Year-End Report
Graduate Associate Compensation and Benefits Committee
2017-18
Submitted by: David Bowers, Chair

The graduate associate compensation and benefits committee is charged with the following 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.

We began the year on high notes, with this being the second year in a row that the University had followed the committee's recommendations for an increase in the GA minimum stipend and a committee convened by the Provost over the summer of 2017 issued a report with recommendations for a consistent philosophy of graduate student and postdoctoral scholar funding. 2017-18 proved to be a year of transition in a variety of areas directly related to the committee's work including:

- The Graduate School gained both a new Assistant Dean and liaison to the committee and a new Dean, appointed just before the end of the academic year;
- The University's transition to ***Workday*** prevented HR from providing the committee with the customary internal and external reports on which much of the committee's annual work is based.

In light of those transition matters, and because for the past two years the committee has issued a report with recommendations covering three years, this year's committee re-affirmed 2016-17's report and recommendations (Attached). Committee members worked with university administration to report this re-affirmation and encourage continued efforts to increase the minimum stipend.

We concluded the academic year with the happy news that the Graduate Associate minimum stipend has been increased for the third consecutive year, in keeping with the committee's recommendations and moving OSU meaningfully towards providing graduate associates with both a competitive and living wage. Finally, Alex Wesaw agreed to serve as the committee's 2018-19 Chair.
Respectfully submitted,

David Bowers

Annual Review of Graduate Associate Stipends

Feb. 2017

University Senate Graduate Associate Compensations and Benefits Committee

Member	Source
David Bowers, Chair	The Council of Graduate Students
Alex Wesaw	The Council of Graduate Students
Pooja Rawat	The Council of Graduate Students
Matthew Connolly	The Council of Graduate Students
Marcos Rivera	The Council of Graduate Students
Jennifer Perkins	The Council of Graduate Students
Dr. Julia Shaw	Faculty Council
Dr. Zach Weil	Faculty Council
Dean Ann Salimbene	Dean of Graduate School/designee
Allison Bendle	AVP Office of HR/designee
open seat	Sr. VP Office of Research/designee
open seat (non-voting)	Executive Deans Council, SFOs

Contents

Executive Summary

Minding the Gap

This report comes in the midst of a year which has seen the first increase in the Graduate Associate minimum stipend in three years. Thus the benchmarking data it presents still shows Ohio State's minimum as $13,500. Throughout of the rest of the report, discussion and recommendations are based on the new $15,000 minimum. 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 exceptions of mean GTA stipends (for which OSU has fallen to 11^{h} out of 14) and mean GRA stipends (for which OSU has fallen to 10th out of 14) the university's ordered rank amongst peer institutions has largely remained constant (6th out of 8 and 8th of 14) following some initial improvements in 2010-11; however, the gaps between it and those institutions just above it have changed. Gaps between OSU and the schools above it continue to 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—continue to seriously reduce 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)[1]. 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. In 2014-15, that gap widened to nearly $1000 ($980). ***Last year the difference nearly doubled to $1842***. 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.

[1] 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 6th highest Student Health Fee for funded students (portion paid by the student). As of 2015-16, we had moved to the 5th most expensive school, while four schools continue not to charge graduate students for their health coverage. 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 $327, a nearly 6% increase over last year**.**

For 2016-17 minimum parking and other fees borne by graduate associates now consume a little more than 8.5% of the minimum stipend ($1277.). This represents a slight improvement (from just over 9% in 2015-16) as a result of the combined increase in minimum stipend with increases in health insurance and parking fees. Apartment rent costs in Columbus continue to increase. 2016 saw the second consecutive year of a greater than 10% increase in those costs (Vasel, 2015; rentjungle.com Jan 2017)[2]. A conservative estimate of the annual cost of living in Columbus for one person is $20,061 (Glasmeier, 2016)[3]. Even with the 2016-17 increase, 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 $1500 a year simply to survive at 2015 prices.

In his last year's 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.

While we appreciate and acknowledge the administration's positive steps in following part of our last year's recommendation with the $1500 a year increase enacted in 2016-17; we believe further investment in this crucial component of our institutional quality is necessary. We recommend that the university once again make a multi-year commitment to increasing the minimum stipend for Graduate Associates by $750 per year for the next 3 years 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
Acting Chair, University Graduate Compensations and Benefits Committee President, The Council of Graduate Students
Department of Human Sciences

[2] "Cities with biggest rent hikes" http://money.cnn.com/2015/10/19/pf/cities-largest-rent-increases/

[3] "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	2015-16
GAA	6th of 8	6th of 8	6th of 8	6th of 8
GRA	10th of 14	***8th of 14***	8th of 14	8th of 14
GTA	10th of 14	***8th of 14***	8th of 14	8th of 14

Mean Stipend	2012-13	2013-14	2014-15	2015-16
GAA	6th of 8	6th of 8	6th of 8	6th of 8
GRA	8th of 14	8th of 14	8th of 14	10th of 14
GTA	8th of 14	8th of 14	***9th of 14***	***11th of 14***

The Office of Academic Affairs, in conjunction with the Graduate School, compiled the following data regarding total number of current GAs (4,294) and levels of 9-month compensation*:

GA Stipends	**AU15 (10/15/2015)**	**AU16 (10/17/2016)**
Headcount	4260	4294
Appointments	4835	4761
Below Min.	32	34
13,500 (AU15 Min)	341	N/A
13,500-13,999	280	N/A
14,000-14,999	540	N/A
15,000 (AU16 Min)	N/A	526
15,000-15,999	310	807
16,000-16,999	888	810
17,000-17,999	629	728
18,000-18,999	805	517
19,000-19,999	353	426
20,000 or greater	657	913

**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"*

2015-16 Minimum Stipends	**GAA**	**GRA**	**GTA**
@ Ohio State	$13,500	$13,500	$13,500
@ School Ranked 2 spots above OSU	$15,342 *($14,895in 14-15)*	$14,141	$15,342

@School with highest minimum	$19,350 *($18,971 in 14-15)*	$19,304*($18,600 in 14-15)*	$19,350 *($18,971 in 14-15)*

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.

