shall annually elect a chair from its regular student membership.

(2) As a standing committee of the senate, this committee is also governed by the provisions of rules 3335-5-46 and 3335-5-48 of the Administrative Code. (B/T 5/6/2005, B/T 4/6/2007, B/T 2/10/2012)

# 2014-15 Summary of Annual Graduate Stipends

The attached summary reviews Graduate Stipend information submitted by Ohio State and comparison institutions to the Association of American Universities Data Exchange (AAUDE) on the Annual Survey of Graduate Stipends for 2014-15. The GA data contained within this report represents the GA population as of September 30, 2014. This report includes:

1. Benchmark and Public CIC Comparison by GAA, GRA, GTA (page 1)
2. Benchmark and Public CIC Comparison by GAA, GRA, GTA - Living Cost Adjusted (page 2)

Benchmark Institutions:

- University of Arizona
- University of California – Los Angeles
- University of Florida
- University of Illinois
- University of Maryland
- University of Michigan
- University of Minnesota
- Penn State University
- University of Washington
- University of Wisconsin

Public CIC Institutions:

- University of Illinois
- Indiana University
- University of Iowa
- University of Michigan
- Michigan State University
- University of Minnesota
- University of Nebraska
- Penn State University
- University of Purdue
- University of Wisconsin

3. Internal OSU Comparison by College/VP Units for
  - a. GAA (page 3)
  - b. GRA (page 4)
  - c. GTA (page 5)
4. Internal OSU Comparison by College/VP Units and Department for
  - a. GAA (pages 6-7)
  - b. GRA (pages 8-10)
  - c. GTA (pages 11-12)

Notes:

- All stipends are converted to .5 FTE for comparison purposes
- Data for Benchmark/CIC institutions represents information for 9/10 month appointments
- Benchmark Institution data currently unavailable for UCLA and Washington
- Stipend data has been suppressed for any row where headcount < 3
- Mean stipend data has been suppressed for any row where headcount = 3



**The Ohio State University  
2014-15 Summary of Annual Graduate Stipends  
Benchmark and Public CIC Institutions**

**Other Graduate Assistants**

Institution	Headcount	FTE	Annual Stipend			
			Minimum	Mean	Maximum	Mode
J	41	16.10	\$18,971	\$18,973	\$19,000	\$18,971
K	242	95.58	\$15,998	\$16,261	\$21,437	\$15,998
G	967	398.89	\$15,041	\$15,514	\$27,794	\$15,101
H	236	97.73	\$14,895	\$17,475	\$23,624	\$17,955
F	48	18.33	\$13,860	\$14,421	\$15,062	\$13,861
<b>Ohio State</b>	<b>311</b>	<b>133.75</b>	<b>\$13,500</b>	<b>\$14,570</b>	<b>\$27,000</b>	<b>\$13,500</b>
C	460	179.42	\$11,000	\$14,600	\$37,818	\$11,484
I	185	79.16	\$10,272	\$13,657	\$21,433	\$12,000

**Graduate Research Assistants**

Institution	Headcount	FTE	Annual Stipend				Med Ins Fee
			Minimum	Mean	Maximum	Mode	
J	1,835	866.02	\$18,600	\$19,009	\$27,101	\$18,971	\$0
L*	1,264	527.19	\$18,080	\$22,088	\$33,500	\$18,080	\$296
G	2,576	1,201.26	\$17,365	\$17,365	\$17,365	\$17,365	\$528
K	3,017	1,305.13	\$15,998	\$19,205	\$27,284	\$15,998	\$150
H	1,707	749.01	\$14,895	\$19,226	\$23,624	\$17,955	\$568
B	1,247	599.26	\$14,494	\$21,273	\$28,059	\$18,800	\$886
F	2,413	1,026.76	\$13,860	\$17,103	\$21,593	\$13,931	\$217
<b>Ohio State</b>	<b>1,912</b>	<b>934.30</b>	<b>\$13,500</b>	<b>\$17,664</b>	<b>\$30,014</b>	<b>\$20,277</b>	<b>\$365</b>
D*	1,877	843.25	\$12,909	\$17,184	\$23,946	\$19,056	\$0
A*	2,515	1,156.28	\$12,699	\$17,172	\$29,160	\$18,782	\$461
C	2,085	879.91	\$11,000	\$20,013	\$50,227	\$19,500	\$0
I	997	457.75	\$10,272	\$17,172	\$25,000	\$18,300	\$0
E*	982	467.87	\$9,252	\$15,659	\$31,500	\$15,750	No response**
M*	1,051	481.43	\$3,332	\$17,345	\$41,200	\$18,000	\$368

**Graduate Teaching Assistants**

Institution	Headcount	FTE	Annual Stipend				Med Ins Fee
			Minimum	Mean	Maximum	Mode	
J	1,882	853.25	\$18,971	\$18,982	\$24,000	\$18,971	\$0
L*	1,403	595.90	\$18,080	\$18,716	\$22,606	\$18,080	\$296
K	2,786	1,129.95	\$15,998	\$18,150	\$27,383	\$15,998	\$150
H	2,499	1,047.71	\$14,895	\$18,966	\$23,624	\$17,955	\$568
G	2,091	917.37	\$14,746	\$15,540	\$17,365	\$15,041	\$528
B	2,719	1,200.88	\$14,480	\$18,847	\$30,810	\$15,830	\$886
F	2,177	906.30	\$13,860	\$16,599	\$21,593	\$15,062	\$217
<b>Ohio State</b>	<b>2,226</b>	<b>1,079.68</b>	<b>\$13,500</b>	<b>\$16,483</b>	<b>\$24,372</b>	<b>\$18,360</b>	<b>\$365</b>
D*	1,279	572.75	\$12,831	\$16,254	\$32,760	\$14,196	\$0
A*	1,947	913.16	\$12,699	\$16,054	\$25,555	\$13,802	\$461
C	1,337	534.96	\$11,000	\$18,230	\$44,827	\$26,000	\$0
E*	1,778	856.10	\$9,500	\$16,339	\$39,005	\$15,750	No response**
I	1,691	707.59	\$8,405	\$15,553	\$22,424	\$18,170	\$0
M*	825	347.42	\$2,297	\$17,617	\$42,105	\$18,000	\$368

Source: AAUDE Survey of Graduate Stipends, 2014-15

Notes: \* Non-Benchmark Institutions

All stipends converted to .5 FTE for comparison purposes

Med Ins Fee represents the annual amount a GA must pay for medical insurance

Data represents information for 9/10 month appointments

Benchmark Institution data currently unavailable for UCLA and Washington

\*\*No response provided by institution for this section of the survey

**The Ohio State University  
2014-15 Summary of Annual Graduate Stipends  
Benchmark and Public CIC Institutions  
Living Cost Adjusted**

**Other Graduate Assistants**

			Annual Stipend - Living cost adjusted			
Institution	Headcount	FTE	Minimum	Mean	Maximum	Mode
J	41	16.10	\$18,585	\$18,587	\$18,613	\$18,585
K	242	95.58	\$16,078	\$16,342	\$21,544	\$16,078
H	236	97.73	\$14,895	\$17,475	\$23,624	\$17,955
G	967	398.89	\$14,720	\$15,183	\$27,201	\$14,779
F	48	18.33	\$13,657	\$14,210	\$14,842	\$13,658
<b>Ohio State</b>	<b>311</b>	<b>133.75</b>	<b>\$13,500</b>	<b>\$14,570</b>	<b>\$27,000</b>	<b>\$13,500</b>
C	460	179.42	\$11,088	\$14,717	\$38,120	\$11,576
I	185	79.16	\$9,571	\$12,725	\$19,970	\$11,181

**Graduate Research Assistants**

			Annual Stipend - Living cost adjusted			
Institution	Headcount	FTE	Minimum	Mean	Maximum	Mode
J	1,835	866.02	\$18,221	\$18,622	\$26,549	\$18,585
L*	1,264	527.19	\$17,920	\$21,893	\$33,204	\$17,920
G	2,576	1,201.26	\$16,995	\$16,995	\$16,995	\$16,995
K	3,017	1,305.13	\$16,078	\$19,301	\$27,420	\$16,078
H	1,707	749.01	\$14,895	\$19,226	\$23,624	\$17,955
F	2,413	1,026.76	\$13,657	\$16,853	\$21,277	\$13,727
A*	2,515	1,156.28	\$13,616	\$18,412	\$31,265	\$20,138
<b>Ohio State</b>	<b>1,912</b>	<b>934.30</b>	<b>\$13,500</b>	<b>\$17,664</b>	<b>\$30,014</b>	<b>\$20,277</b>
D*	1,877	843.25	\$13,117	\$17,461	\$24,331	\$19,363
B	1,247	599.26	\$12,343	\$18,116	\$23,895	\$16,010
C	2,085	879.91	\$11,088	\$20,173	\$50,628	\$19,656
E*	982	467.87	\$9,724	\$16,458	\$33,106	\$16,553
I	997	457.75	\$9,571	\$16,000	\$23,293	\$17,051
M*	1,051	481.43	\$3,520	\$18,325	\$43,527	\$19,017

**Graduate Teaching Assistants**

			Annual Stipend - Living cost adjusted			
Institution	Headcount	FTE	Minimum	Mean	Maximum	Mode
J	1,882	853.25	\$18,585	\$18,596	\$23,511	\$18,585
L*	1,403	595.90	\$17,920	\$18,550	\$22,406	\$17,920
K	2,786	1,129.95	\$16,078	\$18,240	\$27,519	\$16,078
H	2,499	1,047.71	\$14,895	\$18,966	\$23,624	\$17,955
G	2,091	917.37	\$14,432	\$15,209	\$16,995	\$14,720
F	2,177	906.30	\$13,657	\$16,356	\$21,277	\$14,842
A*	1,947	913.16	\$13,616	\$17,213	\$27,400	\$14,798
<b>Ohio State</b>	<b>2,226</b>	<b>1,079.68</b>	<b>\$13,500</b>	<b>\$16,483</b>	<b>\$24,372</b>	<b>\$18,360</b>
D*	1,279	572.75	\$13,038	\$16,516	\$33,287	\$14,425
B	2,719	1,200.88	\$12,331	\$16,050	\$26,238	\$13,481
C	1,337	534.96	\$11,088	\$18,376	\$45,185	\$26,208
E*	1,778	856.10	\$9,984	\$17,172	\$40,994	\$16,553
I	1,691	707.59	\$7,831	\$14,491	\$20,893	\$16,930
M*	825	347.42	\$2,427	\$18,612	\$44,483	\$19,017

Source: AAUDE Survey of Graduate Stipends, 2014-15  
2013 Runzheimer Report of Living Cost Standards

Notes: \* Non-Benchmark Institutions

All stipends converted to .5 FTE for comparison purposes

Med Ins Fee represents the annual amount a GA must pay for medical insurance

Data represents information for 9/10 month appointments

Living cost can vary from community to community within a large metropolitan area. When information was available regarding the specific location of a campus, that index was used. When information regarding the particular location was unavailable or ambiguous, the cost-of-living for the metropolitan area as a whole was used.

