

1 **RESOLUTION 2021-003**

2 A RESOLUTION IN SUPPORT OF THE PRIORITIZATION OF GRADUATE STUDENT
3 COMPENSATION

4 Authors: Kathryn Holt.351, Chair, Arts and Culture; Katie Conner.280, Chair, External Collaborations

5 Sponsor: Executive Committee
6

7 WHEREAS the Council of Graduate Students (CGS) is the representative body of all graduate students enrolled
8 at The Ohio State University as established by Article II Section 1 of the CGS Constitution; and
9

10 WHEREAS the Council of Graduate Students or its appointed representative(s) have the power to act as an
11 advisory agent on behalf of graduate students on all matters brought before personnel, committees, or agencies of
12 The Ohio State University involving the interest of graduate students as established in Article III Section 3 of the
13 CGS Constitution; and
14

15 WHEREAS the 2020-2021 academic year marks the first year since 2016 that Ohio State has not increased the
16 minimum Graduate Associate stipend; and
17

18 WHEREAS in June 2020, the Graduate Benefits and Compensation Committee recommended a minimum stipend
19 increase of \$1,500 for the 2020-2021 academic year and \$1,000 per year for the two following years in order to
20 keep pace with the cost of living and graduate student compensation at Ohio State's benchmark institutions¹; and
21

22 WHEREAS the current minimum stipend of \$17,280 does not meet the living wage standard for Columbus, Ohio²;
23 and
24

25 WHEREAS the current minimum stipend of \$17,280 does not meet the goal of providing compensation
26 competitive with those provided at our benchmark institutions³; and
27

28 WHEREAS failure to pay graduate students a living wage disproportionately harms the most marginalized
29 students, including low-income, first generation, BIPOC, international, disabled, and pregnant and parenting
30 students⁴; and
31

32 WHEREAS the COVID-19 pandemic has placed additional financial strain on students and their families due to
33 loss of income, such as paid summer employment opportunities; and
34

35 WHEREAS Ohio State graduate students are experiencing increased levels of anxiety and depression as a result
36 of the COVID-19 pandemic, and these mental health concerns are likely to be further exacerbated by financial
37 strain; and
38

39 WHEREAS per Ohio State Human Resources, graduate students are exempt from the pause on compensation
40 increases instituted as a result of the COVID-19 pandemic⁵; and
41

42 WHEREAS despite the freeze on pay increases and bonuses, Ohio State approved a bonus of \$133,792 for former
43 president Michael V. Drake⁶; and

¹ <https://cgs.osu.edu/posts/documents/final-gcbc-2019-20-annual-report-stipend-recommendations-2020-2023.pdf>

² <https://livingwage.mit.edu/metros/18140>

³ GCBC Report page 5

⁴ <https://docs.google.com/document/d/1fSqYsFf5v3CNN2mEmYIIEIKTNla-24LfdwqvCnpOiDs/edit>

⁵ <https://hr.osu.edu/services/compensation/increase-pause/>

⁶ <https://www.thelantern.com/2020/08/former-president-drake-receives-133000-bonus/>

44

45 WHEREAS senior administrators at Ohio University⁷, Kent State University⁸, University of Akron⁸, University
46 of Michigan⁹, Michigan State University⁹, Oakland University¹⁰, Rutgers University¹¹, University of Oregon¹²,
47 Stanford University¹², University of Southern California¹², the University of California system¹³, Harvard
48 University¹⁴, and others¹⁵ have voluntarily taken pay cuts in order to share the sacrifice of budget cuts; and

49

50 WHEREAS Ohio State faculty and graduate students have previously called for a similar shared sacrifice in the
51 form of cuts to the salaries of the highest paid employees rather than graduate student employees and staff¹⁶; and

52

53 WHEREAS based on publicly available 2019 salary and budgetary data^{17,18}, a pay cut of 5% from all employees
54 with base salary of at least \$200,000 would yield roughly \$5,793,673.58 in savings; and

55

56 WHEREAS based on this same 2019 salary and budgetary data^{17,18}, a pay cut of 20% from all employees with
57 base salary of at least \$500,000 would yield roughly \$1,205,884.18 in savings; and