- **Even with the new 2016-17 minimum stipend, Ohio State trails the schools two spots above it in the 2015-16 standings for both GAAs and GTAs.**

- **In 2017 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 $1500 a year simply to meet the 2015 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	$1377- $1170.45 =$206.55 (15%)	$1377 - $1170.45 =$206.55 (15%)	$413.10
Total	$494.95	$454.95	**$949.90** **($919 2015/16)**

Recommendations

While minimum 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 saw some slippage in OSU's standing for mean stipends of both GTAs and GRAs, with the move to 11th place (of 14) in mean GTA stipends and 10th place for GRA stipends. These changes suggest a continuing 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, 2015 and 2016 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 $750 per year for three years.

Current	2017-18	2018-19	2019-2020
$15,000	$15,750	$16,500	$17,250

The Committee considers this level of increase to be reasonable, and expects that the eventual wage of $17,250 will be closely in line with the cost of living in Columbus.

By 2020 such an increase would still leave us below even 2015-16 minimums at some benchmark institutions, but would likely help OSU rise a place or two in the rankings, thereby 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. We applaud the Provost's efforts to develop a cohesive philosophy around issues such as graduate associate compensation. We believe that serious thought needs to be given to the place of Graduate Associates within the fabric of the University's life.

Why does the university employ Graduate Associates? What is their value compared to adjunct instructors or graduate fellows? How does assisting in research, administration or teaching contribute to the individual graduate associate's education? At what point to labor demands threaten to undermine aspects of that education? What roles to compensation and benefits play in fulfilling the university's goals for graduate education? Is housing for graduate students purely a matter of finances, or might housing play a role in the university's larger vision both as a community and as a contributor to its community? These are questions which reach well beyond the prevue of the Senate GCBC committee.

Again recognizing the budgetary climate, the Committee feels it might well be 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 would 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 $1,000,000 in 2017-2018. (Based on approx. 500 GAs paid at the current minimum and 700 paid between the minimum and the proposed new minimum of $15,750.)

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)

Appendix B

2015-16 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 2015-16. The GA data contained within this report represents the GA population as of September 30, 2015. This report includes:

1. Benchmark and Public Big Ten Academic Alliance Comparison by GAA, GRA, GTA (page 1)
2. Benchmark and Public Big Ten Academic Alliance 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

Big Ten Academic Alliance Public Institutions:
University of Illinois

Indiana University University of Iowa University of Maryland University of Michigan Michigan State University

University of Minnesota

University of Nebraska Penn State University University of Purdue Rutgers University 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/Big Ten Academic Alliance institutions represents information for 9/10 month appointments
- In 2016, the Committee on Institutional Cooperation (CIC) changed its name to the Big Ten Academic Alliance
- Benchmark Institution data currently unavailable for Rutgers, 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
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The Ohio State University

2015-16 Summary of Annual Graduate Stipends Benchmark and Big Ten Academic Alliance Public Institutions

Other Graduate Assistants

			Annual Stipend			
Institution	**Headcount**	**FTE**	**Minimum**	**Mean**	**Maximum**	**Mode**
J	43	16.20	$19,350	$19,350	$19,350	$19,350
K	228	90.81	$16,038	$16,299	$21,240	$16,040
H	235	98.68	$15,345	$17,838	$24,345	$18,495
G	885	375.09	$15,342	$15,873	$29,000	**
F	34	13.89	$14,141	$14,744	$15,366	$14,141
Ohio State	**291**	**123.50**	**$13,500**	**$14,620**	**$27,000**	**$13,500**
C	452	172.27	$13,000	$16,616	$39,620	$13,000
I	166	71.24	$9,600	$13,688	$28,588	$13,121

Graduate Research Assistants

			Annual Stipend				
Institution	**Headcount**	**FTE**	**Minimum**	**Mean**	**Maximum**	**Mode**	**Med Ins Fee**
J	1,794	848.72	$19,304	$19,387	$24,188	$19,350	$0
L*	1,263	526.86	$18,261	$19,807	$26,500	$18,261	$305
G	2,549	1,171.88	$17,713	$17,713	$17,713	**	$534
K	3,000	1,305.40	$15,998	$19,185	$27,284	$16,040	$148
H	1,680	726.54	$15,345	$19,772	$24,345	$18,495	$611
F	2,458	1,058.55	$14,141	$17,651	$22,503	$14,141	$219
B	1,222	580.26	$13,994	$21,517	$28,621	$19,180	$767
Ohio State	**1,902**	**928.15**	**$13,500**	**$17,825**	**$32,143**	**$20,682**	**$383**
C	2,127	914.94	$13,000	$19,943	$51,905	$31,466	$0
D*	1,709	769.75	$12,909	$17,649	$32,994	$19,454	$0
A*	2,610	1,213.90	$12,700	$17,517	$26,530	$18,782	$480
I	886	406.92	$10,992	$17,362	$25,154	$18,300	$0
E*	998	475.14	$9,333	$16,134	$40,000	$15,750	**
M*	1,071	493.67	$3,409	$17,740	$44,094	$18,000	$380