Benchmark Institution data currently unavailable for UCLA and Washington

**The Ohio State University**  
**2014-15 Summary of Annual Graduate Stipends**  
**Graduate Admin Associates by College / VP Unit**

College / VP Unit	Headcount	Annual Stipend		
		Minimum	Mean	Maximum
Arts and Sciences	50	\$13,500	\$16,437	\$25,272
Athletics	8	\$13,500	\$13,500	\$13,500
Coll of Education & Human Ecol	8	\$13,860	\$14,173	\$15,192
Coll of Food,Agr,Envir Science	5	\$13,770	\$15,107	\$16,650
College of Dentistry	1			
College of Engineering	26	\$13,500	\$14,384	\$17,550
College of Medicine	1			
College of Nursing	2			
College of Pharmacy	2			
Fisher College of Business	59	\$13,500	\$13,500	\$13,500
Ofc of Business and Finance	2			
Ofc of Health Sciences	1			
Ofc of Student Life	54	\$13,500	\$14,091	\$15,480
Office of Academic Affairs	82	\$13,500	\$14,617	\$20,295
OSU Medical Center	10	\$13,500	\$13,500	\$13,500
<b>Total</b>	<b>311</b>	<b>\$13,500</b>	<b>\$14,570</b>	<b>\$25,272</b>

Source: AAUDE Survey of Graduate Stipends, 2014-15

Notes: All stipends converted to .5 FTE for comparison purposes

Data represents information for 9 month appointments

Stipend data has been suppressed for any row where headcount < 3

Mean stipend data has been suppressed for any row where headcount = 3

**The Ohio State University**  
**2014-15 Summary of Annual Graduate Stipends**  
**Graduate Research Associates by College / VP Unit**

College / VP Unit	Headcount	Annual Stipend		
		Minimum	Mean	Maximum
Arts and Sciences	382	\$13,500	\$18,349	\$22,122
Coll of Education & Human Ecol	109	\$13,500	\$14,260	\$18,045
Coll of Food,Agr,Envir Science	197	\$13,500	\$16,362	\$20,304
College of Dentistry	4	\$13,500	\$15,563	\$17,250
College of Engineering	563	\$13,500	\$17,334	\$24,000
College of Law	9	\$13,770	\$13,770	\$13,770
College of Medicine	150	\$13,500	\$19,027	\$24,750
College of Nursing	5	\$16,614	\$20,547	\$24,543
College of Optometry	2			
College of Pharmacy	22	\$13,500	\$18,987	\$21,216
College of Public Health	13	\$13,815	\$15,649	\$16,020
College of Social Work	21	\$13,500	\$14,023	\$14,049
College of Veterinary Med	64	\$14,045	\$22,792	\$26,641
Fisher College of Business	89	\$13,500	\$16,468	\$22,500
Ofc of Health Sciences	79	\$13,500	\$19,431	\$24,480
Office of Academic Affairs	194	\$13,500	\$17,907	\$30,014
OSU Medical Center	9	\$13,500	\$22,452	\$30,000
<b>Total</b>	<b>1,912</b>	<b>\$13,500</b>	<b>\$17,664</b>	<b>\$30,014</b>

Source: AAUDE Survey of Graduate Stipends, 2014-15

Notes: All stipends converted to .5 FTE for comparison purposes

Data represents information for 9 month appointments

Stipend data has been suppressed for any row where headcount < 3

Mean stipend data has been suppressed for any row where headcount = 3

**The Ohio State University**  
**2014-15 Summary of Annual Graduate Stipends**  
**Graduate Teaching Associates by College / VP Unit**

College / VP Unit	Headcount	Annual Stipend		
		Minimum	Mean	Maximum
Arts and Sciences	1,521	\$13,500	\$16,840	\$24,372
Coll of Education & Human Ecol	171	\$13,500	\$14,188	\$17,640
Coll of Food,Agr,Envir Science	89	\$13,770	\$17,099	\$20,232
College of Dentistry	42	\$13,500	\$14,536	\$22,500
College of Engineering	277	\$13,500	\$16,329	\$20,700
College of Medicine	9	\$14,400	\$15,734	\$18,720
College of Nursing	11	\$16,335	\$17,165	\$19,782
College of Optometry	1			
College of Pharmacy	23	\$18,825	\$19,131	\$21,525
College of Public Health	13	\$16,020	\$16,020	\$16,020
College of Social Work	5	\$14,049	\$14,049	\$14,049
College of Veterinary Med	1			
Fisher College of Business	52	\$13,500	\$14,168	\$22,500
Office of Academic Affairs	11	\$14,580	\$16,274	\$16,650
<b>Total</b>	<b>2,226</b>	<b>\$13,500</b>	<b>\$16,483</b>	<b>\$24,372</b>

Source: AAUDE Survey of Graduate Stipends, 2014-15

Notes: All stipends converted to .5 FTE for comparison purposes

Data represents information for 9 month appointments

Stipend data has been suppressed for any row where headcount < 3

Mean stipend data has been suppressed for any row where headcount = 3

**The Ohio State University**  
**2014-15 Summary of Annual Graduate Stipends**  
**Graduate Admin Associates by College / VP Unit and Department**

College / VP Unit	Dept	Dept Name	Headcount	Annual Stipend		
				Minimum	Mean	Maximum
<b>Arts and Sciences</b>	0205	Diversity & Identity Studies C	1			
	0326	Introductory Biology	1			
	0505	Ctr Medieval & Ren Studies	2			
	0506	Women's Gender/Sexuality Stds	4	\$15,912	\$16,742	\$17,019
	0536	Ctr-Study&Teaching of Writing	1			
	0537	English	17	\$15,705	\$16,279	\$17,028
	0544	Cntr for the Study of Religion	1			
	0575	Philosophy	1			
	0593	Slavic & East European L&C	1			
	0628	Chemistry and Biochemistry	7	\$15,984	\$16,529	\$19,800
	0708	Population Research Center	1			
	0735	Urban & Regional Analysis Init	1			
	0766	Psychology	5	\$14,400	\$16,560	\$18,000
	0777	Sociology	1			
	0799	Speech and Hearing	4	\$13,500	\$13,500	\$13,500
4350	Arts & Sciences Administration	2				
<b>Athletics</b>	5414	Athletics	8	\$13,500	\$13,500	\$13,500
<b>Coll of Education &amp; Human Ecol</b>	1200	EHE Department Administration	3	\$13,950		\$14,490
	1275	EHE Teaching & Learning	2			
	1280	EHE Educational Studies	3	\$13,860		\$14,085
<b>Coll of Food,Agr,Envir Science</b>	1123	Food Agr & Biological Engr	1			
	1130	Entomology	1			
	1173	Sch of Environ & Natural Res	2			
	5590	OSUE-Human Ecology Admin	1			
<b>College of Dentistry</b>	2120	Dental Hygiene	1			
<b>College of Engineering</b>	1400	Engineering Administration	6	\$15,300	\$16,730	\$17,550
	1408	University Airport	1			
	1410	Knowlton Schl of Architecture	15	\$13,500	\$13,500	\$13,500
	1425	Chemical & Biomolecular Eng	2			
	1435	Computer Science & Engineering	1			
	1452	Engineering Exprmnt Station	1			
<b>College of Medicine</b>	2504	HRS-Health & Rehab Sciences	1			
<b>College of Nursing</b>	1700	College of Nursing	2			
<b>College of Pharmacy</b>	1800	College of Pharmacy	2			
<b>Fisher College of Business</b>	1000	FCOB Administration	49	\$13,500	\$13,500	\$13,500
	1035	FCOB Finance	3	\$13,500		\$13,500
	1039	FCOB Mgmt & Human Resources	1			
	1043	FCOB Mgmt Sciences	2			
	1070	FCOB Ctr & Research Support	4	\$13,500	\$13,500	\$13,500
<b>Ofc of Business and Finance</b>	3930	Office of Financial Services	2			
<b>Ofc of Health Sciences</b>	4600	Health Sciences Admin RU	1			
<b>Ofc of Student Life</b>	4500	Student Life Admin	1			
	4501	HESA	12	\$13,500	\$13,919	\$15,480
	4503	Student Advocacy Center	2			
	4508	Student Conduct	1			
	4514	Multicultural Center	2			
	4525	Student Activity Fee Admin	2			
	4530	Counseling & Consultation	6	\$13,815	\$14,093	\$15,480
	4532	Off Camp & Commuter Stu Engag	1			
	4535	Stu Life Advancement	1			
	4542	Student Health Insurance	1			
	4560	Rec Sports	14	\$13,743	\$13,946	\$14,058

**The Ohio State University**  
**2014-15 Summary of Annual Graduate Stipends**  
**Graduate Admin Associates by College / VP Unit and Department**

College / VP Unit	Dept	Dept Name	Headcount	Annual Stipend		
				Minimum	Mean	Maximum
	4570	Disability Services	1			
	4580	Student Wellness Center	4	\$13,806	\$14,103	\$14,976
	4581	Career Counseling & Suppt Svcs	2			
	5225	Ctr for the Study of Stu Life	2			
	5240	Hsg DS OUSA AVP Admin	1			
	5449	Ohio Union	1			
<b>Office of Academic Affairs</b>	3000	Graduate School Administration	3	\$14,436		\$15,021
	3001	Environmental Sciences Network	3	\$16,650		\$16,650
	3200	University Libraries	1			
	4000	Research Administration	3	\$13,500		\$16,200
	4029	OARnet	3	\$13,500		\$13,500
	4200	Academic Affairs Admin	11	\$13,500	\$16,803	\$20,295
	4202	University Honors & Schol Ctr	5	\$15,675	\$15,675	\$15,675
	4207	Office - Diversity & Inclusion	16	\$13,500	\$13,869	\$14,500
	4214	Grad & Prof Admissions	1			
	4215	First Year Experience & UA	3	\$14,411		\$14,411
	4216	Undergrad Adm & FYE	2			
	4221	Undergraduate Dean	2			
	4240	John Glenn Schl Public Affairs	25	\$13,500	\$13,975	\$14,580
	4281	OSU Distance Ed and eLearning	3	\$13,815		\$16,884
4294	WCA-Education	1				
<b>OSU Medical Center</b>	4604	Cancer Hosp & Research Instit	2			
	6000	University Hospitals	5	\$13,500	\$13,500	\$13,500
	6016	OSU Family Practice Svc	1			
	6028	OSU Health Plan Inc	2			

Source: AAUDE Survey of Graduate Stipends, 2014-15

Notes: All stipends converted to .5 FTE for comparison purposes

Data represents information for 9 month appointments

Stipend data has been suppressed for any row where headcount < 3

Mean stipend data has been suppressed for any row where headcount = 3

**The Ohio State University**  
**2014-15 Summary of Annual Graduate Stipends**  
**Graduate Research Associates by College / VP Unit and Department**

