

**Graduate Compensation and Benefits Committee (GCBC)  
2022-2023 Annual Report  
The Ohio State University Senate  
30 June 2023**

**Members of the 2022-2023 Graduate Compensation and Benefits Committee**

<b>Member</b>	<b>Constituency</b>
Jorge E. Clavo Abbass, Chair	Council of Graduate Students
Paige Barton	Council of Graduate Students
Om Prakash Bedant	Council of Graduate Students
Ann-Sophie Röhm	Council of Graduate Students
Garrett Tatum	Council of Graduate Students
Curtis Young	Faculty Council
Annika Peter	Faculty Council
Mary Stromberger/Matt Page	The Graduate School
Jen Prak	Office of Human Resources
Cynthia Carmes	Enterprise for Research, Innovation, and Knowledge

**Duties and Responsibilities**

The Graduate Associate Compensation and Benefits Committee (GCBC) is a standing committee of the University Senate at The Ohio State University as defined in the University Faculty Rules, Chapter 3335-5-48.18.

The following are the duties and responsibilities of the GCBC, as defined under Chapter 3335-5-48.18. (B) of the University Faculty Rules:

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.*

**Table 1: Observed Universe of Graduate Associate (GA) Appointments for AY 2022-2023<sup>1</sup>**

<b>Appointment Categories</b>	<b>Count</b>
Graduate Teaching Associates (GTAs)	1936
Graduate Administrative Associates (GAAs)	22
Graduate Research Associates (GRAs)	6818
Total count of GAs (GTAs + GAAs + GRAs)	<b>8776</b>
Total count of GAs pursuing MA or equivalent	1425
Total count of GAs pursuing PhD or equivalent	7343

<sup>1</sup> The Graduate School, June 2023.

## Summary of the Committee's Work

### **Recommendations on Graduate Associate Compensation**

In discussing the state of GA stipends, the committee's work this year has been an extension of the existing work taking place across the University. Notably, the report submitted in September 2022 by Doctoral Funding Task Force convened by the Office of Academic Affairs (Appendix 1), as well as the January 2023 Big Ten Academic Alliance (BTAA) Graduate School Peer Comparison generated by the Graduate School and the Student Success Research Laboratory (Appendix 2), provided ample discussion and implementation points. While both of these reports did not concern themselves specifically with Graduate Associates, there is significant overlap in terms of populations being considered. Recommendations stemming from discussion of these reports, and the engagement of the committee with Dean of the Graduate School Mary Stromberger and former Senior Vice Provost for Student Academic Excellence Charlene Gilbert, are noted below:

#### Raise the minimum GA stipend in consideration of a living wage.

As noted in the GCBC reports for the two years preceding, the COVID-19 pandemic highlighted gaps in resources that graduate students need to be successful. Graduate students experienced a widening of said gaps over the course of the 2022-2023 academic year, primarily due to exacerbation of inflationary pressures combined with an increase of cost of living in Columbus and the Central Ohio region. The last increase of the minimum stipend for a 50% nine-month Graduate Associate (GA) appointment took place in 2021 to \$21,280. Adjusting for inflation alone, and not the increase in cost of living, the base stipend for the 2019-2020 academic year of \$17,280 would be worth approximately \$20,500 in the present day. The inflationary pressures experienced since the last base GA stipend increase have all but ameliorated the positive economic, emotional, and social impacts for graduate students the increase had at the time of implementation. The Doctoral Funding Task Force Report recommends usage of the MIT Living Wage Calculator in aiding to determine the base GA stipend amount. According to the Calculator, for a 9-month GA stipend to be considered a living wage for a graduate student without dependents, the stipend should be no less than \$25,185, and for a 12-month appointment, \$33,579. The committee found that when it comes to compensation, the University is in a similar position as it was before the last GA base stipend increase; for a 9-month appointment, there is once again an approximately \$4,000 gap between the base GA stipend and what would constitute a living wage. The Peer Comparison attached demonstrates that in the BTAA, Ohio State is 5<sup>th</sup> out of 14 institutions in the ranking of minimum stipends, and 8<sup>th</sup> out of 14 in the ranking of average stipends. Crucially, the data in the Peer Comparison is from the 2020-2021 academic year. Two academic years have taken place since, and it is likely that the competitiveness of Ohio State in recruiting students based on compensation has been negatively affected. To this effect, the GCBC report for the previous academic year indicates a ranking of 4<sup>th</sup> out of 14 in BTAA institutions for the minimum GA stipend; Ohio State has fallen one place on this ranking in the course of one academic year. Therefore, in support of the OAA Academic Plan, the committee recommends an increase of the base GA stipend to an amount which meets the needs of graduate students in the face of an increased cost of living, and is therefore also competitive amongst peers. Regardless of the direction the University takes on GA funding, there still remains a fundamental blurring of lines between the role of GAs as employees of the institution versus students.

Establish an annual percentual cost-of-living-adjustment for all GA appointments.

The existing graduate compensation adjustment structure, whereby graduate compensation is reevaluated every several years, leaves both graduate students on appointment and the University in a disadvantageous position when it comes to agility and responsiveness to market conditions and peer institution competitiveness. For this reason, the committee recommends that the Office of Academic Affairs, in conversation with Business and Finance, the Graduate School, college leadership (as relevant), and this committee, undertake a revision to the existing GA compensation structure whereby the base GA stipend increases on a percentual basis from one year to the next. This structure would ensure the longevity of the positive impact GA stipend increases have on GA quality of life and reduce the negative impact inflation and increasing cost of living inflict on compensation, recruitment, and retention of Graduate Associates.

Establish a centralized funding mechanism to cover fees for all GAs.

Student fees presently are deducted from GA Period Activity Pay for each monthly disbursement. These include, *inter alia*, program fees, learning technology fees, and course fees. While the current GA minimum stipend takes into account a number of graduate student-specific factors, it does not take into account fees that students pay. This constitutes a hidden expense, as the Doctoral Funding Task Force Report notes, especially for GAs from first-generation and/or low-income backgrounds, as GAs may not have accounted for these fees in their budgeting. We recommend that a centralized funding mechanism for reduction or elimination of all fees applies to GAs be established by the Office of Academic Affairs in conversation with the Graduate School, specific programs, and other relevant University units.

Provide summer funding stability to GAs from areas of study with 9-month appointments.