58

59 WHEREAS based on this same 2019 salary data^{17,18}, the combined salaries of those making a base salary of at
60 least \$200k annually (432 people) is \$115,873,471.68, and the combined salaries of those with a base salary of at
61 least \$500k annually (9 people) is \$6,029,420.88; and

62

63 WHEREAS these aforementioned figures do *not* include any additional bonuses or other earnings in these
64 calculations, which would raise the estimated saving figures substantially; and

65

66 WHEREAS Ohio State administrators have not taken any pay cuts - voluntary or otherwise - and Senior Vice
67 President Susan Basso has repeatedly stated that cuts to administrator salaries are not necessary, while attributing
68 the lack of graduate pay raises to a budget crisis.

69

70 THEREFORE, BE IT RESOLVED the Council of Graduate Students calls on Ohio State to immediately institute
71 the minimum stipend increases recommended by the Graduate Benefits and Compensation Committee, including
72 back pay for August and September.

73

74 BE IT FURTHER RESOLVED the Council of Graduate Students directs the Graduate Benefits and
75 Compensation Committee to formulate a University Senate resolution in support of implementing the
76 recommended minimum stipend increase.

77

Council of Graduate Students

at The Ohio State University

⁷ https://www.athensmessenger.com/spotlight/ou-faculty-renew-efforts-to-protect-their-ranks-president-and-provost-take-pay-cuts/article_2a31cc4e-2287-527e-a7de-6c1e70dda1eb.html#:~:text=Ohio%20University%20President%20M.,%2Dwide%20budget%2Dsaving%20measure

⁸ <https://www.news5cleveland.com/news/continuing-coverage/coronavirus/university-of-akron-kent-state-plan-for-big-cuts-as-universities-lose-millions-amid-pandemic>

⁹ <https://www.crainsdetroit.com/education/university-michigan-anticipates-1-billion-hit-coronavirus-outbreak>

¹⁰ <https://www.detroitnews.com/story/news/local/oakland-county/2020/04/24/ou-plans-hybrid-fall-semester-president-takes-20-pay-cut-amid-covid-19/3020982001/>

¹¹ <https://www.bloomberg.com/news/articles/2020-04-24/rutgers-freezes-hiring-cuts-leaders-pay-to-weather-budget-woes>

¹² <https://www.insidehighered.com/news/2020/04/06/pay-cuts-university-presidents-coaches>

¹³ <https://www.sfchronicle.com/bayarea/article/UC-to-freeze-salaries-president-and-chancellors-15281674.php>

¹⁴ <https://www.thecrimson.com/article/2020/4/14/harvard-coronavirus-hiring-salary-freeze/>

¹⁵ <https://bryanalexander.org/higher-education/the-first-wave-of-pandemic-cuts-to-colleges-and-universities/>

¹⁶ <https://medium.com/@osufacultysolidarity/trim-the-branches-not-the-roots-ac871e6ea51b>

¹⁷ <https://www.osu.edu/osutoday/stuinfo.php#payroll>

¹⁸ <https://apps.hr.osu.edu/salaries/>

78 BE IT FURTHER RESOLVED the Council of Graduate Students urges Ohio State to prioritize fair graduate
79 student compensation in all future budget planning during and beyond the COVID-19 pandemic.

80

81 BE IT FURTHER RESOLVED the Council of Graduate Students officially calls on the President, Provost, Vice
82 Presidents, Deans, and other administrators making \$200,000 or more to immediately take voluntary cuts to their
83 salaries where necessary to support the implementation of graduate student stipend increases.

84

85 BE IT FURTHER RESOLVED the Council of Graduate Students advocates that all future budget cuts should be
86 made from the top down, beginning with the salaries of those making \$200,000 or more, in order to establish a
87 system of truly equitable shared sacrifice.

88

89 BE IT FINALLY RESOLVED that the Council of Graduate Students directs its President, Vice President, and
90 Chief of Staff to distribute this resolution to all proper leadership and authorities of The Ohio State University
91 and its partners.

92

93 Approved: Yes/No

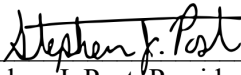
94

95 Date: __10/2/20__

96

97

98

99 
Stephen J. Post, President

100



Council of Graduate Students
at The Ohio State University