College / VP Unit	Dept	Dept Name	Headcount	Annual Stipend		
				Minimum	Mean	Maximum
Arts and Sciences	0210	Adv Computing Ctr/Art & Des	6	\$13,797	\$14,997	\$17,406
	0262	School of Music	1			
	0340	Molecular Genetics	29	\$15,622	\$20,706	\$22,122
	0350	Microbiology	23	\$20,790	\$20,790	\$20,790
	0390	EEOB	18	\$18,414	\$20,539	\$20,664
	0518	Comparative Studies	1			
	0527	East Asian Languages & Lit	6	\$15,705	\$15,809	\$15,912
	0537	English	2			
	0543	Ctr-Language, Lit & Culture	2			
	0547	Germanic Languages & Lit	1			
	0557	History	4	\$15,705	\$16,840	\$17,618
	0566	Linguistics	9	\$15,705	\$17,590	\$20,784
	0596	Spanish and Portugese	1			
	0614	Astronomy	8	\$19,170	\$19,206	\$19,242
	0628	Chemistry and Biochemistry	63	\$16,497	\$18,361	\$20,700
	0656	School of Earth Sciences	23	\$13,500	\$15,909	\$18,000
	0671	Mathematics	12	\$17,550	\$19,178	\$20,340
	0684	Physics	96	\$18,549	\$19,223	\$19,260
	0694	Statistics	7	\$20,268	\$21,009	\$21,564
	0703	Ctr/Human Resource Rsch	1			
	0711	Anthropology	2			
	0722	Economics	7	\$13,500	\$16,001	\$17,001
	0733	Geography	6	\$13,500	\$13,866	\$14,798
	0735	Urban & Regional Analysis Init	2			
	0744	School of Communication	13	\$16,695	\$16,936	\$17,217
	0755	Political Science	5	\$14,472	\$15,221	\$15,408
	0766	Psychology	22	\$14,400	\$16,544	\$20,277
	0777	Sociology	8	\$16,182	\$16,777	\$17,379
	0799	Speech and Hearing	4	\$13,500	\$14,063	\$15,750
Coll of Education & Human Ecol	1200	EHE Department Administration	1			
	1203	EHE Centers	22	\$13,725	\$14,129	\$18,045
	1251	EHE Human Sciences	29	\$13,500	\$14,343	\$17,322
	1275	EHE Teaching & Learning	32	\$13,905	\$14,514	\$15,192
	1280	EHE Educational Studies	25	\$13,590	\$13,966	\$14,400
Coll of Food,Agr,Envir Science	1114	Agric Envrn & Dev Econ	20	\$13,500	\$18,057	\$18,297
	1118	ACEL	6	\$14,310	\$15,683	\$18,090
	1123	Food Agr & Biological Engr	23	\$13,770	\$15,545	\$17,253
	1127	Horticultural & Crop Sciences	31	\$16,308	\$16,824	\$17,901
	1130	Entomology	9	\$18,414	\$18,414	\$18,414
	1132	Animal Sciences	27	\$14,067	\$15,436	\$16,902
	1156	Food Science & Technology	27	\$14,544	\$14,921	\$18,747
	1173	Sch of Environ & Natural Res	23	\$15,831	\$16,141	\$16,659
	1178	Plant Pathology	22	\$16,893	\$17,419	\$20,304
	5590	OSUE-Human Ecology Admin	1			
	5625	OARDC Food Animal Health	8	\$16,065	\$16,952	\$17,685
College of Dentistry	2135	Biosciences	3	\$15,750		\$17,250
	2155	Periodontology	1			
College of Engineering	1410	Knowlton Schl of Architecture	4	\$13,500	\$15,075	\$19,800
	1417	Biomedical Engineering	17	\$15,606	\$16,979	\$18,900
	1425	Chemical & Biomolecular Eng	45	\$18,671	\$19,192	\$20,104
	1427	Civil, Envir & Geod Eng	27	\$14,850	\$16,455	\$21,564
	1435	Computer Science & Engineering	103	\$16,200	\$17,582	\$18,720
	1445	Electrical & Computer Engr.	120	\$17,550	\$17,833	\$18,450
	1452	Engineering Exprmnt Station	47	\$13,500	\$16,781	\$19,620

**The Ohio State University**  
**2014-15 Summary of Annual Graduate Stipends**  
**Graduate Research Associates by College / VP Unit and Department**

College / VP Unit	Dept	Dept Name	Headcount	Annual Stipend		
				Minimum	Mean	Maximum
	1457	Integrated Systems Engineering	18	\$13,500	\$15,886	\$16,884
	1468	Materials Sci Engineering	93	\$13,500	\$17,215	\$20,502
	1470	Mechanical & Aerospace Engr	89	\$13,500	\$16,583	\$24,000
<b>College of Law</b>	2380	Kirwan Institute	9	\$13,770	\$13,770	\$13,770
<b>College of Medicine</b>	2504	HRS-Health & Rehab Sciences	24	\$14,400	\$16,475	\$20,277
	2507	COM Research Education	23	\$19,877	\$20,260	\$20,277
	2508	Davis Heart & Lung Institute	12	\$14,400	\$18,914	\$20,277
	2510	SBS-Biomedical Informatics	11	\$16,200	\$17,743	\$20,278
	2513	Family Medicine	1			
	2515	SBS-Molec Vir, Imm & Med Gen	6	\$18,750	\$19,696	\$20,277
	2517	SBS-Microbial Infectn/Immunity	5	\$20,277	\$20,277	\$20,277
	2525	Internal Medicine	3	\$18,596		\$20,277
	2529	Neurological Surgery	3	\$19,877		\$20,277
	2532	SBS-Neuroscience	15	\$13,518	\$19,826	\$20,277
	2541	COM Sports Medicine	4	\$14,850	\$19,282	\$24,750
	2545	Otolaryngology	3	\$13,500		\$13,500
	2550	Pathology	2			
	2555	Pediatrics	3	\$19,350		\$19,877
	2560	SBS-Pharmacology	2			
	2570	SBS-Molec & Cellular Biochem	14	\$16,335	\$19,918	\$21,216
	2575	SBS-Physiology & Cell Biology	14	\$16,200	\$19,891	\$20,635
	2585	Psychiatry	1			
	2590	Radiology	3	\$19,350		\$24,000
	2595	Surgery	1			
<b>College of Nursing</b>	1700	College of Nursing	5	\$16,614	\$20,547	\$24,543
<b>College of Optometry</b>	2700	Optometry	2			
<b>College of Pharmacy</b>	1800	College of Pharmacy	22	\$13,500	\$18,987	\$21,216
<b>College of Public Health</b>	2505	College of Public Health	13	\$13,815	\$15,649	\$16,020
<b>College of Social Work</b>	1900	Social Work	21	\$13,500	\$14,023	\$14,049
<b>College of Veterinary Med</b>	2925	Vet Clinical Sciences	41	\$23,931	\$24,457	\$26,641
	2940	Veterinary Biosciences	13	\$14,045	\$21,022	\$25,366
	2976	Veterinary Preventive Med	10	\$15,300	\$18,269	\$20,232
<b>Fisher College of Business</b>	1000	FCOB Administration	26	\$13,500	\$13,500	\$13,500
	1014	FCOB Accting & Mgt Info Sys	9	\$15,250	\$17,028	\$17,250
	1035	FCOB Finance	16	\$20,250	\$22,219	\$22,500
	1039	FCOB Mgmt & Human Resources	14	\$16,065	\$16,065	\$16,065
	1043	FCOB Mgmt Sciences	4	\$18,419	\$18,759	\$19,412
	1050	FCOB Marketing & Logistics	15	\$13,500	\$15,895	\$20,268
	1070	FCOB Ctr & Research Support	5	\$13,500	\$13,500	\$13,500
<b>Ofc of Health Sciences</b>	4600	Health Sciences Admin RU	10	\$13,500	\$16,908	\$18,720
	4605	Comprehensive Cancer Center R	60	\$13,815	\$19,906	\$24,480
	4640	Nisonger Center	4	\$16,200	\$17,550	\$18,000
	4645	Inst for Behavioral Med Resrch	2			
	4655	CMIB-Ctr Microb Interface Biol	3	\$20,277		\$20,277
<b>Office of Academic Affairs</b>	3000	Graduate School Administration	123	\$13,500	\$17,546	\$21,489
	3002	Life Sciences Network	43	\$19,350	\$20,101	\$20,277
	4012	Univ Lab Animal Resources	2			
	4028	Ohio Supercomputer Center	1			
	4050	Byrd Polar Research	10	\$13,500	\$16,688	\$18,750
	4200	Academic Affairs Admin	2			
	4207	Office - Diversity & Inclusion	1			
	4240	John Glenn Schl Public Affairs	12	\$13,500	\$14,804	\$17,001
<b>OSU Medical Center</b>	4604	Cancer Hosp & Research Instit	1			
	6000	University Hospitals	8	\$21,429	\$23,571	\$30,000

**The Ohio State University**  
**2014-15 Summary of Annual Graduate Stipends**  
**Graduate Research Associates by College / VP Unit and Department**

College / VP Unit	Dept	Dept Name	Headcount	Annual Stipend		
				Minimum	Mean	Maximum

Source: AAUDE Survey of Graduate Stipends, 2014-15

Notes: All stipends converted to .5 FTE for comparison purposes

Data represents information for 9 month appointments

Stipend data has been suppressed for any row where headcount < 3

Mean stipend data has been suppressed for any row where headcount = 3

**The Ohio State University**  
**2014-15 Summary of Annual Graduate Stipends**  
**Graduate Teaching Associates by College / VP Unit and Department**