According to data obtained from the Graduate School in June 2023, for AY 2022-2023, out of 8,772 Graduate Associateships, 7,350 (83.8%) appointments span 12 months, while 1422 (16.2%) span 9 months (see Appendix 3). For those GAs with 9-month appointments, there is a state of financial precarity which must be recognized compared to the significant majority of GAs on 12-month appointments. In particular, international students, first-generation students, and low-income students on 9-month appointments are in a position of relative, systemic disadvantage, as lack of funding/compensation guarantee in the summer can leave those graduate students struggling to pay for housing, food, medical expenses, and all other costs of living. This in turn can negatively impact time to degree, retention, milestone achievement, and other metrics of graduate student progress and success, in addition to mental health and general wellbeing. While the majority of GAs, who are on 12-month appointments, do not need to concern themselves with their financial stability during the summer term, those on 9-month appointments are oftentimes competing for a limited amount of GA summer appointments, and notification of non-appointment can come late in the spring term, leaving these students to scramble to look after their financial stability and well-being on short notice, all while balancing the responsibilities that the end of the academic term carries in terms of research, instruction, satisfactory academic progress, and others. Therefore, the committee recommends that the Office of Academic Affairs and the Graduate School determine and establish pathways for all Graduate Associates, regardless of program of study, to receive summer appointments, if so desired. The committee is sensitive to the fact that different structures and operations across programs of study requires the continued existence of 9-month GA appointments, but this reality should not continue to place the burden on the individual Graduate Associate to find a compensated position without institutional guarantees in place.

Clarify and improve language on funding guarantees.

The committee understands that at present, language and phrasing on funding letters provided to graduate students upon admission is determined by the respective program, center, and/or department (as applicable). Furthermore, the committee understands that at present, there is no centralized depository or administrative reference tool to compare and contrast funding offers made across the University. As such, anecdotal evidence collected by some committee members suggests that as funding letters and their wording change from year to year and from admitted student to admitted student, a lack of clarity regarding GA appointment eligibility, and length of eligibility, has resulted, leaving the administrative burden of clarifying funding guarantees on graduate studies chairs, department chairs, college leadership, and/or Graduate School staff (as applicable). The committee recommends a harmonization of the languaging used throughout admission and/or funding letters across the University when it comes to GA appointment eligibility, specifically, and that implementation of said harmonized languaging be administered through the Graduate School to ensure uniformity and consistency in expectations across all relevant programs of study at the University.

Provide guaranteed paid parental and sick/bereavement leave.

Per [Section 11.2](#) of the Graduate School Handbook, “most graduate associates are part-time student employees (50 percent time) and therefore do not meet the eligibility criterion for the Family and Medical Leave Act (FMLA) [Policy 6.05](#).” Additionally, the same section observes that “each program unit can determine the policy or guidelines for graduate student paid leave. Any leave additional to legal holidays is optional, but are strongly encouraged by the Graduate School.” Although the Graduate School Handbook provides recommended guidelines for categories of family and medical leave, this policy is not a guarantee and the language is program-centric, leaving its application to the judgment of graduate studies chairs, department chairs, and/or Principal Investigators (as applicable). While that is certainly an appropriate and important level that must be consulted, the committee recommends the languaging be clarified to guarantee parental and sick/bereavement leave to all Graduate Associates at the University.

Establish a funding mechanism for out-of-pocket expenses.

Graduate Associates typically pay out-of-pocket for a variety of expenses beyond tuition and fees. Specifically, in many disciplines, graduate students pay for professional development opportunities, professional/conference travel, and moving expenses, as well as equipment expenses such as computers and other necessary technology for instruction and research. While funding exists at various levels for specific expense categories across the University, this funding is not accessible or guaranteed to all graduate students. Providing centralized funding for these types of expenses could assist in recruitment and retention.

A review of equity in labor load and expectations for GA appointments must be undertaken.

A .5 FTE GA appointment may constitute a variety of roles and responsibilities. Depending on program of study, this may involve, for example, serving as a TA or grader for an instructor of record, serving as an instructor of record for one or more sections of one or more courses, or conducting research under varying styles and types of laboratory/research center hierarchies. Because of this heterogeneity, whether the labor load of a given .5 FTE GA appointment is consummate with 20 hours of work per week remains an open and contentious question. Therefore,

the committee recommends the Office of Academic Affairs and the Graduate School review all GA appointments across the University to ensure that the roles and responsibilities of each GA position are consistent with the expected amount of labor hours per week as described in the respective Period Activity Pay document.

### **Recommendations on Graduate Associate Benefits**

While the increase of the Student Health Insurance Plan benefit for .5 FTE GA appointments from 85% to 100% for AU23 is a significant improvement for the University's graduate population, *access* to care remains a challenge, due in part to the consequences of the COVID-19 pandemic on staffing. Recommendations are as follows:

#### Improve quality of and access to counseling and psychiatric care.

The committee heard anecdotally of issues on this front, including Counseling and Consultation Services (CCS) group therapy sessions attended by GTAs who found their student(s) from the same term also in attendance, representing an inappropriate blurring of lines and roles. This, in turn, harms the quality of access and participation in care for both GTAs and their undergraduate students. Additionally, psychiatric care referral wait times for GAs have been observed to be of excessive length. Therefore, the committee recommends that the Office of Student Life, under whose purview stands CCS, establish graduate student-specific/-exclusive group therapy sessions and provide additional avenues to improve quality of access to counseling and psychiatric care for GAs and all graduate students.

#### Address lack of available providers at Wilce for all areas of care, especially dental.

At present, all GAs on the [Student Health Insurance Plan \(SHIP\)](#) within a 25-mile radius of the Columbus campus must first visit the Wilce Student Health Center when seeking any type of medical care or referral, emergencies exempted. Lack of providers at Wilce has resulted in significant increases in wait times, specifically for dental services, where students have faced wait times measured in months. The committee acknowledges and appreciates Student Life's present efforts to hire and onboard more providers and support staff for Wilce, as well as the related challenges. While these staffing challenges at Wilce are resolved, the committee recommends that the SHIP policies be revised to allow access to other in-network providers in the Columbus area without having to pay a potentially financially prohibitive co-payment.

### **Recommendations on Other Areas**

Presently, this committee is the only body within the University Senate charged specifically and exclusively with considering the graduate student population at Ohio State. While a majority of the University's graduate students hold a GA appointment, a considerable population of graduate students is excluded from this committee's purview. Additionally, the Graduate Council operates separately from, albeit in conversation with, the University Senate. This leaves graduate affairs with incomplete, and at times disjointed, integration into the shared governance instruments of the University. Therefore, the committee recommends the University Senate Steering Committee explore a new avenue for graduate affairs to be fully represented in the Senate's structure, as this would position the University to respond to all challenges regarding graduate education at Ohio State in an agile, responsive, and impactful manner.