Graduate Teaching Assistants

			Annual Stipend			
Institution	**Headcount**	**FTE**	**Minimum**	**Mean**	**Maximum**	**Mode**
J	1,875	852.48	$19,350	$19,353	$20,800	$19,350
L*	1,353	574.32	$18,261	$18,713	$22,212	$18,264
K	2,794	1,139.58	$15,998	$18,248	$27,383	$16,040
H	2,539	1,041.01	$15,345	$19,756	$24,345	$18,495
G	2,064	912.44	$15,342	$15,842	$17,713	**
F	2,152	897.28	$14,141	$16,983	$22,503	$15,366
Ohio State	**2,182**	**1,054.72**	**$13,500**	**$16,670**	**$26,042**	**$16,020**
A*	2,017	943.68	$13,143	$16,486	$25,600	$14,220
B	2,695	1,177.78	$13,082	$19,094	$34,680	$16,140
C	1,420	571.54	$13,000	$18,402	$40,347	$13,000
D*	1,407	629.75	$12,909	$17,300	$36,309	$15,600
I	1,721	712.41	$10,000	$15,800	$26,100	$18,170
E*	1,666	805.69	$10,000	$16,478	$30,000	$15,750

M*	858	369.68	$4,492	$17,701	$44,219	$23,250	$480
							$767
							$0
							$0
							$0
							**
							$380

Source: AAUDE Survey of Graduate Stipends, 2015-16 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 Rutgers, UCLA, and Washington

**No response provided by institution for this section of the survey

The Ohio State University

2015-16 Summary of Annual Graduate Stipends Benchmark and Big Ten Academic Alliance Public Institutions

Living Cost Adjusted

Other Graduate Assistants

			Annual Stipend - Living cost adjusted			
Institution	**Headcount**	**FTE**	**Minimum**	**Mean**	**Maximum**	**Mode**
J	43	16.20	$18,956	$18,956	$18,956	$18,956
K	228	90.81	$16,118	$16,381	$21,346	$16,120
H	235	98.68	$15,345	$17,838	$24,345	$18,495
G	885	375.09	$15,015	$15,535	$28,382	**
F	34	13.89	$13,934	$14,528	$15,141	$13,934
Ohio State	**291**	**123.50**	**$13,500**	**$14,620**	**$27,000**	**$13,500**
C	452	172.27	$13,104	$16,749	$39,936	$13,104
I	166	71.24	$8,945	$12,753	$26,636	$12,225

Graduate Research Assistants

			Annual Stipend - Living cost adjusted			
Institution	**Headcount**	**FTE**	**Minimum**	**Mean**	**Maximum**	**Mode**
J	1,794	848.72	$18,911	$18,992	$23,695	$18,956
L*	1,263	526.86	$18,100	$19,632	$26,266	$18,100
G	2,549	1,171.88	$17,335	$17,335	$17,335	**
K	3,000	1,305.40	$16,078	$19,280	$27,420	$16,120
H	1,680	726.54	$15,345	$19,772	$24,345	$18,495
F	2,458	1,058.55	$13,934	$17,393	$22,174	$13,934
A*	2,610	1,213.90	$13,616	$18,782	$28,445	$20,138
Ohio State	**1,902**	**928.15**	**$13,500**	**$17,825**	**$32,143**	**$20,682**
D*	1,709	769.75	$13,117	$17,933	$33,525	$19,768
C	2,127	914.94	$13,104	$20,102	$52,319	$31,717
B	1,222	580.26	$11,917	$18,324	$24,374	$16,334
I	886	406.92	$10,242	$16,177	$23,437	$17,050
E*	998	475.14	$9,809	$16,956	$42,040	$16,553
M*	1,071	493.67	$3,602	$18,742	$46,585	$19,017

Graduate Teaching Assistants

			Annual Stipend - Living cost adjusted			
Institution	**Headcount**	**FTE**	**Minimum**	**Mean**	**Maximum**	**Mode**
J	1,875	852.48	$18,956	$18,958	$20,376	$18,956
L*	1,353	574.32	$18,100	$18,548	$22,016	$18,103
K	2,794	1,139.58	$16,078	$18,339	$27,519	$16,120
H	2,539	1,041.01	$15,345	$19,756	$24,345	$18,495
G	2,064	912.44	$15,015	$15,504	$17,335	**
A*	2,017	943.68	$14,092	$17,676	$27,448	$15,246
F	2,152	897.28	$13,934	$16,734	$22,174	$15,141
Ohio State	**2,182**	**1,054.72**	**$13,500**	**$16,670**	**$26,042**	**$16,020**
D*	1,407	629.75	$13,117	$17,579	$36,893	$15,851
C	1,420	571.54	$13,104	$18,549	$40,669	$13,104
B	2,695	1,177.78	$11,141	$16,260	$29,534	$13,745
E*	1,666	805.69	$10,510	$17,318	$31,530	$16,553
I	1,721	712.41	$9,317	$14,722	$24,318	$16,930
M*	858	369.68	$4,746	$18,701	$46,717	$24,563

Attachment #1 2016-17 GCBC Report and Recommendations

Source: AAUDE Survey of Graduate Stipends, 2015-16 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 Rutgers, UCLA, and Washington