College / VP Unit	Dept	Dept Name	Headcount	Annual Stipend		
				Minimum	Mean	Maximum
Arts and Sciences	0215	Art	39	\$13,797	\$13,797	\$13,797
	0225	Arts Admin, Education & Policy	31	\$13,797	\$13,985	\$15,093
	0230	Design	14	\$13,788	\$13,788	\$13,788
	0235	History of Art	18	\$13,797	\$14,304	\$15,093
	0241	Dance	22	\$13,797	\$13,864	\$15,093
	0262	School of Music	67	\$13,797	\$14,064	\$15,093
	0280	Theatre	29	\$13,797	\$14,155	\$15,093
	0326	Introductory Biology	20	\$20,232	\$20,309	\$21,000
	0340	Molecular Genetics	13	\$20,790	\$20,882	\$21,387
	0350	Microbiology	21	\$20,790	\$20,790	\$20,790
	0390	EEOB	49	\$20,232	\$20,470	\$20,664
	0502	AfricanAmer&African Studies	8	\$15,588	\$15,588	\$15,588
	0506	Women's Gender/Sexuality Stds	19	\$15,705	\$16,185	\$17,019
	0509	Classics	22	\$15,588	\$16,000	\$16,884
	0518	Comparative Studies	15	\$15,705	\$16,493	\$17,019
	0527	East Asian Languages & Lit	26	\$15,705	\$16,124	\$17,019
	0536	Ctr-Study&Teaching of Writing	22	\$15,705	\$16,450	\$17,019
	0537	English	99	\$15,705	\$16,095	\$17,019
	0545	French and Italian	23	\$15,705	\$16,024	\$17,019
	0547	Germanic Languages & Lit	19	\$15,705	\$15,967	\$17,019
	0554	Near Eastern Lang & Culture	12	\$15,705	\$16,431	\$17,019
	0557	History	73	\$15,705	\$16,569	\$17,019
	0566	Linguistics	14	\$15,705	\$16,036	\$17,019
	0575	Philosophy	29	\$15,705	\$16,294	\$17,019
	0593	Slavic & East European L&C	12	\$15,705	\$16,137	\$17,019
	0596	Spanish and Portugese	51	\$15,705	\$16,212	\$17,800
	0614	Astronomy	9	\$19,242	\$19,340	\$20,124
	0628	Chemistry and Biochemistry	194	\$13,500	\$18,482	\$22,761
	0656	School of Earth Sciences	20	\$16,445	\$16,445	\$16,445
	0671	Mathematics	109	\$13,500	\$18,861	\$20,340
	0684	Physics	80	\$15,984	\$18,609	\$20,250
	0694	Statistics	50	\$14,220	\$19,533	\$24,372
	0711	Anthropology	23	\$13,599	\$13,599	\$13,602
	0722	Economics	48	\$13,500	\$16,571	\$19,998
0733	Geography	18	\$13,500	\$13,975	\$14,400	
0744	School of Communication	46	\$13,500	\$16,067	\$17,217	
0755	Political Science	40	\$14,364	\$15,410	\$18,423	
0766	Psychology	80	\$14,400	\$16,150	\$20,277	
0777	Sociology	28	\$16,182	\$16,593	\$16,938	
0799	Speech and Hearing	9	\$13,500	\$14,750	\$15,750	
Coll of Education & Human Ecol	1251	EHE Human Sciences	57	\$13,500	\$14,038	\$17,640
	1275	EHE Teaching & Learning	65	\$13,905	\$14,498	\$15,192
	1280	EHE Educational Studies	49	\$13,860	\$13,952	\$14,085
Coll of Food,Agr,Envir Science	1114	Agric Envrn & Dev Econ	25	\$18,297	\$18,297	\$18,297
	1118	ACEL	9	\$14,310	\$16,235	\$18,090
	1123	Food Agr & Biological Engr	6	\$13,770	\$15,057	\$17,550
	1127	Horticultural & Crop Sciences	7	\$16,308	\$16,761	\$17,100
	1130	Entomology	9	\$18,414	\$19,828	\$20,232
	1156	Food Science & Technology	2			
	1173	Sch of Environ & Natural Res	31	\$15,831	\$16,221	\$16,659
College of Dentistry	2130	Dental Restorative/Prosthetic	11	\$13,703	\$16,902	\$22,500
	2146	Oral Pathology	3	\$13,703		\$13,703
	2150	Pediatric Dentistry	14	\$13,500	\$13,689	\$13,703
	2180	Orthodontics	14	\$13,703	\$13,703	\$13,703

**The Ohio State University**  
**2014-15 Summary of Annual Graduate Stipends**  
**Graduate Teaching Associates by College / VP Unit and Department**

College / VP Unit	Dept	Dept Name	Headcount	Annual Stipend		
				Minimum	Mean	Maximum
<b>College of Engineering</b>	1400	Engineering Administration	48	\$15,300	\$16,126	\$19,377
	1410	Knowlton Schl of Architecture	49	\$13,500	\$13,500	\$13,500
	1417	Biomedical Engineering	8	\$15,300	\$15,947	\$18,450
	1425	Chemical & Biomolecular Eng	7	\$19,195	\$19,733	\$20,104
	1427	Civil, Envir & Geod Eng	4	\$16,200	\$16,281	\$16,524
	1435	Computer Science & Engineering	91	\$16,110	\$17,289	\$18,720
	1445	Electrical & Computer Engr.	29	\$17,550	\$17,922	\$18,450
	1457	Integrated Systems Engineering	14	\$15,984	\$16,048	\$16,434
	1468	Materials Sci Engineering	5	\$16,200	\$16,200	\$16,200
	1470	Mechanical & Aerospace Engr	22	\$15,750	\$16,272	\$20,700
<b>College of Medicine</b>	2504	HRS-Health & Rehab Sciences	8	\$14,400	\$15,361	\$16,854
	2510	SBS-Biomedical Informatics	1			
<b>College of Nursing</b>	1700	College of Nursing	11	\$16,335	\$17,165	\$19,782
<b>College of Optometry</b>	2700	Optometry	1			
<b>College of Pharmacy</b>	1800	College of Pharmacy	23	\$18,825	\$19,131	\$21,525
<b>College of Public Health</b>	2505	College of Public Health	13	\$16,020	\$16,020	\$16,020
<b>College of Social Work</b>	1900	Social Work	5	\$14,049	\$14,049	\$14,049
<b>College of Veterinary Med</b>	2976	Veterinary Preventive Med	1			
<b>Fisher College of Business</b>	1014	FCOB Accting & Mgt Info Sys	12	\$13,500	\$13,500	\$13,500
	1035	FCOB Finance	7	\$13,500	\$15,750	\$22,500
	1039	FCOB Mgmt & Human Resources	11	\$13,500	\$13,500	\$13,500
	1043	FCOB Mgmt Sciences	17	\$13,500	\$14,448	\$19,412
	1050	FCOB Marketing & Logistics	5	\$13,500	\$14,078	\$16,389
<b>Office of Academic Affairs</b>	3001	Environmental Sciences Network	9	\$16,650	\$16,650	\$16,650
	4240	John Glenn Schl Public Affairs	2			

Source: AAUDE Survey of Graduate Stipends, 2014-15

Notes: All stipends converted to .5 FTE for comparison purposes

Data represents information for 9 month appointments

Stipend data has been suppressed for any row where headcount < 3

Mean stipend data has been suppressed for any row where headcount = 3

## Appendix C

# Living Wage Calculation for Columbus, OH

The living wage shown is the hourly rate that an **individual** must earn to support their family, if they are the sole provider and are working full-time (2080 hours per year). All values are **per adult in a family** unless otherwise noted. The state minimum wage is the same for all individuals, regardless of how many dependents they may have. The poverty rate is typically quoted as gross annual income. We have converted it to an hourly wage for the sake of comparison.

For further detail, please reference the technical documentation here (</resources/Living-User-Guide-and-Technical-Notes-2014.pdf>).

Hourly Wages	1 Adult	1 Adult 1 Child	1 Adult 2 Children	1 Adult 3 Children	2 Adults (One Working)	2 Adults (One Working) 1 Child	2 Adults (One Working) 2 Children	2 Adult (One W 3 Child
Living Wage	\$9.64	\$20.53	\$24.78	\$31.12	\$15.86	\$19.27	\$21.76	\$23.87
Poverty Wage	\$5.00	\$7.00	\$9.00	\$11.00	\$7.00	\$9.00	\$11.00	\$13.00
Minimum Wage	\$7.95	\$7.95	\$7.95	\$7.95	\$7.95	\$7.95	\$7.95	\$7.95

## Typical Expenses

These figures show the individual expenses that went into the living wage estimate. Their values vary by family size, composition, and the current location.

Annual Expenses	1 Adult	1 Adult 1 Child	1 Adult 2 Children	1 Adult 3 Children	2 Adults (One Working)	2 Adults (One Working) 1 Child	2 Adults (One Working) 2 Children	2 ( 3
Food	\$3,087	\$4,553	\$6,849	\$9,078	\$5,659	\$7,047	\$9,095	\$
Child Care	\$0	\$6,239	\$10,381	\$14,523	\$0	\$0	\$0	\$
Medical	\$2,060	\$5,455	\$5,244	\$5,308	\$4,185	\$5,244	\$5,308	\$
Housing	\$5,975	\$9,670	\$9,670	\$12,453	\$7,433	\$9,670	\$9,670	\$
Transportation	\$4,569	\$8,320	\$9,589	\$11,236	\$8,320	\$9,589	\$11,236	\$
Other	\$2,127	\$3,699	\$4,046	\$4,891	\$3,699	\$4,046	\$4,891	\$
Required annual income after taxes	\$17,818	\$37,935	\$45,779	\$57,489	\$29,296	\$35,596	\$40,200	\$

<b>Annual Expenses</b>	<b>1 Adult</b>	<b>1 Adult 1 Child</b>	<b>1 Adult 2 Children</b>	<b>1 Adult 3 Children</b>	<b>2 Adults (One Working)</b>	<b>2 Adults (One Working) 1 Child</b>	<b>2 Adults (One Working) 2 Children</b>	<b>2 ( 3</b>
Annual taxes	\$2,243	\$4,775	\$5,763	\$7,237	\$3,688	\$4,481	\$5,060	\$
Required annual income before taxes	\$20,061	\$42,710	\$51,541	\$64,726	\$32,984	\$40,077	\$45,260	\$

## Typical Annual Salaries

These are the typical annual salaries for various professions in this location.

<b>Occupational Area</b>	<b>Typical Annual Salary</b>
Management	\$93,920
Business & Financial Operations	\$62,380
Computer & Mathematical	\$78,460
Architecture & Engineering	\$68,650
Life, Physical, & Social Science	\$54,960
Community & Social Service	\$41,220
Legal	\$70,580
Education, Training, & Library	\$53,250
Arts, Design, Entertainment, Sports, & Media	\$45,080
Healthcare Practitioners & Technical	\$59,760
Healthcare Support	\$23,510
Protective Service	\$39,900
Food Preparation & Serving Related	\$18,980
Building & Grounds Cleaning & Maintenance	\$22,520
Personal Care & Service	\$21,190
Sales & Related	\$24,520
Office & Administrative Support	\$32,780

<b>Occupational Area</b>	<b>Typical Annual Salary</b>
Farming, Fishing, & Forestry	\$24,420
Construction & Extraction	\$44,250
Installation, Maintenance, & Repair	\$42,270
Production	\$33,590
Transportation & Material Moving	\$26,120

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**LIVING WAGE CALCULATOR**  
**User's Guide / Technical Notes**

**2014 Update**

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## **Introduction to living wage model**

Analysts and policy makers often compare income to the federal poverty threshold in order to determine an individual's ability to live within a certain standard of living. However, poverty thresholds do not account for living costs beyond a very basic food budget. The federal poverty measure does not take into consideration costs like child care and health care that not only draw from one's income, but also are determining factors in one's ability to work and to endure the potential hardships associated with balancing employment and other aspects of everyday life. Further, poverty thresholds do not account for geographic variation in the cost of essential household expenses.

The living wage model is an alternative measure of basic needs. It is a market-based approach that draws upon geographically specific expenditure data related to a family's likely minimum food, child care, health insurance, housing, transportation, and other basic necessities (e.g. clothing, personal care items, etc.) costs. The living wage draws on these cost elements and the rough effects of income and payroll taxes to determine the minimum employment earnings necessary to meet a family's basic needs while also maintaining self-sufficiency.

The living wage model is a 'step up' from poverty as measured by the poverty thresholds but it is a small 'step up', one that accounts for only the basic needs of a family. The living wage model does not allow for what many consider the basic necessities enjoyed by many Americans. It does not budget funds for pre-prepared meals or those eaten in restaurants. It does not include money for entertainment nor does it does not allocate leisure time for unpaid vacations or holidays. Lastly, it does not provide a financial means for planning for the future through savings and investment or for the purchase of capital assets (e.g. provisions for retirement or home purchases). The living wage is the *minimum* income standard that, if met, draws a very fine line between the financial independence of the working poor and the need to seek out public assistance or suffer consistent and severe housing and food insecurity. In light of this fact, the living wage is perhaps better defined as a minimum subsistence wage for persons living in the United States.