**Summary**

The recommendations in this report have been informed and shaped by various qualitative and quantitative data and comprise a selection of specific action items the Ohio State University can take on to improve the present state of graduate associate compensation and benefits. These recommendations are rendered with the intention of improving the quality of the existing and future graduate associate experiences in alignment with the University's academic mission and strategic enrollment objectives.



THE OHIO STATE UNIVERSITY

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**Report of the  
Doctoral Funding Task Force**

September 26, 2022

## Background

On June 17, 2022, Executive Vice President and Provost Melissa Gilliam charged a task force to investigate and answer specific questions related to improving the status of doctoral student funding. In particular, the task force was charged to think about the funding in light of how the university can best attract high-quality graduate students. The goal was to provide feedback and recommendations with a report due by the end of the summer.

The following university community members were appointed to this group:

- Charlene Gilbert, Senior Vice Provost for Student Academic Excellence (task force co-chair)
- Tracy Kitchel, Senior Associate Dean and Director of Faculty and Staff Affairs, CFAES (task force co-chair)
- Anika Anthony, Associate Dean of Academic Affairs, Graduate School
- Noelle Arnold, Senior Associate Dean, EHE
- Jorge Clavo Abbass, President, Council of Graduate Students
- Amy Darragh, Professor, Department of Health and Rehabilitation Sciences, MED
- Ryan King, Divisional Dean of Social and Behavioral Sciences, A&S
- Mo Yee Lee, Professor and Doctoral Program Director, SW
- Rebecca Reczek, Berry Chair of New Technologies in Marketing and Professor of Marketing, FCOB
- La'Tonia Stiner-Jones, Associate Dean of Graduate Programs, ENG
- Susan Williams, Professor and Chair, Department of English, A&S

The task force was asked to address the following specific questions:

1. What are the implications of guaranteeing five years of funding for all doctoral students, in particular those outside of grant-funded fields?
2. Should we consider guaranteed funding for all doctoral students for all years by fixing cohort size?
3. Is there another funding model we should consider?
4. What should the minimum doctoral student stipend be?
5. How might we increase our five-year graduation rates and/or shorten the time to degree for doctoral students?

Provost Gilliam charged the task force to: 1. focus on the issues central to doctoral student funding and 2. to shape our recommendations without regard for any specific funding mechanisms. Provost Gilliam was also careful to instruct the task force to focus on the issues of doctoral funding as opposed to adjacent issues. Doctoral funding touches many other aspects of the doctoral student experience, but this task force focused on the funding component of that experience. Also, our task was not to





evaluate the current Fellowship program but to consider Fellowships in the larger funding conversation.

The task force relied on data supplied by the Graduate School. In particular, the committee shares its sincerest appreciation to former Vice Provost and Dean Alicia Bertone, Associate Dean Anika Anthony, and Data Analyst Andrew Blatter for providing not only institutional data and information but also data and information to help the task force understand peer institutions in the AAU and the Big 10. They were also helpful in assisting the committee to understand norming conventions used in national assessments of graduate education across a complex canvas of programs to ensure data are comparable. In addition, several task force members provided a broad perspective on ways doctoral students are funded through examples from their home colleges and departments.

## Discussion and Recommendations

### **What are the implications of guaranteeing five years of funding for all doctoral students, in particular those outside of grant-funded fields?**

The task force came to consensus that guaranteed funding is an important tool in the recruitment of graduate students. When we viewed the data<sup>1</sup> on time to degree, most programs seemed to be doing well compared to peer institutions. Some of the data were also counterintuitive in that more funding did not always lead to less time to degree. Anecdotally, many felt that some form of guaranteed funding is typical across programs. Empirically, approximately 75% of graduate students have 5 years of funding. Although there are 25% of students who do not have such funding, we have a number of programs that cater to Ohio State employees working on doctoral degrees who would be represented in that 25%. We also have programs where degree completion occurs before 5 years. We did not have the tools to parse out those sub-sections, but it did make us pause and think about whether focusing on a guarantee is as impactful toward recruitment of graduate students as other tools noted in the responses below. However, the task force feels there's some worth in thinking about how the Graduate School and its programs might advertise the idea of "full funding" (as opposed to 5 years) and develop a central definition of full funding that applies to the varying types of programs across campus. Part of that guarantee that needs to be communicated broadly includes responsibilities that are shared with the program (the funding itself), the faculty advisor (mentoring), and the student (meeting obligations and satisfactory academic progress).

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<sup>1</sup> Calculations for years in a doctoral program are based on a norming convention that starts when a student enrolls in a graduate program (masters or doctoral level) at the university and ends when they graduate from or leave a doctoral program



## **Should we consider guaranteed funding for all doctoral students for all years by fixing cohort size?**

The task force discussed the idea of fixing cohort sizes and quickly concluded that a cohort size was likely not a model that would be conducive to the diverse programs across campus. In particular, a fixed cohort model could be very problematic for smaller programs should legitimate student-related issues arise with degree completion. It is also problematic for some fields that have extensive field or archival work where part of the degree completion time is dictated by factors outside of the graduate students' control. Related, the task force found that a nimble approach is important in responding to dynamic factors that can change over time such as the job market. In addition, it might have the unintended consequence of incentivizing programs to fill open spots regardless of program match and/or student qualifications.

The task force felt a fixed program size - when, in essence, a fixed amount of funding can be distributed across a program - is better and more flexible than a fixed cohort model. This allows programs, for example, to maximize resources while still allowing for flexibility or fluctuations occasioned by unpaid or externally funded leave; scope of dissertation research; and/or other factors. The task force still surfaced questions around this model, such as:

- How does a program size get determined?
- How often is the program size reassessed?
- What happens when grant productivity or other external funding increases in a unit leading to additional doctoral student funding?
- If market demand is a tool used to determine program size, how do we assess markets outside of tenure-track academic positions, given national changes in the composition of the professoriate and increased interest in versatile career paths?

In all, the task force believes there are more effective levers to consider that might lead to more impactful recruitment of high-quality doctoral students such as effective mentoring and advising and providing resources to graduate students so they can adequately focus on their degree program.