**No response provided by institution for this section of the survey

The Ohio State University

2015-16 Summary of Annual Graduate Stipends

Graduate Admin Associates by College / VP Unit

		Annual Stipend		
College / VP Unit	**Headcount**	**Minimum**	**Mean**	**Maximum**
Arts and Sciences	54	$13,500	$16,377	$19,098
Athletics	6	$13,500	$13,500	$13,500
Coll of Education & Human Ecol	4	$13,905	$14,308	$14,751
Coll of Food,Agr,Envir Science	2			
College of Dentistry	1			
College of Engineering	20	$13,500	$14,136	$17,766
College of Medicine	2			
College of Nursing	2			
Fisher College of Business	59	$13,500	$13,500	$13,500
John Glenn College Public Affa	22	$13,500	$14,024	$15,300
Ofc of Business and Finance	1			
Ofc of Student Life	52	$13,500	$14,133	$15,480
Office of Academic Affairs	59	$13,500	$14,937	$26,253
OSU Medical Center	7	$13,500	$13,500	$13,500
Grand Total	**291**	**$13,500**	**$14,620**	**$27,000**

Source: AAUDE Survey of Graduate Stipends, 2015-16

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

2015-16 Summary of Annual Graduate Stipends

Graduate Research Associates by College / VP Unit

		Annual Stipend		
College / VP Unit	Headcount	Minimum	Mean	Maximum
Arts and Sciences	408	$13,500	$18,301	$23,389
Coll of Education & Human Ecol	96	$13,500	$14,490	$20,700
Coll of Food,Agr,Envir Science	206	$13,500	$16,799	$20,709
College of Dentistry	4	$14,175	$17,867	$20,682
College of Engineering	706	$13,500	$17,489	$22,500
College of Medicine	131	$13,500	$19,172	$24,000
College of Nursing	4	$17,217	$19,696	$21,114
College of Optometry	1			
College of Pharmacy	25	$18,984	$20,286	$31,500
College of Public Health	11	$14,085	$17,052	$25,335
College of Social Work	20	$14,400	$14,723	$18,000
College of Veterinary Med	49	$16,290	$23,017	$26,641
Fisher College of Business	80	$13,500	$17,118	$25,065
John Glenn College Public Affa	11	$13,500	$15,046	$17,001
Ofc of Health Sciences	70	$13,500	$19,992	$28,800
Office of Academic Affairs	71	$13,500	$18,464	$30,014
OSU Medical Center	9	$13,500	$21,393	$32,143
Grand Total	**1,902**	**$13,500**	**$17,825**	**$32,143**

Source: AAUDE Survey of Graduate Stipends, 2015-16

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

2015-16 Summary of Annual Graduate Stipends

Graduate Teaching Associates by College / VP Unit

		Annual Stipend		
College / VP Unit	Headcount	Minimum	Mean	Maximum
Arts and Sciences	1,436	$13,500	$17,070	$26,042
Coll of Education & Human Ecol	170	$13,500	$14,470	$15,912
Coll of Food,Agr,Envir Science	95	$13,500	$17,134	$19,998
College of Dentistry	60	$13,703	$14,432	$22,500
College of Engineering	290	$13,500	$16,514	$24,975
College of Medicine	10	$13,500	$15,084	$18,810
College of Nursing	11	$16,659	$18,011	$21,114
College of Optometry	2			
College of Pharmacy	24	$19,200	$19,253	$20,325
College of Public Health	16	$14,085	$16,054	$16,335
College of Social Work	2			
College of Veterinary Med	1			
Fisher College of Business	50	$13,500	$14,361	$22,500
John Glenn College Public Affa	4	$14,580	$14,580	$14,580
Office of Academic Affairs	11	$16,983	$16,983	$16,983
Grand Total	**2,182**	**$13,500**	**$16,670**	**$26,042**

Source: AAUDE Survey of Graduate Stipends, 2015-16

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

2015-16 Summary of Annual Graduate Stipends Graduate Admin Associates by College / VP Unit and Department