## **Family Compositions**

The living wage calculator estimates the living wage needed to support families of twelve different compositions: one adult families with 0, 1, 2, or 3 dependent children, two adult families where both adults are in the labor force with 0, 1, 2, or 3 dependent children, and two adult families where one adult is not in the labor force with 0, 1, 2, or 3 dependent children.

For single adult families, the adult is assumed to be employed full-time. For two adult families where both adults are in the labor force, both adults are assumed to be employed full-time. For two adult families where one adult is not in the labor force, one of the adults is assumed to be employed full-time while the other non-wage-earning adult provides full-time child care for the family's children. Full-time work is assumed to be year-round, 40 hours per week for 52 weeks, per adult.

Families with one child are assumed to have a 'young child' (4 years old). Families with two children are assumed to have a 'young child' and a 'child' (9 years old). Families with three children are assumed to have a 'young child', a 'child', and a 'teenager' (15 years old).

## Geographic Definitions

The living wage is calculated at the county, metropolitan area, state, regional, and national level. Unless otherwise noted, geographic definitions are consistent with those published by the Office of Management and Budget in 2009.<sup>1</sup>

The living wage is calculated for 366 metropolitan areas and all 50 states and the District of Columbia. It is not calculated for those who reside in Puerto Rico, Guam, or the Virgin Islands. Regional assignments are made by state according to Census definitions. Reported national values are calculated as the average values of the 50 states and Washington DC. The data was not skewed to justify the use of the median, instead of the mean.

## Data Sources and Calculations

The living wage is defined as the wage needed to cover basic family expenses (basic needs budget) *plus* all relevant taxes. Values are reported in 2014 dollars. To convert values from annual to hourly, a work-year of 2,080 hours (40 hours per week for 52 weeks) per adult is assumed.

The basic needs budget and living wage are calculated as follows:

$$\text{Basic needs budget} = \text{Food cost} + \text{child care cost} + (\text{insurance premiums} + \text{health care costs}) + \text{housing cost} + \text{transportation cost} + \text{other necessities cost}$$

$$\text{Living wage} = \text{Basic needs budget} + (\text{basic needs budget} * \text{tax rate})$$

The following is an explanation of data sources for each component of the living wage:

*Food.*<sup>2</sup> The food component of the basic needs budget was compiled using the USDA's low-cost food plan national average in June 2014.<sup>3</sup> The low-cost plan is the second least expensive food plan offered from a set of four food plans that provide nutritionally adequate food budgets at various price points.<sup>4</sup> The low-cost plan assumes that families select lower cost foods and that all meals (including snacks) are prepared in the home. The food component's value varies by family size and the ages of individual family members. Adult food consumption costs are estimated by averaging the low-cost plan food costs for males and females between 19 and 50. Child food consumption costs are estimated using the various categories in the low-cost food

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<sup>1</sup> OMB published revised geographic boundaries in OMB bulletin 10-02 (December, 2009). Documentation is available at <http://www.whitehouse.gov/sites/default/files/omb/assets/bulletins/b10-02.pdf> (last accessed 3.30.2014).

<sup>2</sup> The file Food\_Cost\_2014.csv contains values used for the food costs component of the living wage calculator. This file is provided on the documentation DVD and a data dictionary is included in Appendix I.

<sup>3</sup> The values used in the food component are from the official USDA low-cost food plan through June, 2014 available at [http://www.cnpp.usda.gov/sites/default/files/usda\\_food\\_plans\\_cost\\_of\\_food/CostofFoodJun2014.pdf](http://www.cnpp.usda.gov/sites/default/files/usda_food_plans_cost_of_food/CostofFoodJun2014.pdf) (last visited 9.16.2014). June costs for each year are used to represent the annual average. The various USDA food plans are available at <http://www.cnpp.usda.gov/USDAFoodCost-Home.htm> (last visited 9.16.2014).

<sup>4</sup> The Census Bureau uses the lowest cost food plan published by the USDA, the thrifty plan, in calculating the federal poverty thresholds. The use of the thrifty plan is a highly criticized because it does not provide a nutritious diet and it is only meant for temporary or emergency use (see e.g. Natale & Super, 1991 (article included on documentation DVD)). Such critiques provide compelling arguments against the use of the thrifty food plan in the living wage calculator.

plan based on the child age assumptions detailed in the section Assumptions about Family Composition. The regional adjustment factor is based on estimated regional differences in raw and unprepared food prices. The regional adjustment factors by region are as follows: East (1.08), Midwest (0.95), South (0.93), and West (1.11).<sup>5</sup>

*Child Care.*<sup>6</sup> The child care component is constructed from 2013 state-level estimates published by the National Association of Child Care Resource and Referral Agencies. We assume that low-income families will select the lowest cost child care option available; therefore we used the lowest cost option (family child care or child care center). In instances where only one type of child care cost for a specific age group was available, that child care cost was used. In the instance that neither child care type for a specific age group had an estimate (only occurs for school age care), we calculated the average percent difference between infant and school age care cost (for the cheapest care available) for all states with data by region. We then multiplied the appropriate average percent difference in infant care and school age care for the region in which the state is located by the cost to provide the cheapest type of infant care available the state to obtain an estimate for the cost of child care for the missing age group. Values were inflated to 2014 dollars using the Consumer Price Index inflation multiplier from the Bureau of Labor Statistics.<sup>7</sup>

*Health.* Typical health-related expenses are difficult to estimate due to the multitude of variables that potentially impact health care expenditures, such as the relative health of household members and the range of coverage and affiliated costs under alternative medical plans. The health component of the basic needs budget includes: (1) health insurance costs for employer sponsored plans, (3) medical services, (3) drugs, and (4) medical supplies.<sup>8</sup> Costs for medical services, drugs and medical supplies were derived from 2013 national expenditure estimates by household size provided in the 2014 Bureau of Labor Statistics Consumer Expenditure Survey.<sup>9</sup> These estimates were further adjusted for regional differences using annual income expenditure

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<sup>5</sup> USDA Economic Research Service: Liebttag, E. S. (2007). Stretching the food stamp dollar: regional price differences affect affordability of food. Economic Information Bulletin Number 29-2. No updates of the regional adjustment have been calculated or published, as of March, 30, 2014.

<sup>6</sup> The file ChildCare\_Cost\_2013.csv includes data downloaded from Child Care in America 2014 state fact sheets [http://usa.childcareaware.org/sites/default/files/19000000\\_state\\_fact\\_sheets\\_2014\\_v04.pdf](http://usa.childcareaware.org/sites/default/files/19000000_state_fact_sheets_2014_v04.pdf) (last visited 9.16.2014). This file and report are included on the documentation DVD. A data dictionary is included in Appendix I.

<sup>7</sup> Inflation multiplier for 2010 = 1.092609, 2011= 1.059176, 2012 = 1.037701, and 2013 = 1.022721. BLS inflation calculator is available at [http://www.bls.gov/data/inflation\\_calculator.htm](http://www.bls.gov/data/inflation_calculator.htm) (last visited 9.16.2014)

<sup>8</sup> For many low-income families, the assumption that their employer provides health insurance may be overly optimistic. Indeed and as documented by the Employee Benefit Research Institute, the offer rates of health insurance vary substantially by gender, level of education, and income (Available at [http://www.ebri.org/pdf/briefspdf/EBRI\\_IB\\_04-2012\\_No370\\_HI-Trends.pdf](http://www.ebri.org/pdf/briefspdf/EBRI_IB_04-2012_No370_HI-Trends.pdf)) (last visited 3.30.2014) (included on documentation DVD). However, we felt comfortable with the assumption that the employer subsidizes coverage because our optimism likely produces living wage estimates that are *below* the living wage needed. Considering all factors and the unavoidable granularity of any living wage estimator, we felt that this decision was justified.

<sup>9</sup> The file Health\_Cost\_2013.csv contains data downloaded from the 2014 Consumer Expenditure Survey, Table 1400 and is included on the documentation DVD. A data dictionary is included in Appendix I.

shares reported by region.<sup>10</sup> Values were inflated to 2014 dollars using the Consumer Price Index inflation multiplier from the Bureau of Labor Statistics.<sup>11</sup>

Health insurance costs were calculated using the Health Insurance Component Analytical Tool (MEPSnet/IC) provided online by the Agency for Healthcare Research and Quality.<sup>12</sup> This tool provides state-level estimates derived from the insurance component of the 2013 Medical Expenditure Panel Survey. The criteria for cost estimation using MEPSnet/IC tool were: “Private-Sector Establishments: State Specific Data for Private-Sector Establishments”, for each individual state, “Annual Premiums and Contributions per Enrolled Employee at Private-Sector Establishments”, All Employees Combined, either (1) “Single Plans”, (2) “Employee-plus-one Plans” or (3) “Family Plans.” We assumed that a single adult family uses a “Single Plan”, a two adult family uses an “Employee-Plus-One Plan,” and all other family types use a “Family Plan.”<sup>13,14</sup> Values were inflated to 2014 dollars using the Consumer Price Index inflation multiplier from the Bureau of Labor Statistics.<sup>15</sup>

*Housing.*<sup>16</sup> The housing component captures the likely cost of rental housing in a given area in 2014 using HUD Fair Market Rents (FMR) estimates. The FMR estimates are produced at the sub-county and county levels.<sup>17</sup> County FMRs were obtained by aggregating sub-county estimates (where sub-county estimates existed) using a population-weighted average. State and metropolitan area FMRs were also obtained by population weighting county FMRs.

The FMR estimates include utility costs and vary depending on the number of bedrooms in each unit, from zero to four bedrooms. We assumed that a one adult family would rent a single occupancy unit (zero bedrooms) for an individual adult household, that a two adult family would rent a one bedroom apartment, and that two adult and one or two child families would rent a two

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<sup>10</sup> The file Health\_Region\_2013.csv contains data downloaded from the 2014 Consumer Expenditure Survey, Table 1800 and is included on documentation DVD. A data dictionary is included in Appendix I.

<sup>11</sup> Inflation multiplier for 2010 = 1.092609, 2011 = 1.059176, 2012 = 1.037701, and 2013 = 1.022721. BLS inflation calculator is available at [http://www.bls.gov/data/inflation\\_calculator.htm](http://www.bls.gov/data/inflation_calculator.htm) (last visited 9.16.2014)

<sup>12</sup> Available at [http://meps.ahrq.gov/mepsweb/data\\_stats/MEPSnetIC.jsp](http://meps.ahrq.gov/mepsweb/data_stats/MEPSnetIC.jsp) (last visited 9.16.2014).