## **Is there another funding model we should consider?**

The committee discussed several dimensions of doctoral funding that could be more effective as we strive to compete with our peer institutions in the recruitment of talented and diverse doctoral students. We feel that the stipend amount is an important element to consider, but there are other elements to consider that could lead to landing our top-tier applicants and improved graduate student support. Specifically, the committee recommends that Ohio State consider the following:



- **Establish a centralized funding mechanism to cover student fees.**
  - The current minimum stipend takes into account a number of graduate student-specific factors but does not take into account fees that students pay.
  - This can be considered a “hidden expense” for some students, such as first-generation graduate students, who may not have accounted for these fees in their budgeting.
  - Current fees:  
[https://registrar.osu.edu/FeeTables/GraduateStudentFees\\_Autumn2022\\_Spring2023\\_Summer%202023.pdf](https://registrar.osu.edu/FeeTables/GraduateStudentFees_Autumn2022_Spring2023_Summer%202023.pdf)
  
- **Provide funding for 100% of the health insurance costs for our graduate students.**
  - The university currently covers 85% of the graduate student health insurance
  - Other universities cover 100%, for example:
    - <https://www.studenthealth.virginia.edu/insurance-graduate-student-subsidy>
    - <https://gradschool.utexas.edu/health-insurance-changes-graduate-student-employees>
  - Reducing the amount graduate students are expected to provide for their health insurance would be an economic benefit to our students and would assist in our recruitment efforts.
  
- **Provide paid family leave.**
  - While some units do already provide paid family leave, having a consistent university wide policy would not only address the personal funding of a graduate student, but also signals a family-friendly graduate environment
  - In addition to paid family leave, the current language regarding family leave should be strengthened: <https://gradsch.osu.edu/handbook/all#F-5>
    - At present, the language is program-centric, meaning much of the power to grant leaves and the responsibility to fund them resides at the program level. While that is certainly an appropriate and important level that must be consulted, the language could include clearer guarantees for graduate students related to family leaves.
  
- **Establish a funding mechanism for out-of-pocket expenses.**
  - Students typically pay out-of-pocket for a variety of expenses beyond tuition and fees. Specifically, in many disciplines graduate students are paying for professional development opportunities, professional conference travel, and moving expenses. Providing funding or pools of funding for these types of expenses could assist in recruitment and set



Ohio State apart from other institutions (e.g. “we invest in you in a multitude of ways”)

- **Provide additional dissertation-year fellowships.**
  - Dissertation-year fellowships would be a significant investment in degree completion and time to degree by giving doctoral candidates the opportunity to focus on their dissertation work.

In summary, given the examples of different ways to support graduate students beyond increasing stipend funding, we formally recommend several central funding pools that doctoral programs could apply for regarding recruiting and supporting doctoral students:

- Paid family leave
- Professional development funds to pursue:
  - Non-academic/non-traditional careers
  - Academic career focused opportunities outside of the traditional research or teaching appointments, inside and outside of the university
- An extreme circumstances pool to support students who have legitimate constraints on their graduate program timeline beyond the constraints experienced by a typical, fully-funded student, covering expenses such as Visa renewals, research catastrophe, and/or a major health crisis.
- Recruitment pool to focus on relocation expenses such as moving, establishing housing and Visa application expense
- A family support fund to aid with care of an immediate family member (although GAs, fellows, and trainees do not accrue vacation or sick leave or meet eligibility criteria for the Family and Medical Leave Act, the definition of an immediate family member could be aligned with [Ohio State’s Family and Medical Leave Policy](#)).

If additional pools are established, the task force agrees that some sort of accountability would need to be in place for programs and students taking advantage of such a fund (e.g., satisfactory academic progress, higher proportions of students reaching benchmarks such as time to degree, candidacy, defense).

### **What should the minimum doctoral student stipend be?**

We recommended the minimum doctoral student stipend should be recalculated and be informed by the following factors:

- Living Wage Calculator (such as the MIT calculator)
- Cost of Living annual adjustment
- Paying for the full cost of healthcare



- If fees are not able to be decreased substantially or removed, the cost of fees should be considered in the calculation, as well

In addition to a readjustment to the minimum stipend, we recommend adjusting proactively and annually as opposed to reactively every 5-7 years:

- One simple approach could be to increase stipends annually based on a percent equal to the percent used for the merit increase pool for faculty and staff.
- Although annual adjustments require more funding, the advantage would be some degree of predictability not only for graduate students, but for programs and departments, and individual faculty when developing grant proposals.

Guaranteeing not only annually adjusted funding, but 12-month funding would also be important for the overall quality of life for students. Committee members reported significant variations across programs regarding summer funding. We propose, for the purpose of transparency, a 12-month minimum equivalent rate should be determined and shared alongside a 9-month minimum stipend.

### **How might we increase our five-year graduation rates and/or shorten the time to degree for doctoral students?**

When we reviewed the data, we found that our time to degree across programs is very competitive when compared to other Big 10 institutions. This information is a recruitment opportunity that could be advertised more widely. A number of the issues outlined in question 3 addresses this question, as well. The task force recognizes that the graduation timeline is a shared responsibility among the program, faculty advisor and graduate student, with all components meeting expectations for a successful doctoral student experience. Completers of PhD programs have long perceived the extent and adequacy of financial support, mentoring and advising, and family (non-financial support) as the most critical factors leading to the successful completion of a degree program, with financial support as the most impactful factor (Council of Graduate Schools, 2009). The scope of the GTA appointments should also be considered (e.g., class size; number of sections; grading vs sole instructor, etc.). As the programs, advisors and doctoral students continue to work together toward improving time-to-degree, being mindful of responsibilities connected to associateships is an important aspect to monitor. In addition, the task force identified various strategies for addressing time to degree:

- Incentivizing/compensating faculty to continue student support over the summer (e.g., offering courses, facilitate dissertation seminars, small group advising/coaching, etc.)
  - It is important to recognize that increasing the number of graduate students and decreasing PhD students' time to degree could require greater faculty time/resources than current levels.