				Annual Stipend		
College / VP Unit	**Dept**	**Dept Name**	**Headcount**	**Minimum**	**Mean**	**Maximum**
Arts and Sciences	0205	Diversity & Identity Studies C	2			
	0262	School of Music	4	$14,076	$14,738	$15,399
	0502	AfricanAmer&African Studies	1			
	0505	Ctr Medieval & Ren Studies	2			
	0506	Women's Gender/Sexuality Stds	3	$17,361		$17,361
	0527	East Asian Languages & Lit	1			
	0537	English	19	$15,912	$16,657	$17,361
	0544	Cntr for the Study of Religion	1			
	0575	Philosophy	2			
	0593	Slavic & East European L&C	1			
	0628	Chemistry and Biochemistry	4	$15,984	$15,984	$15,984
	0708	Population Research Center	1			
	0735	Urban & Regional Analysis Init	1			
	0755	Political Science	1			
	0766	Psychology	5	$14,400	$16,920	$18,000
	0777	Sociology	1			
	0799	Speech and Hearing	3	$13,500		$13,500
	4350	Arts & Sciences Administration	2			
Athletics	5414	Athletics	6	$13,500	$13,500	$13,500
Coll of Education & Human Ecol	1200	EHE Department Administration	2			
	1275	EHE Teaching & Learning	1			
	1280	EHE Educational Studies	1			
Coll of Food,Agr,Envir Science	1123	Food Agr & Biological Engr	1			
	1173	Sch of Environ & Natural Res	1			
College of Dentistry	2120	Dental Hygiene	1			
College of Engineering	1400	Engineering Administration	4	$13,770	$15,759	$17,766
	1408	University Airport	1			
	1410	Knowlton Schl of Architecture	12	$13,500	$13,500	$13,500
	1435	Computer Science & Engineering	1			
	1452	Engineering Exprmnt Station	2			
College of Medicine	2504	HRS-Health & Rehab Sciences	1			
	2590	Radiology	1			
College of Nursing	1700	College of Nursing	2			
Fisher College of Business	1000	FCOB Administration	49	$13,500	$13,500	$13,500
	1014	FCOB Accting & Mgt Info Sys	1			
	1035	FCOB Finance	3	$13,500		$13,500
	1039	FCOB Mgmt & Human Resources	2			
	1050	FCOB Marketing & Logistics	1			
	1070	FCOB Ctr & Research Support	3	$13,500		$13,500
John Glenn College Public Affa	4240	John Glenn Coll Public Affairs	22	$13,500	$14,024	$15,300
Ofc of Business and Finance	3930	Financial Services Admin	1			
Ofc of Student Life	4500	Student Life Admin	2			
	4501	HESA	14	$13,500	$14,071	$15,480
	4503	Student Advocacy Center	2			
	4508	Student Conduct	1			
	4514	Multicultural Center	1			
	4525	Student Activity Fee Admin	3	$13,815		$14,985
	4530	Counseling & Consultation	5	$13,815	$13,815	$13,815
	4535	Stu Life Advancement	2			
	4560	Rec Sports	14	$13,743	$13,901	$14,058
	4570	Disability Services	1			
	4580	Student Wellness Center	1			

The Ohio State University

2015-16 Summary of Annual Graduate Stipends Graduate Admin Associates by College / VP Unit and Department

				Annual Stipend		
College / VP Unit	Dept	Dept Name	Headcount	Minimum	Mean	Maximum
	4581	Career Counseling & Suppt Svcs	2			
	5220	Neighborhood Serv & Collaborat	1			
	5225	Ctr for the Study of Stu Life	2			
	5449	Ohio Union	1			
Office of Academic Affairs	3000	Graduate School Administration	4	$14,724	$17,755	$26,253
	3001	Environmental Sciences Network	2			
	3200	University Libraries	1			
	4000	Research Administration	3	$13,500		$13,905
	4029	OARnet	1			
	4200	Academic Affairs Admin	10	$13,500	$17,150	$20,701
	4202	University Honors & Schol Ctr	5	$13,950	$14,681	$16,929
	4207	Office - Diversity & Inclusion	20	$13,500	$14,150	$15,500
	4215	First Year Experience & UA	2			
	4221	Undergraduate Dean	6	$13,500	$13,500	$13,500
	4281	ODEE Distance Ed and eLearning	2			
	4289	WCA-Development RU	1			
	4291	WCA-Comm/Mktg	1			
	4294	WCA-Education	1			
OSU Medical Center	4604	Cancer Hosp & Research Instit	1			
	6000	University Hospitals	4	$13,500	$13,500	$13,500
	6016	OSU Family Practice Svc	1			
	6028	OSU Health Plan Inc	1			

Source: AAUDE Survey of Graduate Stipends, 2015-16

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

2015-16 Summary of Annual Graduate Stipends

				Annual Stipend		
College / VP Unit	**Dept**	**Dept Name**	**Headcount**	**Minimum**	**Mean**	**Maximum**
Arts and Sciences	0210	Adv Computing Ctr/Art & Des	5	$14,076	$14,425	$15,012
	0230	Design	2			
	0241	Dance	1			
	0262	School of Music	4	$14,076	$14,166	$14,256
	0326	Introductory Biology	1			
	0340	Molecular Genetics	24	$18,000	$20,733	$21,387
	0350	Microbiology	27	$20,790	$20,790	$20,790
	0390	EEOB	11	$21,078	$21,078	$21,078
	0506	Women's Gender/Sexuality Stds	3	$16,236		$17,361
	0518	Comparative Studies	1			
	0537	English	2			
	0543	Ctr-Language, Lit & Culture	2			
	0557	History	3	$17,361		$17,361
	0566	Linguistics	9	$16,020	$16,241	$17,361
	0614	Astronomy	10	$19,629	$19,629	$19,629
	0628	Chemistry and Biochemistry	84	$16,497	$18,559	$20,790
	0656	School of Earth Sciences	25	$13,725	$15,953	$18,695
	0671	Mathematics	11	$13,815	$19,240	$20,700
	0684	Physics	104	$18,549	$19,226	$20,025
	0694	Statistics	7	$19,836	$20,816	$21,996
	0703	Ctr/Human Resource Rsch	1			
	0708	Population Research Center	1			
	0711	Anthropology	4	$13,752	$13,752	$13,752
	0722	Economics	7	$13,500	$16,001	$17,001
	0733	Geography	5	$13,950	$14,490	$14,850
	0735	Urban & Regional Analysis Init	3	$13,950		$14,400
	0744	School of Communication	9	$17,028	$17,283	$17,730
	0755	Political Science	6	$15,408	$15,408	$15,408
	0766	Psychology	18	$14,400	$16,798	$20,682
	0777	Sociology	7	$16,182	$16,691	$16,929
	0778	Criminal Justice Research Ctr	1			
	0799	Speech and Hearing	10	$13,500	$14,175	$15,750
Coll of Education & Human Ecol	1200	EHE Department Administration	15	$13,725	$13,975	$15,048
	1203	EHE Centers	7	$13,500	$13,886	$14,400
	1251	EHE Human Sciences	31	$13,500	$15,023	$20,700
	1275	EHE Teaching & Learning	22	$13,905	$14,543	$15,192
	1280	EHE Educational Studies	21	$13,860	$14,216	$15,300
Coll of Food,Agr,Envir Science	1114	Agric Envrn & Dev Econ	25	$18,000	$18,658	$19,125
	1118	ACEL	10	$15,165	$16,830	$18,450
	1123	Food Agr & Biological Engr	14	$13,500	$15,493	$18,360
	1127	Horticultural & Crop Sciences	8	$16,632	$17,037	$17,442
	1130	Entomology	2			
	1132	Animal Sciences	18	$14,346	$15,108	$17,244
	1156	Food Science & Technology	23	$14,832	$15,178	$19,341
	1173	Sch of Environ & Natural Res	23	$16,146	$16,407	$16,992
	1178	Plant Pathology	12	$17,235	$17,727	$20,709
	5623	OARDC Food, Agric & Bio Eng	10	$15,678	$16,785	$17,604
	5625	OARDC Food Animal Health	11	$14,400	$16,521	$18,729
	5627	OARDC Hort & Crop Sciences	18	$16,632	$17,288	$17,901
	5630	OARDC Entomology	9	$18,414	$18,414	$18,414
	5632	OARDC Animal Sciences	6	$14,634	$16,362	$17,244
	5678	OARDC Plant Pathology	17	$17,235	$17,654	$20,709
College of Dentistry	2135	Biosciences	3	$15,986		$20,682
	2180	Orthodontics	1			