<sup>13</sup> An alternate method using the MEPS query tool is simply to extract the data from the appropriate ‘quick’ tables available on the MEPS website. We used Table X.C.1(2013) (available at

[http://meps.ahrq.gov/mepsweb/data\\_stats/summ\\_tables/insr/state/series\\_10/2013/txc1.htm](http://meps.ahrq.gov/mepsweb/data_stats/summ_tables/insr/state/series_10/2013/txc1.htm)) (last visited 9.16.2014)

to obtain the mean employee contribution for a single plan by state. We used Table X.D.1(2013) (available at

[http://meps.ahrq.gov/mepsweb/data\\_stats/summ\\_tables/insr/state/series\\_10/2013/txd1.htm](http://meps.ahrq.gov/mepsweb/data_stats/summ_tables/insr/state/series_10/2013/txd1.htm)) (last visited on

9.16.2014) to obtain the mean employee contribution for a plus-one plan by state. We used Table X.E.1(2013)

(available at [http://meps.ahrq.gov/mepsweb/data\\_stats/summ\\_tables/insr/state/series\\_10/2013/txe1.htm](http://meps.ahrq.gov/mepsweb/data_stats/summ_tables/insr/state/series_10/2013/txe1.htm)) (last

accessed on 9.16.2014) to obtain the mean employee contribution for a family plan by state.

<sup>14</sup> The file Health\_Insurance\_2013.csv contain the various numbers we used to estimate the medical cost component of the living wage calculator and is included on the documentation DVD. A data dictionary is included in Appendix I.

<sup>15</sup> Inflation multiplier for 2010 = 1.092609, 2011 = 1.059176, 2012 = 1.037701, and 2013 = 1.022721. BLS inflation calculator is available at [http://www.bls.gov/data/inflation\\_calculator.htm](http://www.bls.gov/data/inflation_calculator.htm) (last visited 9.16.2014)

<sup>16</sup> The file House\_Cost\_2014.csv contains county and sub-county level data used to estimate the housing component of the living wage calculator and is included on the documentation DVD. A data dictionary is included in Appendix I.

<sup>17</sup> HUD provides sub-county data and defines the corresponding metropolitan area for sub-county data as a “HUD Metro Fair Market Rent Areas,” (HMFAs) when revised OMB definitions encompass area that is larger than HUD's definitions of housing market areas. More information can be found in HUD's Fair Market Rent Overview documentation <http://www.huduser.org/portal/datasets/fmr.html> (last accessed 3.30.2014).

bedroom apartment. We further assumed that families with three children would rent a three bedroom apartment (the adults are allocated one bedroom and the children two bedrooms).

*Transportation.*<sup>18</sup> The transportation component is constructed using 2013 national expenditure data by household size from the 2014 Bureau of Labor Statistics Consumer Expenditure Survey including: (1) Cars and trucks (used), (2) gasoline and motor oil, (3) other vehicle expenses, and (4) public transportation. Transportation costs cover operational expenses such as fuel and routine maintenance as well as vehicle financing and vehicle insurance but do not include the costs of purchasing a new automobile. These costs were further adjusted for regional differences using annual expenditure shares reported by region.<sup>19</sup> Expenditures were selected by household size, instead of as a share of household income because transportation cost (i.e. gas, repairs, etc.) are roughly the same for all persons regardless of income. Values were inflated to 2014 dollars using the Consumer Price Index inflation multiplier from the Bureau of Labor Statistics.<sup>20</sup>

*Other necessities.*<sup>21</sup> The basic needs budget includes cost estimates for items not otherwise included in the major budget components such as clothing, personal care items, and housekeeping supplies. Expenditures for other necessities are based on 2013 data by household size from the 2014 Bureau of Labor Statistics Consumer Expenditure Survey including: (1) Apparel and services, (2) Housekeeping supplies, (3) Personal care products and services, (4) Reading, and (5) Miscellaneous. These costs were further adjusted for regional differences using annual expenditure shares reported by region.<sup>22</sup> Values were inflated to 2014 dollars using the Consumer Price Index inflation multiplier from the Bureau of Labor Statistics.<sup>23</sup>

*Taxes.*<sup>24</sup> Estimates for payroll taxes, state income tax, and federal income tax rates are included in the calculation of a living wage. Property taxes and sales taxes are already represented in the budget estimates through the cost of rent and other necessities.

A flat payroll tax and state income tax rate is applied to the basic needs budget. Payroll tax is a nationally representative rate as specified in the Federal Insurance Contributions Act.<sup>25</sup> The state tax rate is taken from the second lowest income tax rate for 2011 for the state as reported by the CCH State Tax Handbook (the lowest bracket was used if the second lowest bracket was for

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<sup>18</sup> The file *Transportation\_Cost\_2013.csv* contains data from the 2014 Consumer Expenditure Survey, Table 1400 and is included on documentation DVD. A data dictionary is included in Appendix I.

<sup>19</sup> The file *Transportation\_Region\_2013.csv* contains data from the 2014 Consumer Expenditure Survey, Table 1800 and is included on documentation DVD. A data dictionary is included in Appendix I.

<sup>20</sup> Inflation multiplier for 2010 = 1.092609, 2011 = 1.059176, 2012 = 1.037701, and 2013 = 1.022721. BLS inflation calculator is available at [http://www.bls.gov/data/inflation\\_calculator.htm](http://www.bls.gov/data/inflation_calculator.htm) (last visited 9.16.2014)

<sup>21</sup> The file *Other\_Cost\_2013.csv* contains data from the 2014 Consumer Expenditure Survey, Table 1400 and is included on documentation DVD. A data dictionary is included in Appendix I.

<sup>22</sup> The file *Other\_Region\_2013* contains data from the 2014 Consumer Expenditure Survey, Table 1800 and is included on the documentation DVD. A data dictionary is included in Appendix I.

<sup>23</sup> Inflation multiplier for 2010 = 1.092609, 2011 = 1.059176, 2012 = 1.037701, and 2013 = 1.022721. BLS inflation calculator is available at [http://www.bls.gov/data/inflation\\_calculator.htm](http://www.bls.gov/data/inflation_calculator.htm) (last visited 9.16.2014)

<sup>24</sup> The file *Taxes\_2013.csv* contains data used to calculate the tax component of the living wage calculator. A data dictionary is included in Appendix I.

<sup>25</sup> The payroll tax rate (Social Security and Medicare taxes) is 6.2% of total wages as of 2014.

incomes of over \$30000) (we assume no deductions).<sup>26</sup> The federal income tax rate is calculated as a percentage of total income based on the average tax paid by median-income four-person families as reported by the Tax Policy Center of the Urban Institute and Brookings Institution for 2013.<sup>27</sup>

### **Comparisons to the Minimum Wage, Poverty Threshold, and Wages by Occupation**

*Minimum Wage:* The minimum wage estimates the lowest threshold an employer can legally pay employees for certain types of work. For comparison, we used state minimum wage data was obtained from the United States Department of Labor as of January 1, 2014.<sup>28</sup> The federal minimum wage is used for states where the state minimum wage is less than the federal minimum. The average minimum wage of all fifty states and the District of Columbia is used to estimate the national minimum wage.

*Poverty Wage:* The poverty threshold is defined by the Department of Health and Human Services. It is an administrative threshold to determine eligibility for financial assistance from the federal government. For comparison, we use the poverty thresholds for the 48 contiguous states and for Alaska and Hawaii, as of 2014.<sup>29</sup> The average poverty wage of all fifty states and the District of Columbia is used to estimate the national poverty wage.

*Wages by Occupational Group:* For comparison, we use the median hourly wage rates for 22 major occupations in the nation, all 50 states and Washington DC, and 364<sup>30</sup> metropolitan areas, as defined by the Bureau of Labor Statistics as of 2013.<sup>31</sup> Values were inflated to 2014 dollars using the Consumer Price Index inflation multiplier from the Bureau of Labor Statistics.<sup>32</sup>

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<sup>26</sup> State income tax rates are for the 2011 tax year. These rates were taken from the 2011 CCH Tax Handbook (various organizations provide the CCH State Tax Handbook rates (including The Tax Foundation)). No updates were available as of March 30, 2014.

<sup>27</sup> The Tax Policy Center reported that the average federal income tax rate for 2013 was 5.32%. This estimate includes the effects of (1) the Earned Income Tax Credit (assuming two eligible children), (2) the Child Tax Credit expansion as part of EGTRRA, and (3) the Making Work Pay Credit enacted in the American Recovery and Reinvestment Act of 2009. <http://www.taxpolicycenter.org/taxfacts/displayafact.cfm?Docid=226>

<sup>28</sup> Minimum wage data is available at <http://www.dol.gov/whd/state/stateMinWageHis.htm> and <http://www.dol.gov/whd/minwage/america.htm#Montana%20-%202014%20minimum%20wage> (last visited 9.16.2014). Data is included on documentation DVD as MinimumWage\_2014.csv. A data dictionary is included in Appendix I.

<sup>29</sup> Poverty data is available at <http://aspe.hhs.gov/poverty/14poverty.cfm> (last visited 9.16.2014).

<sup>30</sup> BLS reports data for 366 metropolitan areas, however data for Manchester-Nashua, NH and Providence-New Bedford-Fall River, RI-MA was reported separately for portions in respective states. Instead of employment-weighting the median wage for these metropolitan areas, we do not report values for these metropolitan areas.

<sup>31</sup> BLS publishes state and metropolitan level occupational employment and wage estimates based on data collected from employers in all industry divisions for two digit Standard Occupational Coded occupations. These estimates are available at <http://www.bls.gov/bls/blswage.htm> (last visited 3.30.2014) and are included on the documentation DVD as Occ\_2013.csv. A data dictionary is included in Appendix I.

<sup>32</sup> Inflation multiplier for 2010 = 1.092609, 2011 = 1.059176, 2012 = 1.037701, and 2013 = 1.022721. BLS inflation calculator is available at [http://www.bls.gov/data/inflation\\_calculator.htm](http://www.bls.gov/data/inflation_calculator.htm) (last visited 9.16.2014)

## Appendix I: Data Dictionary of Files Used to Calculate the Living Wage

A documentation DVD containing all files used to calculate the living wage is scheduled to be released in 2015.

