

Resolution 1112-SU-005

A Resolution Supporting the Graduate Associate Stipend Increase, and Urging The OSU Office of Human Resources to Adopt an Annual Review Process

Author:

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Sponsor: The Executive Committee

Introduced: July 15, 2011

WHEREAS The Ohio State University President, E. Gordon Gee, has set a University-wide charge to emerge from “Excellence to Eminence,” and stated that “Graduate Students are the glue that hold this great institution together;” and

WHEREAS the Mission of The Ohio State University Graduate School specifically declares that, “The Graduate School provides strategic leadership for graduate education at The Ohio State University...[and] is an essential partner with the colleges and graduate programs in leveraging financial resources to recruit and support highly talented graduate students;” and

WHEREAS multiple sources express that adequate financial support during graduate studies is a critical success factor, including the Council of Graduate Schools whose membership “annually award more than 95 percent of all U.S. doctorates and over 78 percent of all U.S. master's degrees;” and

WHEREAS the Graduate Quality of University Experience (G-QUE) report issued jointly by the OSU Graduate School, and Council of Graduate Students recommends that the university “Alleviate graduate student financial and health care concerns;” and

WHEREAS The Ohio State University employs approximately 4,700 Graduate Teaching Associates, Graduate Research Associates, and Graduate Administrative Associates that are instrumental to University’s success; and

WHEREAS the current \$9,000/nine-month GA stipend undermines The Ohio State University’s strategic goals of “One University, Students First with Academic Excellence and Access, Faculty and Staff Talent and Culture, Research Prominence,” as well as President E. Gordon Gee’s statement that “We must be competitive to thrive;” and

WHEREAS the 2010-11 Ohio State University Senate Graduate Associate Compensation and Benefits Committee reported findings from the OSU Office of Human Resources at the May 26, 2011 University Senate Meeting that the GA minimum and median GA stipends are last, or near last, when compared to peer institutions, as well as made specific recommendations that 1) The Graduate School should actively pursue

increasing the minimum as soon as possible, 2) During next academic year, the University should adopt a benchmark-based goal and plan for moving Ohio State median GA stipends to a competitive midpoint, and 3) Office of Human Resources should annually review GA stipends,

THEREFORE LET IT BE RESOLVED that the Council of Graduate Students support, and commend the Graduate School for acting expeditiously to increase the minimum stipend for graduate associates to \$10,500/nine-month period for Autumn quarter 2011 appointments; and

LET IT BE FURTHER RESOLVED that the Council of Graduate Students support, and commend the Graduate School's proposal, "that for the following two years the minimum be increased by \$1,500 per year to bring us [Ohio State] to the mid-range of our comparison group of universities;" and

LET IT BE FURTHER RESOLVED that the Council of Graduate Students urge the Office of Human Resources to adopt strategies for an annual review of Graduate Associate compensation and benefits in the 2011-12 academic year to assure the successful advancement of University missions and goals, along with satisfying The Ohio State University Senate Graduate Associate Compensation and Benefits 2010-2011 recommendations; and

LET IT BE FURTHER RESOLVED that the Council of Graduate Students shall commit reasonable resources to collaboratively develop a mechanism for the formerly mentioned annual review process with the University; and

LET IT BE FURTHER RESOLVED that the Council of Graduate Students charges its graduate student representatives in all other University committees to vote in accordance with this resolution; and

LET IT BE FURTHER RESOLVED that the Council of Graduate Students charges its President to communicate to the Ohio State University President, Executive Vice President and Provost, Vice President of Student Life, Vice Provost and Dean of the Graduate School, Deans and Faculty of all University colleges and programs employing graduate students, and all others to advance the Council of Graduate Students' position as established by this resolution.

Approved: Y/N

Date:

Vijay N. Gadepally
President | Council of Graduate Students