The Ohio State University

2015-16 Summary of Annual Graduate Stipends

				Annual Stipend		
College / VP Unit	**Dept**	**Dept Name**	**Headcount**	**Minimum**	**Mean**	**Maximum**
College of Engineering	1400	Engineering Administration	1			
	1410	Knowlton Schl of Architecture	4	$13,500	$13,500	$13,500
	1417	Biomedical Engineering	23	$14,850	$16,938	$18,900
	1425	Chemical & Biomolecular Eng	51	$13,500	$19,443	$20,506
	1427	Civil, Envir & Geod Eng	28	$15,300	$16,296	$17,550
	1435	Computer Science & Engineering	120	$16,290	$17,544	$18,810
	1445	Electrical & Computer Engr.	145	$18,000	$18,305	$18,900
	1452	Engineering Exprmnt Station	82	$13,500	$17,235	$20,000
	1457	Integrated Systems Engineering	28	$13,500	$16,321	$20,700
	1468	Materials Sci Engineering	117	$13,500	$17,149	$21,015
	1470	Mechanical & Aerospace Engr	107	$13,500	$16,875	$22,500
College of Medicine	2500	Medicine Admin	2			
	2504	HRS-Health & Rehab Sciences	22	$14,400	$15,988	$20,682
	2507	COM Research Education	20	$20,682	$20,682	$20,682
	2508	Davis Heart & Lung Institute	9	$17,100	$19,582	$20,682
	2510	SBS-Biomedical Informatics	10	$13,950	$18,148	$20,682
	2513	Family Medicine	1			
	2515	SBS-Molec Vir, Imm & Med Gen	4	$21,096	$21,096	$21,096
	2517	SBS-Microbial Infectn/Immunity	4	$20,277	$20,581	$20,682
	2518	SBS-Biolog Chem & Pharmacolog	10	$20,682	$20,914	$23,004
	2525	Internal Medicine	1			
	2529	Neurological Surgery	1			
	2532	SBS-Neuroscience	12	$20,682	$20,682	$20,682
	2540	Ophthalmology	2			
	2541	COM Sports Medicine	3	$15,147		$18,779
	2545	Otolaryngology	2			
	2555	Pediatrics	8	$20,682	$20,819	$21,777
	2575	SBS-Physiology & Cell Biology	13	$16,200	$19,965	$21,803
	2590	Radiology	3	$18,000		$24,000
	2594	Plastic Surgery	1			
	2595	Surgery	3	$14,400		$17,322
College of Nursing	1700	College of Nursing	4	$17,217	$19,696	$21,114
College of Optometry	2700	Optometry	1			
College of Pharmacy	1800	College of Pharmacy	25	$18,984	$20,286	$31,500
College of Public Health	2505	College of Public Health	11	$14,085	$17,052	$25,335
College of Social Work	1900	Social Work	20	$14,400	$14,723	$18,000
College of Veterinary Med	2925	Vet Clinical Sciences	27	$24,290	$24,588	$26,641
	2940	Veterinary Biosciences	14	$19,102	$22,668	$24,869
	2976	Veterinary Preventive Med	8	$16,290	$18,323	$20,637
Fisher College of Business	1000	FCOB Administration	17	$13,500	$13,500	$13,500
	1014	FCOB Accting & Mgt Info Sys	8	$17,250	$17,250	$17,250
	1035	FCOB Finance	16	$20,250	$22,359	$22,500
	1039	FCOB Mgmt & Human Resources	12	$16,065	$16,815	$25,065
	1043	FCOB Mgmt Sciences	4	$16,169	$18,197	$19,412
	1050	FCOB Marketing & Logistics	19	$13,500	$16,332	$20,682
	1070	FCOB Ctr & Research Support	4	$13,500	$14,822	$18,787
John Glenn College Public Affa	4240	John Glenn Coll Public Affairs	11	$13,500	$15,046	$17,001
Ofc of Health Sciences	4600	Health Sciences Admin RU	6	$13,500	$16,644	$18,720
	4605	Comprehensive Cancer Center R U	57	$14,085	$20,451	$28,800
	4640	Nisonger Center	1			
	4645	Inst for Behavioral Med Resrch	3	$16,763		$20,277
	4655	CMIB-Ctr Microb Interface Biol	3	$20,682		$20,682
Office of Academic Affairs	3002	Life Sciences Network	39	$19,877	$20,661	$20,683
	4004	Chemical Instrumentation Ctr	1			