Variable Name	Variable type	Variable Definition	Coding Notes
<i>geography</i>	text	Unit of geography	County, Metro, or State
<i>cenusregion</i>	text	Census region of the geography	M, N, S, or W
<i>statefips</i>	numeric	Primary state ID number	
<i>state</i>	text	Primary state name	50 states and DC
<i>stateabr</i>	text	Primary state abbreviation	(e.g., AL)
<i>state2</i>	text	Secondary state abbreviation	Only available for metropolitan areas that cross two state boundaries
<i>state3</i>	text	Tertiary state abbreviation	Only available for metropolitan areas that cross three state boundaries
<i>state4</i>	text	Quaternary state abbreviation	Only available for metropolitan areas that cross four state boundaries
<i>msa</i>	numeric	Metropolitan area ID number	
<i>msa_name</i>	text	Metropolitan area name	
<i>top100</i>	numeric	Is the metropolitan area the largest 100 by population as of 2010 Census	1 if in the top 100
<i>countyfips</i>	numeric	County ID number	
<i>countyname</i>	text	county name	
<i>familysize</i>	numeric	Number of people in family	Ranges from 1 to 5
<i>familycomposition</i>	text	Number of adults, adults in the labor force, and/or children in family	Coded as #A#LF#C (e.g., 2A1LF1C); #A = number of adults, #LF = number of adults earning wages, #C = children. If #LF is excluded, all adults are assumed to be earning wages (e.g., 2A2C families have two adults earning wages).
<i>childcare_cost</i>	numeric	Cost of childcare (\$2014)	
<i>health_cost</i>	numeric	Cost of healthcare (\$2014)	
<i>food_cost</i>	numeric	Cost of food (\$2014)	
<i>trans_cost</i>	numeric	Cost of transportation (\$2014)	
<i>other_cost</i>	numeric	Cost of other necessities (\$2014)	
<i>house_cost</i>	numeric	Cost of housing (\$2014)	
<i>tax</i>	numeric	Cost of all taxes (\$2014)	
<i>income</i>	numeric	Annual living wage, including the cost of all taxes (\$2014)	Sum of childcare_cost, health_cost, food_cost, trans_cost, other_cost, house_cost, and tax, by family composition
<i>income_pre-tax</i>	numeric	Annual living wage, not including the cost of all taxes (\$2014)	Sum of childcare_cost, health_cost, food_cost, trans_cost, other_cost, and house_cost, by family composition
<i>income_hrly</i>	numeric	Hourly living wage, including the cost of all taxes (\$2014)	
<i>income_pre-tax_h</i>	numeric	Hourly living wage, not including the cost of all taxes (\$2014)	
<i>poverty</i>	numeric	Annual maximum wage of families classified as in poverty (\$2014)	
<i>poverty_hrly</i>	numeric	Hourly wage of families classified as in poverty (\$2014)	Annual wage / 2080 hours
<i>minwage</i>	numeric	Annual minimum wage (\$2014)	
<i>minwage_hrly</i>	numeric	Hourly minimum wage (\$2014)	Annual minimum wage / 2080 hours

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Accrual Basis

## Council of Graduate Students Profit & Loss Budget vs. Actual July 1, 2015 through January 19, 2016

	Jul 1, '15 - Jan 19, 16	Budget
<b>Income</b>		
Coca Cola Carry Forward	14,695.33	15,000.00
Coca Cola Endowment	14,683.00	15,024.00
CSA Carry Forward	5,204.99	10,000.00
CSA Student Activity Fee	73,892.48	85,000.00
Global Gtwy	10,000.00	10,000.00
Global Gtwy Carry Forward	0.00	3,276.31
Grad Sch.--Hayes	9,000.00	9,000.00
OAA Ray Travel	35,000.00	35,000.00
OAA Ray Travel Carry Forward	11,791.63	10,000.00
OR Hayes Endwmnt	10,000.00	10,000.00
<b>Total Income</b>	<b>184,267.43</b>	<b>202,300.31</b>
<b>Expense</b>		
<b>1000 President's Projects</b>		
1100 Discretionary	0.00	1,000.00
1300 Inauguration	0.00	1,000.00
1000 President's Projects - Other	0.00	0.00
<b>Total 1000 President's Projects</b>	<b>0.00</b>	<b>2,000.00</b>
<b>2000 Vice President</b>		
2100 Hayes	664.73	28,000.00
2000 Vice President - Other	0.00	0.00
<b>Total 2000 Vice President</b>	<b>664.73</b>	<b>28,000.00</b>
<b>3000 Committees</b>		
<b>3100 Exec</b>		
3110 Retreat	0.00	3,000.00
3120 Awards & Rec	7,575.40	500.00
3130 Exec Disc	0.00	500.00
3140 Comm. Disc.	0.00	4,000.00
3150 MarCom	15,548.95	10,000.00
3160 Speaker Series	0.00	5,000.00
3100 Exec - Other	0.00	0.00
<b>Total 3100 Exec</b>	<b>23,124.35</b>	<b>23,000.00</b>
3200 Acad. Rel	0.00	0.00
3301 Grants Admin	0.00	500.00
3340 Arts & Culture	0.00	4,000.00
3400 Del OutReach Grnt	2,538.11	3,250.00
3410 Communications	0.00	1,000.00
3500 Div & Inclusion	490.00	4,000.00
3510 International Concerns	275.00	3,000.00
3600 Government Relations	0.00	0.00
3610 Ray Trv Grant Adm	0.00	500.00
3611 Ray Award Receptions	1,813.50	6,000.00
3700 Grad H & W	0.00	3,000.00
3710 SERC	0.00	2,000.00
3800 Org & Elect	0.00	200.00
3900 Senate Advisory	0.00	500.00
5200 Grad. Housing	0.00	0.00
3000 Committees - Other	0.00	0.00
<b>Total 3000 Committees</b>	<b>28,240.96</b>	<b>50,950.00</b>
<b>3300 Grants Admin Funds</b>		
3310 Career Dev	5,557.00	12,000.00
3320 Global Gtwy	-5,602.83	15,000.00
3330 Ray Travel Award	10,736.01	40,000.00
3300 Grants Admin Funds - Other	766.55	0.00
<b>Total 3300 Grants Admin Funds</b>	<b>11,456.73</b>	<b>67,000.00</b>

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Accrual Basis

**Council of Graduate Students**  
**Profit & Loss Budget vs. Actual**  
**July 1, 2015 through January 19, 2016**

	Jul 1, '15 - Jan 19, 16	Budget
<b>4000 Office Equip</b>		
4100 Copier	0.00	500.00
4200 Equip.	134.21	400.00
4300 Furn.	0.00	0.00
4400 Supplies	352.05	1,000.00
4500 Telephone	367.60	1,650.00
4600 Technology	4,640.48	8,000.00
4000 Office Equip - Other	277.73	0.00
<b>Total 4000 Office Equip</b>	5,772.07	11,550.00
<b>5000 Administrative</b>		
5100 Student Life Init.		
5120 Fall Event	0.00	6,075.00
5130 Spr. Event	1,029.00	6,075.00
5100 Student Life Init. - Other	0.00	0.00
<b>Total 5100 Student Life Init.</b>	1,029.00	12,150.00
5300 Mtng. Refreshments	6,273.70	12,000.00
5400 Org. Dev.	0.00	1,000.00
5410 Travel	5,168.97	12,000.00
5500 Administrative - Other	0.00	0.00
6000 Prkng Passes	0.00	3,500.00
Mbrshp Fees	0.00	0.00
5000 Administrative - Other	26.68	0.00
<b>Total 5000 Administrative</b>	12,498.35	40,650.00
<b>8000 PY Encum</b>		
8100 Career Dev.	0.00	350.00
8200 Global Gtwy	0.00	0.00
8300 Ray Travel Award	0.00	1,500.00
8000 PY Encum - Other	0.00	0.00
<b>Total 8000 PY Encum</b>	0.00	1,850.00
<b>Total Expense</b>	58,632.84	202,000.00
<b>Net Income</b>	<b>125,634.59</b>	<b>300.31</b>

**Council of Graduate Students**  
**Profit & Loss Budget vs. Actual**  
 July 1, 2015 through January 19, 2016

	\$ Over Budget	% of Budget
<b>Income</b>		
Coca Cola Carry Forward	-304.67	98.0%
Coca Cola Endowment	-341.00	97.7%
CSA Carry Forward	-4,795.01	52.0%
CSA Student Activity Fee	-11,107.52	86.9%
Global Gtwy	0.00	100.0%
Global Gtwy Carry Forward	-3,276.31	0.0%
Grad Sch.--Hayes	0.00	100.0%
OAA Ray Travel	0.00	100.0%
OAA Ray Travel Carry Forward	1,791.63	117.9%
OR Hayes Endwmnt	0.00	100.0%
<b>Total Income</b>	<b>-18,032.88</b>	<b>91.1%</b>
<b>Expense</b>		
<b>1000 President's Projects</b>		
1100 Discretionary	-1,000.00	0.0%
1300 Inauguration	-1,000.00	0.0%
1000 President's Projects - Other	0.00	0.0%
<b>Total 1000 President's Projects</b>	<b>-2,000.00</b>	<b>0.0%</b>
<b>2000 Vice President</b>		
2100 Hayes	-27,335.27	2.4%
2000 Vice President - Other	0.00	0.0%
<b>Total 2000 Vice President</b>	<b>-27,335.27</b>	<b>2.4%</b>
<b>3000 Committees</b>		
<b>3100 Exec</b>		
3110 Retreat	-3,000.00	0.0%
3120 Awards & Rec	7,075.40	1,515.1%
3130 Exec Disc	-500.00	0.0%
3140 Comm. Disc.	-4,000.00	0.0%
3150 MarCom	5,548.95	155.5%
3160 Speaker Series	-5,000.00	0.0%
3100 Exec - Other	0.00	0.0%
<b>Total 3100 Exec</b>	<b>124.35</b>	<b>100.5%</b>
3200 Acad. Rel	0.00	0.0%
3301 Grants Admin	-500.00	0.0%
3340 Arts & Culture	-4,000.00	0.0%
3400 Del OutReach Grnt	-711.89	78.1%
3410 Communications	-1,000.00	0.0%
3500 Div & Inclusion	-3,510.00	12.3%
3510 International Concerns	-2,725.00	9.2%
3600 Government Relations	0.00	0.0%
3610 Ray Trv Grant Adm	-500.00	0.0%
3611 Ray Award Receptions	-4,186.50	30.2%
3700 Grad H & W	-3,000.00	0.0%
3710 SERC	-2,000.00	0.0%
3800 Org & Elect	-200.00	0.0%
3900 Senate Advisory	-500.00	0.0%
5200 Grad. Housing	0.00	0.0%
3000 Committees - Other	0.00	0.0%
<b>Total 3000 Committees</b>	<b>-22,709.04</b>	<b>55.4%</b>
<b>3300 Grants Admin Funds</b>		
3310 Career Dev	-6,443.00	46.3%
3320 Global Gtwy	-20,602.83	-37.4%
3330 Ray Travel Award	-29,263.99	26.8%
3300 Grants Admin Funds - Other	766.55	100.0%
<b>Total 3300 Grants Admin Funds</b>	<b>-55,543.27</b>	<b>17.1%</b>

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Accrual Basis

**Council of Graduate Students**  
**Profit & Loss Budget vs. Actual**  
**July 1, 2015 through January 19, 2016**

	\$ Over Budget	% of Budget
<b>4000 Office Equip</b>		
4100 Copier	-500.00	0.0%
4200 Equip.	-265.79	33.6%
4300 Furn.	0.00	0.0%
4400 Supplies	-647.95	35.2%
4500 Telephone	-1,282.40	22.3%
4600 Technology	-3,359.52	58.0%
4000 Office Equip - Other	277.73	100.0%
<b>Total 4000 Office Equip</b>	<b>-5,777.93</b>	<b>50.0%</b>
<b>5000 Administrative</b>		
5100 Student Life Init.		
5120 Fall Event	-6,075.00	0.0%
5130 Spr. Event	-5,046.00	16.9%
5100 Student Life Init. - Other	0.00	0.0%
<b>Total 5100 Student Life Init.</b>	<b>-11,121.00</b>	<b>8.5%</b>
5300 Mtng. Refreshments	-5,726.30	52.3%
5400 Org. Dev.	-1,000.00	0.0%
5410 Travel	-6,831.03	43.1%
5500 Administrative - Other	0.00	0.0%
6000 Prkng Passes	-3,500.00	0.0%
Mbrshp Fees	0.00	0.0%
5000 Administrative - Other	26.68	100.0%
<b>Total 5000 Administrative</b>	<b>-28,151.65</b>	<b>30.7%</b>
<b>8000 PY Encum</b>		
8100 Career Dev.	-350.00	0.0%
8200 Global Gtwy	0.00	0.0%
8300 Ray Travel Award	-1,500.00	0.0%
8000 PY Encum - Other	0.00	0.0%
<b>Total 8000 PY Encum</b>	<b>-1,850.00</b>	<b>0.0%</b>
<b>Total Expense</b>	<b>-143,367.16</b>	<b>29.0%</b>
<b>Net Income</b>	<b>125,334.28</b>	<b>41,835.0%</b>

**ACT # 1516-SP-1**

**An Act Amending the Standing Rules Regarding Delegate Election Timing**

Author: Megan Fitze

Sponsor: The Executive Committees

**Section 1.** The purpose of this act shall be to revise the Delegate Election Standing Rule in line with University's current practices, specifically changing occurrences of quarters to semesters and to establish a timeline appropriate for the semester calendar;

**Section 2.** Whereas, this is to modernize the language;

**Section 3.** Let it be further enacted, that the language be in effect for the upcoming elections in the Spring Semester of 2016.