- Such incentives may also be used to encourage programs to work together to offer programming in related methodologies/disciplines
- Impactful student annual reviews and providing feedback and meaningful support to ensure students are making adequate progress in both their program and with their appointment
  - Clarity regarding students' expected outcomes, expected milestones, and aligned curriculum, coursework, and supports to reach the milestones
    - Ensure milestones and annual reviews are aligned with expectations for students' dissertations/outcomes
  - An example of meaningful support might be professional development experiences like second-year paper requirements to support formatting of a manuscript for journal submission
    - Equivalent industry-based professional development is also important for students who are considering careers outside of academia
- More fellowship funding (we noted dissertation year fellowships earlier in this report)
- University structures and resources to help faculty/programs improve programs and program-level student supports:
  - Data/metrics such as <https://gradsch.osu.edu/coalition-next-generation-life-science>
  - Sharing effective student support practices across programs
  - Graduate School/OAA feedback to programs, or incentives to programs for engaging in certain activities and/or meeting/exceeding certain measures of program quality

We also noted that there are other metrics important beyond time to degree, including:

- Reduced attrition
- Increased degree completion rates
- Placement upon graduation
  - We recognize that the traditional metrics of placement favors doctoral students entering academia as a postdoctoral scholar or faculty member. Other non-traditional placement metrics should also be considered.
- Reduced disparate outcomes among students within a program

### **Conclusion**

The discussions and recommendations in this report were informed by both qualitative and quantitative data and reflect our highest aspirations for a meaningful and quality doctoral experience. In particular, the data helped to frame where there are - and in some cases, are not - issues regarding doctoral funding and related factors such as time-to-degree and degree completion. We believe the quality of the doctoral experience will be significantly enhanced by a funding and support model that reflects



the economic realities of graduate student life as well as the complexities of our changing student demographics. We hope this report will contribute to the overall doctoral experience as we continue to seek the best and brightest students committed to scholarship and discovery at The Ohio State University.



# Graduate School Peer Comparisons

## *SSRL & The Graduate School – January 2023*

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This document summarizes Ohio State’s positioning in comparison to other Big Ten Academic Alliance (BTAA) university peers in terms of graduate student: (1) Stipends, Benefits, & Tuition; (2) Housing; and (3) Childcare. Typically, Ohio State ranks near the middle of the BTAA in each category, although it ranks in the bottom third in terms of the percentage of healthcare costs covered by the institution, and does not provide a family housing option for graduate students with dependents. Overall, Ohio State seems competitive in terms of the employment package it offers to graduate students, particularly for those offered 12-month appointments; however, some graduate students are on 9-month appointments, and as previous reports have noted, some graduate students have no university appointment at all.

### **Stipends, Benefits, & Tuition**

Appendix A provides American Association of Universities Data Exchange (AAUDE) data in terms of stipends, benefits, and tuition and fees for graduate students at BTAA institutions during 2020-2021, the most recent year consistently available across all BTAA institutions. Note that due to data usage requirements, identities of specific institutions are masked in the appendices.

According to AUUDE data shown in Table A.1, Ohio State's annual *minimum* stipend in 2020-2021 ranked fifth of 14 BTAA institutions (\$19,280 versus BTAA \$17,234 average, \$5,929 minimum, \$28,569 maximum) and its annual *average* stipend ranked eighth of 14 (\$20,341 versus BTAA \$21,488 average, \$17,784 minimum, \$29,164 maximum). However, we uncovered inconsistencies across BTAA institutions in terms of how they reported “annual” stipends; Table A.2 represents our best effort to adjust for those inconsistencies, and suggests Ohio State likely ranked somewhat higher in terms of its monthly stipends.

In terms of medical benefits,<sup>1</sup> Table A.1 shows that in 2020-2021 the annual cost of Ohio State’s health benefit package was lower than most BTAA peers, placing it fifth-best of 14; however, Ohio State ranked tenth of 14 in terms of the percentage of benefits covered (85%, versus BTAA 89% average, 77% minimum, 100% maximum). After calculating the amount not covered (i.e., that graduate student employees are expected to pay) per semester, Ohio State ranked ninth of 14 (\$505/semester versus BTAA \$468/semester average, \$0/semester minimum, \$1,002/semester maximum).

In terms of tuition and fees, all BTAA institutions waive most or all tuition and fees for graduate student employees, for both in-state and out-of-state residents. Table A.1 shows that Ohio State’s semesterly in-state tuition/fee charge of \$497 is sixth-best out of 14, including three institutions that fully-waive all tuition and fees (BTAA in-state \$928/semester average, \$0/semester minimum, \$3,089/semester maximum).

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<sup>1</sup> Calculations include costs of medical, dental, vision, and prescription insurance. However, some institutions may not provide all these components as part of their health insurance package (see Table A.1 notes).



In summary, Ohio State's graduate student employee stipends, benefits, and out-of-pocket tuition/fee costs fall in the middle of BTAA institutions. While data usage requirements do not allow us to disclose which institution in Appendix A is the University of Michigan, we can note that Ohio State falls behind Michigan in terms of stipends, out-of-pocket medical insurance costs, and out-of-pocket tuition/fee costs for graduate student employees.

### **Housing**

Appendix B shows Economic Policy Institute (EPI) and Massachusetts Institute of Technology (MIT) estimated off-campus housing costs for one individual with no children (utilities included), based on their living wage calculators, using 2022 housing cost data. The cost of off-campus housing at Ohio State is the fifth lowest among the BTAA.

Considering graduate students' monthly incomes during the academic year (using the adjusted 2020-2021 monthly average stipend from Table A.2), off-campus housing for Ohio State students may take up 32% of their monthly income during the academic year, which is the fourth-lowest in the BTAA (40% average, 25% minimum, 61% maximum). Using this metric, 12 of 14 BTAA institutions had a stipend where the monthly cost of off-campus housing was more than 30% of the monthly income (the federal threshold considered "rent burdened").

Appendix C shows additional detail in terms of on-campus graduate student housing. All but two BTAA institutions offer on-campus housing to graduate and professional students. Housing options range from efficiency/studio apartments to shared multi-bedroom suites; and in contrast to Ohio State, half of BTAA institutions also provide family housing options. On-campus housing typically covers most if not all utilities.

Comparing on-campus housing costs (the lowest rates from Appendix C) with average stipend data (Appendix Table A.1), Appendix B also suggests that on average, most BTAA graduate students living on-campus pay much more than 30% of their monthly income for housing. An Ohio State student with no children receiving the average stipend would spend \$938 of their monthly \$2,260 income (42%) for an efficiency or single room in a four-bedroom apartment; this would be tied for third-worst among the 12 BTAA schools that offer on-campus housing (37% average, 23% minimum, 51% maximum).

In sum, graduate students in the BTAA spend a significant amount of their monthly income on housing costs, enough to be considered rent burdened (30%+ of income on rent) and in some cases, severely rent burdened (50%+); Ohio State falls into the former category. However, many graduate students have only 9-month appointments, which may leave graduate students in the difficult position of either finding short-term summer employment in the Columbus area or signing a 9-month lease (which is typically more expensive than a 12-month lease).