The Ohio State University

2015-16 Summary of Annual Graduate Stipends

				Annual Stipend		
College / VP Unit	**Dept**	**Dept Name**	**Headcount**	**Minimum**	**Mean**	**Maximum**
	4012	Univ Lab Animal Resources	2			
	4028	Ohio Supercomputer Center	2			
	4050	Byrd Polar & Climate Rsch Cntr	9	$15,912	$16,731	$18,000
	4200	Academic Affairs Admin	4	$13,500	$14,625	$18,000
	4207	Office - Diversity & Inclusion	12	$13,500	$13,883	$14,175
	4235	Office of International Affair	2			
OSU Medical Center	4604	Cancer Hosp & Research Instit	2			
	6000	University Hospitals	7	$21,429	$23,648	$32,143

Source: AAUDE Survey of Graduate Stipends, 2015-16

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

2015-16 Summary of Annual Graduate Stipends

				Annual Stipend		
College / VP Unit	**Dept**	**Dept Name**	**Headcount**	**Minimum**	**Mean**	**Maximum**
Arts and Sciences	0206	Film Studies	1			
	0215	Art	38	$13,797	$13,995	$14,076
	0225	Arts Admin, Education & Policy	25	$13,797	$14,209	$14,256
	0230	Design	14	$14,256	$14,256	$14,256
	0235	History of Art	18	$14,076	$14,738	$15,399
	0241	Dance	20	$14,076	$14,160	$15,399
	0262	School of Music	58	$13,797	$14,240	$15,399
	0280	Theatre	26	$13,689	$13,715	$13,860
	0326	Introductory Biology	35	$20,790	$20,790	$20,790
	0340	Molecular Genetics	12	$20,790	$21,203	$22,122
	0350	Microbiology	20	$20,790	$20,790	$20,790
	0390	EEOB	36	$20,664	$20,951	$21,078
	0502	AfricanAmer&African Studies	9	$16,020	$16,092	$16,236
	0506	Women's Gender/Sexuality Stds	18	$16,020	$16,614	$17,361
	0509	Classics	18	$16,020	$16,500	$16,884
	0518	Comparative Studies	15	$16,020	$16,597	$17,361
	0527	East Asian Languages & Lit	27	$15,912	$16,823	$26,042
	0536	Ctr-Study&Teaching of Writing	21	$16,020	$16,626	$17,361
	0537	English	102	$16,020	$16,490	$19,512
	0545	French and Italian	24	$16,020	$16,361	$17,361
	0547	Germanic Languages & Lit	22	$16,020	$16,201	$17,361
	0554	Near Eastern Lang & Culture	9	$16,020	$16,837	$17,361
	0557	History	70	$16,020	$16,805	$17,361
	0566	Linguistics	15	$16,020	$16,317	$17,361
	0575	Philosophy	27	$16,020	$16,715	$17,361
	0593	Slavic & East European L&C	11	$16,020	$16,279	$17,361
	0596	Spanish and Portugese	48	$16,020	$16,484	$17,361
	0614	Astronomy	6	$19,629	$19,629	$19,629
	0628	Chemistry and Biochemistry	162	$18,360	$18,806	$23,600
	0656	School of Earth Sciences	20	$16,445	$16,445	$16,445
	0671	Mathematics	100	$13,500	$19,094	$20,700
	0684	Physics	79	$16,002	$18,591	$19,260
	0694	Statistics	52	$14,220	$19,658	$23,382
	0711	Anthropology	24	$13,752	$13,752	$13,752
	0722	Economics	51	$13,500	$16,444	$17,001
	0733	Geography	16	$13,500	$14,541	$19,800
	0744	School of Communication	42	$13,770	$16,482	$17,559
	0755	Political Science	36	$14,472	$15,465	$19,125
	0766	Psychology	82	$14,400	$16,207	$20,682
	0777	Sociology	21	$16,182	$16,582	$16,929
	0799	Speech and Hearing	6	$13,500	$14,625	$15,750
Coll of Education & Human Ecol	1251	EHE Human Sciences	56	$13,500	$14,620	$15,912
	1275	EHE Teaching & Learning	70	$13,896	$14,512	$15,192
	1280	EHE Educational Studies	44	$13,860	$14,214	$15,300
Coll of Food,Agr,Envir Science	1114	Agric Envrn & Dev Econ	30	$13,500	$18,494	$18,666
	1118	ACEL	8	$15,165	$16,779	$18,630
	1123	Food Agr & Biological Engr	7	$14,328	$16,016	$17,550
	1127	Horticultural & Crop Sciences	5	$16,632	$16,956	$17,442
	1130	Entomology	1			
	1156	Food Science & Technology	3	$13,500		$13,500
	1173	Sch of Environ & Natural Res	38	$16,146	$16,547	$16,992
	5627	OARDC Hort & Crop Sciences	3	$16,632		$19,998
College of Dentistry	2125	Endodontics	8	$13,703	$13,703	$13,703
	2130	Dental Restorative/Prosthetic	10	$13,703	$17,222	$22,500