**Procedure for spring ~~quarter-semester~~ elections:**

1. CGS will send an email providing the declaration of candidacy and election timeframe during the ~~second week~~ week following spring break of spring quarter to all delegates, graduate studies chairs, and graduate student organizations registered with CGS. The email will include a link to the site that includes information about candidacy eligibility, voting eligibility and the declaration of candidacy form. CGS will also submit information about the election to OSU Weekly for distribution during the ~~second and third weeks of the quarter.~~ two weeks following spring break.
2. Declarations of candidacy will be accepted during the ~~third and fourth weeks of spring quarter.~~ second and third weeks following spring break.
3. CGS will verify the eligibility of students' candidacy by 5:00 p.m. Wednesday of the ~~fifth week of spring quarter~~ fourth week following spring break.
4. CGS will send an email to all graduate students one day prior to the opening of the election period which will include links to the voting site, the dates that voting will be available, and a form that will allow students to sign up for a voting reminder email.
5. The voting reminder email shall be sent approximately half way through the voting period.
6. The voting period shall be held from 12:00 p.m. on Friday during the fifth week ~~of spring quarter~~ of the semester following spring break until 5:00 p.m. on Friday of the sixth week of ~~spring quarter~~ the semester following.

7. The Organization and Elections Committee shall certify the election and announce the results via the website within one week of the close of the voting period.
8. Less than catastrophic failure of the system: A catastrophic failure is defined as the unavailability of the voting system for more than 72 hours or the inability to accurately record votes. If the online system is unavailable during the voting period for less than 24 hours, no change to the voting period is necessary. If the online system is unavailable for more than 24 hours but less than 72 hours, the voting period shall be extended until 12:00 p.m. Tuesday ~~of the following the seventh week of original Friday deadline~~ spring quarter. CGS shall provide information on the voting site outlining any changes in the voting period and time voting is expect to resume when the system is unavailable during the voting period.
9. Should there be a catastrophic failure of the system during the voting time period, all recorded votes shall be disregarded and a new election period of at least 7 days must occur by the ~~tenth week of spring quarter~~ start of the exam period for spring semester. CGS shall use all reasonable means to inform graduate students of the new voting period.

#### **Procedure for autumn quarter elections:**

1. CGS will send an email providing the declaration of candidacy and election timeframe during the ~~second first~~ week of autumn ~~quarter semester~~ to all delegates and to graduate studies chairs and graduate student organizations registered with CGS of departments lacking full delegate representation. The email will include a link to the site that includes information about candidacy eligibility, voting eligibility and the declaration of candidacy form. CGS will also submit information about the election to OSU Weekly for distribution during the first and second weeks of the ~~quarter semester~~.
2. Declarations of candidacy will be accepted during the second week of autumn ~~quarter semester~~.
3. CGS will send an email to all delegates and to graduate studies chairs and graduate student organizations registered with CGS of departments lacking full delegate representation one day prior to the voting period with information including a link to the voting site, the dates that voting will be available, and a form that will allow students to sign up for a voting reminder email.
4. The voting reminder email shall be sent approximately half way through the voting period.

5. The voting period shall be held from 12:00 p.m. on Wednesday during the third week of autumn quarter-semester until 5:00 p.m. on Wednesday of the fourth week of autumn quartersemester.
6. The Organization and Elections Committee shall certify the election and announce the results via the website within one week of the close of the voting period.
7. Less than catastrophic failure of the system: A catastrophic failure is defined as the unavailability of the voting system for more than 72 hours or the inability to accurately record votes. If the online system is unavailable during the voting period for less than 24 hours, no change to the voting period is necessary. If the online system is unavailable for more than 24 hours but less than 72 hours, the voting period shall be extended until 5:00 p.m. Friday of the fourth week of autumn quartersemester. CGS shall provide information on the voting site outlining any changes in the voting period and time voting is expect to resume when the system is unavailable during the voting period.
8. Should there be a catastrophic failure of the system during the voting time period, all recorded votes shall be disregarded and a new election period of at least 5 days must occur prior to the second autumn quarter-semester delegate meeting. CGS shall use all reasonable means to inform graduate students of the new voting period.

## Act 1516-SP-2

### An Act Amending Bylaws Section 1.7 Delegate Terms of Service

Author: Megan Fitze

Sponsor: The Executive Committees

**Section 1.** The purpose of this act shall be to change the term of service for delegates.

**Section 2.** The term of service shall start in autumn and conclude at the end of the following summer term.

**Section 3.** This change will allow for better continuity and governance on behalf of graduate students.

**Section 4.** That the following changes shall take effect for the upcoming elections in the Spring Semester of 2016.

#### **Section I.7: Term of Service**

(From this) I.7.A. Delegates shall be elected in spring semester for a term of service consecutively consisting of ~~summer term, autumn semester, and~~ spring semester and summer term beginning in the following ~~summer term~~ autumn semester.

I.7.B. Delegates filling a vacancy shall take office immediately.

I.7.C. All delegates-elect will serve as non-voting members of the Council until their term of service begins (per I.7.A).

**Section 5.** All currently serving delegates shall have their term of service extended through summer term of 2016.

**Resolution 1516-SP-03**  
**A Resolution in Support of the Report and**  
**Recommendations of the Graduate Associate Compensation**  
**and Benefits Committee**

Author: Megan Fitze

WHEREAS The Council of Graduate Students (CGS) is the representative body of all graduate students enrolled in The Ohio State University (established by Article II.I of the CGS Constitution); and

WHEREAS the current Graduate Associate minimum stipend has remained unchanged since Fall 2013

WHEREAS In his 2015 address to the Council of Graduate Students, President Drake termed Graduate Associates “crucial to the quality of our university.”

WHEREAS according to reports from the OSU office of Human Resources, the gap between stipends offered by Ohio State and competitor institutions offering a higher minimum has grown in the years that the OSU stipend as remained stagnant

WHEREAS the current nine-month minimum stipend of \$13,500 falls short of the minimum suggested livable wage of \$15,045 for nine-months (\$20,061/year)

WHEREAS it appears the Ohio State University's current minimum stipend threatens to present a barrier to enrollment of graduate students that the university requires in order to fulfill its teaching and research mission

WHEREAS the University Senate Graduate Associate Compensation and Benefits Committee in its annual report suggests that the University undertake a 3 year commitment to annually increasing the minimum stipend to \$15,000, 15,750 and then \$16,500 beginning in Fall 2016

THEREFORE LET IT BE RESOLVED that the Council endorses the findings and recommendations of the University Senate Graduate Associate Compensation and Benefits Committee

LET IT FURTHER BE RESOLVED that the Council directs the Secretary and President of CGS to advocate for this position on behalf of the Council to all appropriate members of the Ohio State University Community, including all relevant committees.

OFFICE OF ACADEMIC AFFAIRS

## Comprehensive Energy Management Plan



To strengthen our sustainability efforts, Ohio State is considering an innovative energy strategy that also could provide new resources for our academic mission. This project could provide benefits in a number of areas, including energy conservation, energy supply (securing the best rates), operations (leasing our energy infrastructure) and affinity (support for teaching, learning and research).

At each step of the process, our three advisory groups — made up of students, faculty and staff — have evaluated and commented on the progress, and we have shared information with the university community.

**Your input is important to the process.** Before the university makes a decision on whether to move forward with the third, and final, phase of the evaluation, the Office of Academic Affairs is hosting two campus meetings. In the meetings, which are open to faculty, staff and students, a project update will be provided and participants will have the opportunity to share thoughts and ask questions.

**When:** Thursday, Feb. 4, 2016 - 10-11 a.m. or 1:30-2:30 p.m.

**Where:** The Blackwell Inn Ballroom

Please RSVP by Monday, Feb. 1, 2016, with the timeslot you would like to attend by clicking below.

[Submit Your RSVP](#)

For more information about the Comprehensive Energy Management Plan, including answers to frequently asked questions, project history and status, please see the [project website](#). If you have questions, please email [energymanagementplan@osu.edu](mailto:energymanagementplan@osu.edu).

## First Annual Three Minute Thesis (3MT) Competition at Ohio State

**WHAT:** Competition for doctoral students to “effectively explain their research to a non-specialist audience” in only three minutes and using a single static slide. There will be cash prizes for winners.

**About the competition:** <http://threeminutethesis.org/about-3mt>

**Videos of past competitors:** <http://threeminutethesis.org/3mt-showcase>

**3MT website:** <http://threeminutethesis.org/>

**WHEN:** Application open from Monday February 1<sup>st</sup> to Monday February 29<sup>th</sup>

Actual final competition Monday, April 11<sup>th</sup> with expected heat days the Thursday and Friday before.

They plan to host a few information sessions prior to the competition.

**WHO:** Open to any post-candidacy doctoral (Ph.D.) candidate – though senior students are preferred and will be favored in the application process. This is the first year Ohio State is hosting a 3MT competition so it is more of a pilot year to see how the competition is received and participated in.

**WHAT IS NEEDED OF YOU:** As a graduate student, if doctoral and post candidacy – participation, either as a competitor or a volunteer (likely as a time-keeper, heat moderator, greeter or ask a faculty member to volunteer as a judge)! As a delegate, please distribute to your departments and get the event out to those who may be interested in applying and if interested in volunteering, please do!

**CONTACT FOR MORE INFO:** The Graduate school is hosting it. Contact Dean Kathleen Wallace (.150), or contact Ana Brown (.5546s) with questions. Or me! (patterson.694) Thanks for your interest!

# THESE ITEMS ARE NOT RECYCLABLE

*When in doubt, throw it out!*



**Cups of any kind**



**Food or takeout containers**



**Napkins or paper towels**

**TRASH**