### **Childcare**

Appendix D shows university-provided childcare costs and benefits. Four BTAA universities rise to the top in this category: They offer several locations for on-campus childcare, income-tiered rate options, and the best benefits for additional childcare or tuition reduction (BTAA 5, 6, 11, & 12). Three BTAA schools are clearly at the bottom: they offered no or very few childcare options and the least childcare-related benefits (BTAA 1, 3, & 8). For instance, BTAA 8 offers students the

opportunity to take a leave of absence for their maternity leave, but doing so would mean the student loses all of their benefits, their assistantship, and health insurance.

The remaining BTAA institutions, including Ohio State, fall in a middle tier. While Ohio State has several on-campus childcare locations, the university offers fewer childcare benefits than some other schools. For example, CCAMPIS funding is theoretically available for Ohio State graduate students, but undergraduate students have the first priority for this small-scale program. While spaces are limited, low-income undergraduate parents are also eligible for Columbus Scholar House, a family housing complex offering on-site childcare at an income-based cost; no such option is available to graduate students.

### **Summary and Considerations**

Overall, Ohio State is in line with BTAA peers regarding stipends, health benefits, tuition/fee benefits, housing costs, and child care benefits for graduate students. However, Ohio State ranks in the bottom third in terms of the percentage of healthcare costs covered by the institution, and does not provide a family housing option for graduate students with dependents.

Overall, Ohio State seems competitive in terms of the employment package it offers to graduate students, particularly for those offered 12-month appointments; however, some graduate students are on 9-month appointments, which may leave students in the difficult position of either finding short-term summer employment in the Columbus area or signing a 9-month lease (which is typically more expensive than a 12-month lease).

In terms of the proportion of graduate students who have any university appointment (and thus the associated health and tuition benefits), AAUDE provides no peer data to serve as a comparison. However, a recent report by the Graduate School finds that roughly 72% of Ohio State Ph.D. students hold some type of Graduate Assistantship. Another 17% of Ph.D. students have a fellowship or other known employment, leaving approximately 11% who have no known source of funding for their degree programs. In contrast to Ph.D. students, professional doctoral students and master's degree students have low rates of Graduate Assistantships (7% and 16% respectively).

## APPENDIX A.1: AAUDE Unadjusted Stipends, Benefits, and Tuition & Fees for BTAA (2020-2021)<sup>1</sup>

	Annual Stipends <sup>3</sup>		Health Benefits <sup>4</sup>			Tuition and Fees (9 credits) Semesterly Out-of-Pocket	
	Minimum	Average	Annual Cost	% Covered by University	Semesterly Student Cost	In-State Resident	Out-of-State Resident
<b>Ohio State</b>	\$19,280	\$20,341	\$3,366	85%	\$505	\$497	\$497
<b>BTAA 1</b>	\$18,500	\$20,214	\$2,073	88%	\$241	\$1,021	\$1,021
<b>BTAA 2</b>	\$ 7,658	\$17,784	\$3,440	100%	\$0	\$1,406	\$1,406
<b>BTAA 3</b>	\$20,041	\$21,014	\$5,064	90%	\$521	\$799	\$799
<b>BTAA 4</b>	\$13,651	\$22,475	\$5,987	83%	\$1,002	\$1,635	\$1,635
<b>BTAA 5</b>	\$22,372	\$22,447	\$3,693	97%	\$93	\$428	\$428
<b>BTAA 6</b>	\$14,820	\$20,101	\$3,275	93%	\$240	\$0	\$0
<b>BTAA 7</b>	\$15,343	\$18,438	\$5,724	95%	\$279	\$3,089	\$2,407
<b>BTAA 8</b>	\$ 5,929	\$18,335	\$3,139	79%	\$659	\$1,585	\$1,585
<b>BTAA 9</b>	\$25,128	\$25,379	\$4,431	94%	\$261	\$375	\$375
<b>BTAA 10</b>	\$18,450	\$22,650	\$3,719	80%	\$743	\$0	\$0
<b>BTAA 11</b>	\$14,508	\$19,079	\$2,642	77%	\$595	\$596	\$596
<b>BTAA 12</b>	\$28,569	\$29,164	\$9,708	90%	\$941	\$0	\$0
<b>BTAA 13</b>	\$19,068	\$22,270	\$5,856	91%	\$506	\$1,128	\$1,128
<b>BTAA AVG<sup>2</sup></b>	\$17,234	\$21,448	\$4,519	89%	\$468	\$928	\$875

<sup>1</sup> Data in this table are provided by the American Association of Universities Data Exchange ([AAUDE](https://www.aau.edu/)). In keeping with reporting requirements with AAUDE data, each peer institution has been masked. Data represent 2020-2021 amounts; institutions are instructed to “normalize” their annual amount to a 0.5FTE, 10-month appointment (i.e., divide by 10 to yield monthly stipend). We observed irregularities in this normalization; see Table A.2 for our best attempt to adjust the data to account for those irregularities.

<sup>2</sup> Average for each column, excluding Ohio State.

<sup>3</sup> Varies across type of appointment (TA, RA, Other); value shown is the average of all appointment types.

<sup>4</sup> Based on AAUDE data and a search of institutional websites, most BTAA institutions’ health plans appear to include medical, dental, vision, and prescription components, but not always to the same extent that Ohio State does. For example, one institution does not list vision insurance in their AAUDE data, but their website indicates that their medical insurance covers an annual eye exam.