The Ohio State University

2015-16 Summary of Annual Graduate Stipends

				Annual Stipend	
College / VP Unit	**Dept**	**Dept Name**	**Headcount**	**Minimum**	**Mean**
	2146	Oral Pathology	3	$13,703	
	2150	Pediatric Dentistry	14	$13,703	$13,703
	2155	Periodontology	11	$13,703	$14,337
	2180	Orthodontics	14	$13,703	$13,817
College of Engineering	1400	Engineering Administration	34	$15,300	$16,492
	1410	Knowlton Schl of Architecture	53	$13,500	$13,500
	1417	Biomedical Engineering	11	$15,300	$15,668
	1425	Chemical & Biomolecular Eng	20	$14,400	$19,463
	1427	Civil, Envir & Geod Eng	6	$16,200	$16,200
	1435	Computer Science & Engineering	92	$16,200	$17,132
	1445	Electrical & Computer Engr.	24	$18,000	$18,356
	1457	Integrated Systems Engineering	16	$15,984	$16,138
	1468	Materials Sci Engineering	8	$16,200	$16,200
	1470	Mechanical & Aerospace Engr	26	$16,200	$17,290
College of Medicine	2504	HRS-Health & Rehab Sciences	9	$13,500	$14,670
	2510	SBS-Biomedical Informatics	1		
College of Nursing	1700	College of Nursing	11	$16,659	$18,011
College of Optometry	2700	Optometry	2		
College of Pharmacy	1800	College of Pharmacy	24	$19,200	$19,253
College of Public Health	2505	College of Public Health	16	$14,085	$16,054
College of Social Work	1900	Social Work	2		
College of Veterinary Med	2976	Veterinary Preventive Med	1		
Fisher College of Business	1014	FCOB Accting & Mgt Info Sys	9	$13,500	$13,500
	1035	FCOB Finance	4	$13,500	$19,688
	1039	FCOB Mgmt & Human Resources	13	$13,500	$13,697
	1043	FCOB Mgmt Sciences	21	$13,500	$14,250
	1050	FCOB Marketing & Logistics	3	$13,500	
John Glenn College Public Affa	4240	John Glenn Coll Public Affairs	4	$14,580	$14,580
Office of Academic Affairs	3001	Environmental Sciences Network	11	$16,983	$16,983

Source: AAUDE Survey of Graduate Stipends, 2015-16

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

2015-16 Summary of Annual Graduate Stipends

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	$

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
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.

Occupational Area	Typical Annual Salary
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

Occupational Area	Typical Annual Salary
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.[1]

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:

Basic needs budget = Food cost + child care cost + (insurance premiums + health care costs) + housing cost + transportation cost + other necessities cost

Living wage = Basic needs budget + (basic needs budget*tax rate)

The following is an explanation of data sources for each component of the living wage:

Food.[2] The food component of the basic needs budget was compiled using the USDA's low-cost food plan national average in June 2014.[3] 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.[4] 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

[1] 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).

[2] 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.

[3] 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

(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).

[4] 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 a 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).[5]

Child Care.[6] 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.[7]

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.[8] 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.[9] These estimates were further adjusted for regional differences using annual income expenditure

[5] USDA Economic Research Service: Liebtag, 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.

[6] 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 (last visited 9.16.2014). This file and report are included on the documentation DVD. A data dictionary is included in Appendix I.

[7] 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 (last visited 9.16.2014)

[8] 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) (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.

[9] 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.[10] Values were inflated to 2014 dollars using the Consumer Price Index inflation multiplier from the Bureau of Labor Statistics.[11]

Health insurance costs were calculated using the Health Insurance Component Analytical Tool (MEPSnet/IC) provided online by the Agency for Healthcare Research and Quality.[12] 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.[13,14] Values were inflated to 2014 dollars using the Consumer Price Index inflation multiplier from the Bureau of Labor Statistics.[15]

Housing.[16] 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.[17] 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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[10] 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.

[11] 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 (last visited 9.16.2014)

[12] Available at http://meps.ahrq.gov/mepsweb/data_stats/MEPSnetIC.jsp (last visited 9.16.2014).

[13] 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) (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) (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) (last accessed on 9.16.2014) to obtain the mean employee contribution for a family plan by state.

[14] 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.

[15] 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 (last visited 9.16.2014)

[16] 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.

[17] 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.[18] 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.[19] 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.[20]

Other necessities.[21] 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.[22] Values were inflated to 2014 dollars using the Consumer Price Index inflation multiplier from the Bureau of Labor Statistics.[23]

Taxes.[24] 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.[25] 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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[18] 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.

[19] 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.

[20] 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 (last visited 9.16.2014)

[21] 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.

[22] 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.

[23] 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 (last visited 9.16.2014)

[24] 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.

[25] 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).[26] 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.[27]

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.[28] 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.[29] 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[30] metropolitan areas, as defined by the Bureau of Labor Statistics as of 2013.[31] Values were inflated to 2014 dollars using the Consumer Price Index inflation multiplier from the Bureau of Labor Statistics.[32]

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[26] 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.

[27] 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

[28] 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.

[29] Poverty data is available at http://aspe.hhs.gov/poverty/14poverty.cfm (last visited 9.16.2014).

[30] 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.

[31] 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.

[32] 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 (last visited 9.16.2014)