



Annual Review of Graduate Associate Stipends
2015-16 Academic Year

University Senate Graduate Associate Compensations and Benefits Committee

Table with 2 columns: Member and Source. Lists members like David Bowers, Alex Wesaw, Kelly Capatosto, etc., and their respective sources such as The Council of Graduate Students, Faculty Council, etc.

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## 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 of 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 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

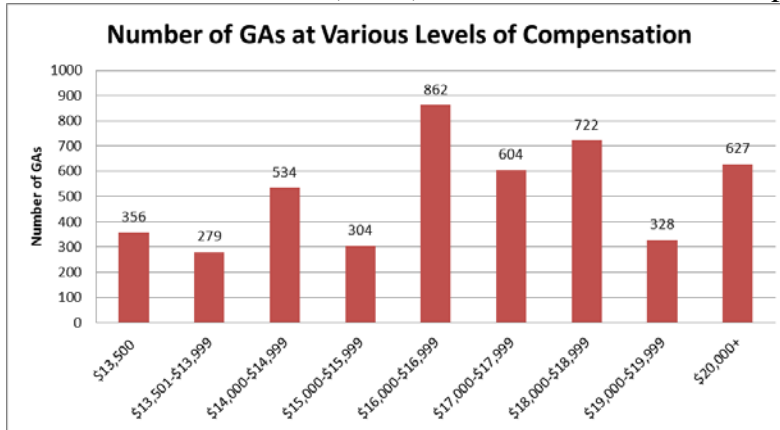
This resulted in the following rankings per year against benchmark/CIC institutions:  
(total number of institutions is dependent on data available at time of benchmarking)

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 Academic Affairs 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**  
HUMAN RESOURCES



**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

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**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

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**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 (</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>cbasa</i>	numeric	Metropolitan area ID number	
<i>cbasa_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_pretax</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_pretax_hrly</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