## APPENDIX A.2: Adjusted Monthly Stipends for BTAA (2020-2021)<sup>2</sup>

	Adjusted Monthly Stipends	
	Minimum	Average
<b>Ohio State</b>	\$2,142	\$2,260
<b>BTAA 1</b>	\$1,850	\$2,021
<b>BTAA 2</b>	\$766	\$1,778
<b>BTAA 3</b>	\$2,004	\$2,101
<b>BTAA 4</b>	\$1,517	\$2,497
<b>BTAA 5</b>	\$2,486	\$2,494
<b>BTAA 6</b>	\$1,482	\$2,010
<b>BTAA 7</b>	\$1,534	\$1,844
<b>BTAA 8</b>	\$593	\$1,834
<b>BTAA 9</b>	\$2,792	\$2,820
<b>BTAA 10</b>	\$1,845	\$2,265
<b>BTAA 11</b>	\$1,451	\$1,908
<b>BTAA 12</b>	\$2,857	\$2,916
<b>BTAA 13</b>	\$1,907	\$2,227
<b>BTAA AVG<sup>2</sup></b>	\$1,776	\$2,209

<sup>1</sup> Data in this table are derived from the American Association of Universities Data Exchange ([AAUDE](#)) reporting for 2020-2021. When comparing the “annual” data provided in Table A.1 with stipend amounts publicly posted on each institution’s websites, it appears that some institutions report an “annual” amount based on a monthly stipend multiplied by 10, while others such as Ohio State report based on a monthly stipend multiplied by 9. In Table A.2, we make our best effort to estimate an adjusted monthly stipend for 2020-2021 based on a triangulation between the AAUDE 2020-2021 annual data and publicly-posted monthly stipends for 2022-2023. However, note these are estimates only, based on incomplete information (i.e., BTAA institutions are inconsistent in how they post information on their websites regarding past and current stipends). In keeping with reporting requirements with AAUDE data, each peer institution has been masked.

<sup>2</sup> Average for each column, excluding Ohio State.

## APPENDIX B: Cost of Housing for BTAA

	Cost of Housing (2022)		Monthly Stipend Table A.2, Adjusted Average, 2020-2021	% of Monthly Income <sup>3</sup>	
	<u>EPI Calculator<sup>1</sup></u>	<u>MIT Living Wage<sup>2</sup></u>		Off- Campus <sup>4</sup>	On- Campus <sup>5</sup>
<b>Ohio State</b>	\$717	\$712	\$2,260	32%	42%
<b>BTAA 1</b>	\$734	\$777	\$2,021	33%	27%
<b>BTAA 2</b>	\$603	\$668	\$1,778	33%	N/A
<b>BTAA 3</b>	\$735	\$715	\$2,101	25%	23%
<b>BTAA 4</b>	\$1,513	\$1,491	\$2,497	61%	34%
<b>BTAA 5</b>	\$1,029	\$1,029	\$2,494	52%	35%
<b>BTAA 6</b>	\$710	\$621	\$2,010	32%	35%
<b>BTAA 7</b>	\$898	\$897	\$1,844	40%	35%
<b>BTAA 8</b>	\$619	\$612	\$1,834	27%	42%
<b>BTAA 9</b>	\$1,012	\$972	\$2,820	44%	42%
<b>BTAA 10</b>	\$865	\$865	\$2,265	47%	51%
<b>BTAA 11</b>	\$653	\$621	\$1,908	35%	N/A
<b>BTAA 12</b>	\$1,204	\$1,303	\$2,916	49%	38%
<b>BTAA 13</b>	\$889	\$842	\$2,227	43%	48%
<b>BTAA AVG<sup>5</sup></b>	\$882	\$878	\$2,209	40%	37%

<sup>1,2</sup> Data from two different living wage calculators for the cost of housing. Housing estimates are for 1 adult and 0 children.

<sup>3</sup> Income and basic costs are not affected by Student Residency status, see Table A.1.

<sup>4</sup> Average of EPI+MIT compared to adjusted average monthly stipend (Table A.2)

<sup>5</sup> On-campus lowest values (Appendix C) compared to adjusted average monthly stipend (Table A.2)

<sup>6</sup> Average for each column, excluding Ohio State.

## APPENDIX C: On-Campus Graduate Student Housing for BTAA

	Has On-Campus Housing	Number of Bedroom Options	Cost of Housing / Month	Utilities Included	Family Housing
<b>The Ohio State University</b>	Yes (2 locations)	Efficiency or 4 bedrooms	\$938 - \$947	Yes	No
		Studio - 3 bedroom	\$947 - \$2176	All except water (\$10/month)	No
<b>BTAA 1</b>	Yes (5 locations)	1 or 2 bedrooms	\$610 - \$990	Water, sewer, trash	Yes
		Studio or 1 bedroom	\$625 - \$935	Water, sewer, trash	Yes
		2 bedrooms	\$750 - \$1010	Water, sewer, trash	Yes
		Studio (Residence Hall)	\$687 - \$784	Yes	No
		Studio (Residence Hall)	\$687 - \$784	Yes	No
<b>BTAA 2</b>	No	----	----	----	----
<b>BTAA 3</b>	Yes (1 location)	1 or 2 bedrooms	\$673 - \$1302	Water, sewer, trash, internet	No
<b>BTAA 4</b>	Yes (1 location)	2 or 4 bedrooms	\$852 - \$1074	Yes	No
<b>BTAA 5</b>	Yes (6 locations)	Studio (Residence Hall)	\$1611 - \$1879	Yes	No
		Studio - 2 bedrooms	\$1020 - \$1481	Yes	Yes
		2 or 3 bedrooms	\$687 - \$1590	Yes	Yes
		Studio (Residence Hall)	\$1061 - \$1122	Yes	No
		Studio (Residence Hall)	\$933 - \$1106	Yes	No
		Studio (Residence Hall)	\$1640 - \$1835	Yes	No
<b>BTAA 6</b>	Yes (2 locations)	Studio (Residence Hall)	\$732 - \$969	Yes	No
		1 - 2 bedrooms	\$824 - \$953	Yes	Yes
<b>BTAA 7</b>	Yes (3 locations)	1 - 3 bedrooms	\$784 - \$1296	Yes	Yes
		2 or 3 bedrooms	\$1009 - \$1233 (price for unit)	Yes	Yes
		2 bedrooms	\$1,510	Water, sewer, trash	No

<b>BTAA 8</b>	Yes (3 locations)	2 or 4 bedroom	\$951 - \$1046	Yes	No
		2 or 4 bedroom	\$951 - \$1047	Yes	No
		2 or 4 bedroom	\$951 - \$1048	Yes	No
<b>BTAA 9</b>	Yes (3 locations)	Studio - 2 bedroom	\$927 - \$1822	Yes	Yes
		Studio - 3 bedroom	\$1119 - \$1926	Yes	Yes
		Studio - 2 bedroom	\$1119 - \$1915	Yes	No
<b>BTAA 10</b>	Yes (1 location)	1 - 4 bedrooms	\$938 - \$1534	Yes	Yes
<b>BTAA 11</b>	No	----	----	----	No
<b>BTAA 12</b>	Yes (6 locations)	4 bedroom	\$968.17	Yes	No
		2 bedroom	\$977	Yes	No
		2 or 4 bedroom	\$1154 - \$1208	Yes	No
		4 bedroom	\$969	Yes	No
		2 bedroom	\$1,497	Yes	Yes
		2 bedroom	\$1,497	Yes	Yes
<b>BTAA 13</b>	Yes (3 locations)	1 - 3 bedrooms	\$981 - \$1464	Yes	Yes
		1 - 3 bedrooms	\$1246 - \$1564	Yes	Yes
		1 - 2 bedrooms	\$1018 - \$1236	Yes	No

