



Annual Review Process of Graduate Student Stipends

Authors: Council of Graduate Students & Graduate Compensation and Benefits Committee

Preamble:

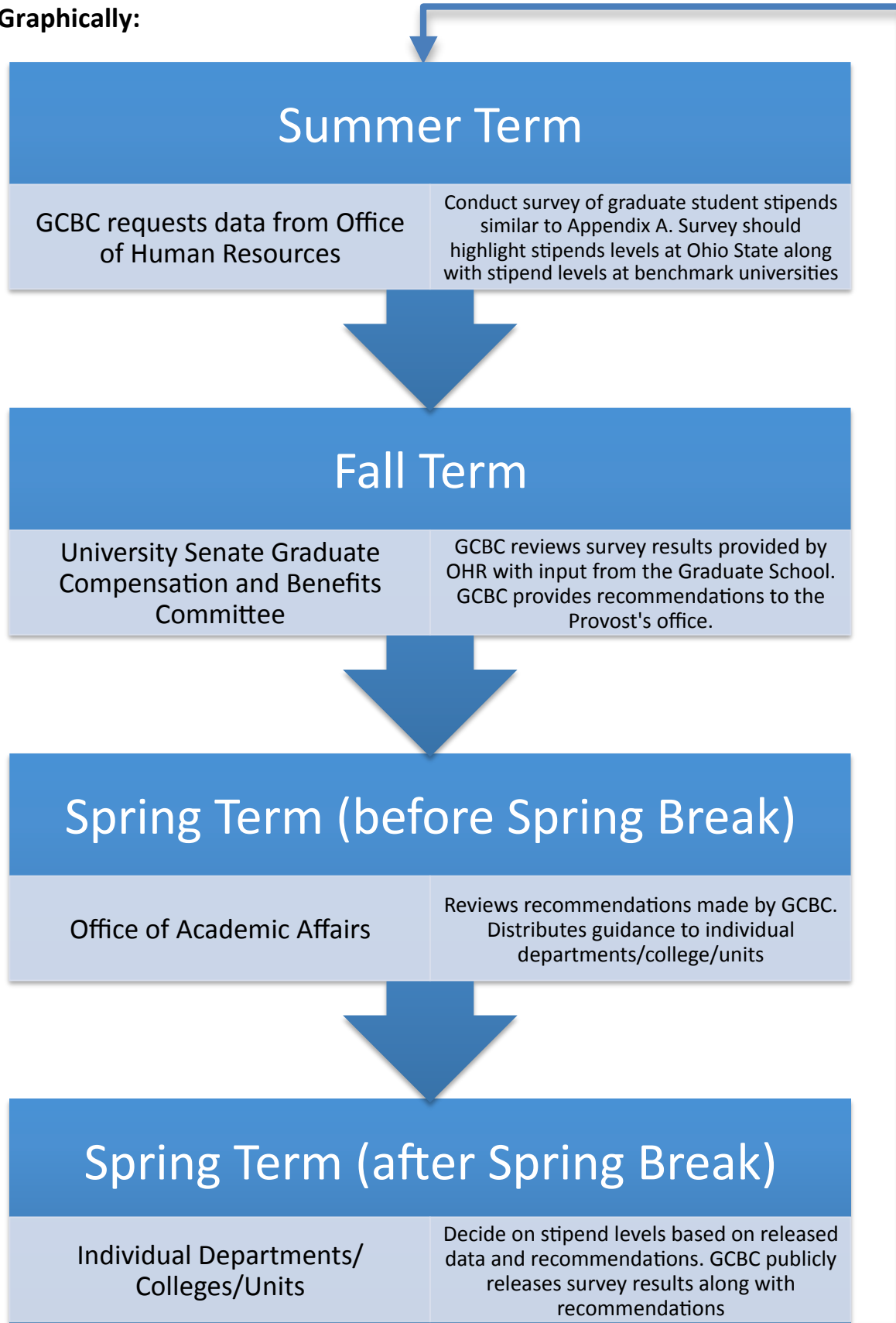
The aim of this document is to propose an annual review process of graduate student stipends. Two measures of stipends are important: (i) the Minimum stipend, and the (ii) the Median stipend of each department. A competitive minimum stipend is required to ensure a minimum standard of living for each graduate student and a competitive median department stipend ensures the attraction and retention of the best graduate students. Resolution 1112-SU-005 (passed July 15, 2011) of the Council of Graduate Students highlights further rationale behind adopting an annual review process.

This document proposes a review process that relies on the coordination between four groups: (i) the Office of Human Resources, (ii) the Graduate School, and (iii) the University Senate Graduate Compensation and Benefits Committee (GCBC), (iv) the Office of Academic Affairs. This document proposes an annual timeline for the review process along with the group responsible for each component.

Rationale:

As President Gee has noted, “We must be competitive to thrive.” Thus, this proposal seeks to establish an efficient and repeatable protocol for annually reviewing levels of graduate student stipends within Ohio State as well as in relation to our peer institutions. The goal of this proposal is to open effective lines of communication regarding increasing graduate stipend levels where possible. Although these may not always be the easiest discussions to undertake, we feel that recruiting and retaining top graduate student talent will continue to help the university on its path from “Excellence to Eminence.” This proposal is meant to ensure a collaborative effort in improving the quality and retention of graduate students at Ohio State.

Graphically:



Summary:

Summer Term:

The Graduate Compensation and Benefits Committee (GCBC) requests the Office of Human Resources conducts a survey as in Appendix A. Results of the survey are submitted to the chair of GCBC by end of Summer Term.

Fall Term:

GCBC reviews data, and provides recommendations for each college or department as it sees fit. GCBC recommendations are submitted to the Dean of the Graduate School and the Provost's office, Office of Academic Affairs, for consideration during annual reviews and dispersal to individual units.

GCBC will analyze data, look for trends and prepare a report that highlights the following for each individual department:

1. Department median stipend compared to OSU College stipend median
2. Department minimum stipend compared to OSU graduate school minimum stipend
3. Department standard deviation (where possible) of stipend compared to OSU College standard deviation of stipend

GCBC will also look at trends at the college level and prepare a report that highlights the following for each college:

1. College median stipend compared to other OSU College median stipends
2. College minimum stipend compared to other OSU College minimum stipends
3. College median stipend compared to benchmark University median stipends (where possible)
4. College minimum stipend compared to benchmark University minimum stipends (where possible)

The compiled reports will be distributed by the chair of GCBC to relevant individuals (or their representative) including, but not limited to:

1. Dean, Graduate School, The Ohio State University
2. Provost, The Ohio State University
3. President, Council of Graduate Students, The Ohio State University
4. Office of Human Resources, The Ohio State University

The above individuals will report any feedback to the Chair of GCBC and a final report will be compiled by the end of fall term. This final report will be submitted to the Dean of the Graduate School and the Provost and will also serve as GCBC's report to the University Senate.

Spring Term:

Before Spring Break:

The Provost's office will analyze the report and disburse any recommendations as needed.

After Spring Break:

Survey data and recommendations are made publicly available and can be hosted online by the University Senate or Council of Graduate Students.

Summer Term:

The process repeats