*Data collected from the public webpages of each Big Ten University. Price ranges show the minimum and maximum cost of each floorplan offered.*

## APPENDIX D: University Childcare Benefits for BTAA

	University-Run Childcare (URC)	Ages Covered by URC	# URC Slots Available	URC Has Tiered Rates	Cost of URC Location / Month*	Benefits to Pay for non-URC
<b>The Ohio State University</b>	Yes (4 locations)	6 weeks - 5 years	unpublished	Yes	\$1,005 - \$1427	Childcare tuition assistance; CCAMPIS (if funds are available); PFCC
		6 weeks - Kindergarten	unpublished	Yes	\$764 - \$1444	
		6 weeks - 5 years	unpublished	Yes	\$764 - \$1444	
		6 weeks - 5 years	unpublished	No	\$1140 - \$1340	
<b>BTAA 1</b>	No	----	----	----	----	Child Care Assistance Program for low-income parents with payments to external providers
<b>BTAA 2</b>	Yes (3 locations)	Infant - Preschool	108	No	\$1045 - \$1439	Subsidized childcare through Care@Work if GA; Care discount program if GA
		Infant - 2 years	42	No	\$1248 - \$1439	
		3 years - 5 years	60	No	\$1,049	
<b>BTAA 3</b>	No	----	----	----	----	Yes (subsidy for income eligible applicants)
<b>BTAA 4</b>	Yes (2 locations)	Infant - Preschool	120	No	unknown	Access to Care@Work
		3 years - 6 years	unpublished	No	\$1283 + \$90 for additional hr	
<b>BTAA 5</b>	Yes (3 locations)	Infant - Preschool	153	No but can apply for it	\$1579 - \$2171	Yes (subsidy through financial aid office); Can also apply and receive grants for URC tuition
		Infant - Preschool	125	No but can apply for it	\$1513 - \$2145	
		Infant - Preschool	151	No but can apply for it	\$1562 - \$2178	
<b>BTAA 6</b>	Yes (3 locations)	infant - 6 years	132	Yes	\$960 - \$1308	Childcare grant through financial aid office; some subsidized care
		18 months - 6 years	unpublished	No	\$1460 - \$1612	
		3 years - 5 years	unpublished	No	\$1,460	
<b>BTAA 7</b>	Yes	3 months - 5 1/2 years	unpublished	Yes	\$1105 - \$1842	Offers Child Care Grants



<b>BTAA 8</b>	Yes	6 weeks - 5 years	unpublished	Yes (student rate)	\$975 - \$1149	Some childcare tuition assistance; directs you to state child care subsidy
<b>BTAA 9</b>	No	----	----	----	----	Center-specific childcare fee assistance program; Graduate Student Childcare Grant; Extensive list of subsidized childcare
<b>BTAA 10</b>	Yes (2 locations)	6 weeks - 5 years	170	Yes	\$972 - \$1848	Student Parent Subsidy Program; UPAC, CCAMPIS, or DHS grants
		6 weeks - 5 years	unpublished	Yes	\$972 - \$1848	
<b>BTAA 11</b>	Yes (3 locations)	6 weeks - 5 years	96	Yes	\$924 - \$1603	Graduate Student Government has a child care grant; University offers one other grant
		6 weeks - 5 years	162	No	\$954 - \$1335	
		6 weeks - 6 years	140	No	\$954 - \$1335	
<b>BTAA 12</b>	Yes (2 locations)	1 year - 5 years	unpublished	Yes; 25% discount	\$1050 - \$1350	Lots of discounted partnerships with other child care centers; Resources about state subsidy programs
		1 year - 5 years	unpublished	Yes; 25% discount	\$1050 - \$1351	
<b>BTAA 13</b>	Yes (3 locations)	6 weeks - 12 years	107	Discounted rate for residents of associated apartment	\$1157 - \$1894	Offers childcare tuition assistance
		6 weeks - 5 years	102	No	\$1469 - \$2124	
		1 year - 6 years	100	No	\$1700 - \$2200	

\* Data was collected from the public webpages of each Big Ten University.



<b>Appendix 3:</b>		
<b>GA Appointment (9mo vs 12mo) by College for AY22-23 (.25 and .5 FTEs)</b>		<b>Total</b>
<b>Grad Education &amp; Human Ecology</b>		<b>482</b>
12mo		276
9mo		206
<b>Grad Environment &amp; Natural Res</b>		<b>134</b>
12mo		107
9mo		27
<b>Graduate Agriculture</b>		<b>613</b>
12mo		532
9mo		81
<b>Graduate Architecture</b>		<b>144</b>
12mo		15
9mo		129
<b>Graduate Arts And Sciences</b>		<b>2951</b>
12mo		2553
9mo		398
<b>Graduate Bridge</b>		<b>2</b>
12mo		2
<b>Graduate Business</b>		<b>146</b>
12mo		120
9mo		26
<b>Graduate Dentistry</b>		<b>162</b>
12mo		162
<b>Graduate Engineering</b>		<b>2251</b>
12mo		1881
9mo		370
<b>Graduate Hlth&amp;Rehabltn Sci</b>		<b>48</b>
12mo		42
9mo		6
<b>Graduate Medical</b>		<b>479</b>
12mo		462
9mo		17



<b>Graduate Non-Degree Program</b>	<b>6</b>
12mo	6
<b>Graduate Nursing</b>	<b>38</b>
12mo	24
9mo	14
<b>Graduate Optometry</b>	<b>9</b>
12mo	9
<b>Graduate Pharmacy</b>	<b>189</b>
12mo	168
9mo	21
<b>Graduate Public Health</b>	<b>155</b>
12mo	105
9mo	50
<b>Graduate Social Work</b>	<b>67</b>
12mo	45
9mo	22
<b>Graduate Veterinary Medicine</b>	<b>135</b>
12mo	127
9mo	8
<b>Interdisciplinary</b>	<b>733</b>
12mo	701
9mo	32
<b>John Glenn Col, Public Affairs</b>	<b>28</b>
12mo	13
9mo	15
<b>Grand Total</b>	<b>8772</b>