

2030 Action Team on Graduate Student Support Graduate Student Support

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Approved unanimously by the members of the “Graduate Student Support” Working Group on Friday, Feb. 4, 2022:

Craig Guilbault (Math, Graduate Faculty Committee)
Jennifer Gutzman (Biological Sciences)
Kris O’Connor (Office of Research, Kinesiology)
Jason Puskar (lead, Graduate School, English)
Kent Redding (Journalism, Advertising and Media Studies, Sociology)
Amanda Seligman (History)
Brooke Slavens (Health Sciences, Engineering)
Dietmar Wolfram (Information Studies)
Mo Zell (Architecture and Urban Planning)

Summary

This team endorses the Graduate Faculty Committee’s recommendations from Spring 2021 to raise the average TA stipend at UWM to the national average of \$18,000, as determined by the 2019-20 Oklahoma State Survey of Graduate Student Stipends. Even that average is now several years out of date, and certainly higher today. Humane and competitive stipends should be a campus priority even within the university’s challenged budgets, and funding should be diverted from other sources to achieve even this modest goal. We recognize that UWM remains in a period of austerity, and that this goal may need to be reached incrementally. To that end, we offer one model that can help UWM make substantial progress toward that goal now, with the expectation that campus can complete the work in the near future. This team also sees this as a time to reconsider the process for adjusting graduate stipend funding at UWM, much of which pre-dates Act 10.

Major Conclusions:

1. The team applauds the recent decision to build in regular increases to stipends for assistants, including an annual 2 percent increase for RAs and inclusion in future UW System pay plans for TAs. This will prevent stipends from languishing in the future, and will add predictability to financial planning. We thank Provost Britz, Chancellor Mone and Business and Financial Services for supporting this important measure.
2. The team urges UWM to raise all stipends to a minimum of \$18,000, as GFC recommended. We estimate that this will cost campus \$2.9M. Although we recognize that this sum is not readily available in UWM’s existing budget, but we ask campus to consider reallocating funds from other competing priorities. We also note Chancellor

Mone's recent optimism about improved resourcing from UW System, and recommend that any additional funds be prioritized for stipends.

3. If the full increase to stipends of \$18,000 cannot be accomplished now, the master's tier should be raised from \$13,750 to \$15,000, and the doctoral tier from \$15,000 to \$17,000. This is short of GFC's recommendation (and our strong preference) but can be accomplished in the short term. Diverting funding from Chancellor's Awards can fund half of these increases, roughly \$611,000. Campus should dedicate funds for the other half in an equal match.
4. Campus should specify a minimum TA stipend, rather than an absolute stipend rate that cannot be exceeded. A single university-wide stipend makes many programs uncompetitive. Deans should have the flexibility to increase stipends in those programs where the minimum is uncompetitive.
5. Deans should be given additional flexibility to use some or all of their Chancellor's Award allotment to fund stipend increases, as well as other investments in research infrastructure that benefits graduate students. Academic Affairs should ensure that CGSA allocations are dedicated to supporting graduate students and research infrastructure that benefits graduate students.
6. The current three tiers of TA stipends (master's, doctoral, dissertator) should be reduced to two tiers, one for master's students and one for doctoral students. Over the longer term, campus should institute a single minimum stipend for all students. If an incremental approach is necessary, delaying that step yields substantial short-term savings.

Statement of Needs

UWM's low stipends are inadequate for Milwaukee's cost of living.

The [*Milwaukee Business Journal*](#) reported that in 2019 the cost of living in Milwaukee amounted to \$1,657.54 per month, which includes rent for a one bedroom apartment, food, utilities, and gasoline. This is just 3 percent below the national average. That figure does not include many other unavoidable expenses facing students, such as clothing, books, and UWM segregated fees. Even without those additional expenses, the cost of living amounts to \$19,890 per year. With an average TA stipend around \$15,000, students are often stretched to their limit, burdened by debt and outside work, and delayed in their progress to degree. We believe current stipends impact retention and student success across programs. We are certain that students with other TA offers typically enroll elsewhere.

UWM's low stipends are not competitive even with other R2 universities.

GFC noted that UWM stipends likely fall at the bottom of the range of the anonymized universities listed in the Oklahoma State Survey of Graduate Student Stipends for 2019-20. To pinpoint exactly how close to the bottom, this team calculated average stipends at UWM for 2019-20, factoring in the actual FTE paid at the three different stipend levels (master's, doctoral, dissertator) across all instructional schools and colleges, and weighted the average accordingly. After normalizing the FTE to the Oklahoma standard of a 50% appointment, this results in a true UWM average stipend of \$14,800.61 per 50% TAship for 2019-20. At that level, UWM would rank third from last out of 49 R1 and R2 universities, many of which are located in areas with lower costs of living. UWM thus likely ranks last among all R1s in the Oklahoma State survey. If so, UWM must rank no higher than third to last among all R2s. External reviewers of graduate programs frequently note UWM's low stipends, usually with astonishment, sometimes with horror. If UWM intends to remain competitive even with R2 universities, it must invest in this key component of research infrastructure.

UWM's low stipends are not compatible with UWM's access mission or its ambitions to increase diversity.

Because underrepresented students often have fewer sources of informal family support, they are more sensitive to net costs, incur more debt for graduate study, and struggle to overcome emergencies. UWM's doctoral programs are especially far behind in recruiting and retaining URM students. For instance, over the last decade the percentage of Black domestic doctoral students has hovered just over 4 percent, far below the percentage of Black residents in the city (39%) or even the state (6.4%). Similarly, the percentage of students who self-identify as multiethnic has been consistently under 5 percent. Latinx students have made up about 1 percent of all doctoral students over the last decade, and Native American doctoral students about a half percent. These rates lag behind those at the bachelor's and master's levels, even though those degrees also have significant room for improvement. Finally, minority representation tends to be strongest in programs such as Education where salaries for graduates are modest, so where students can least afford to incur substantial debt. Competitive stipends are a key part of UWM's diversity, equity and inclusion efforts.

UWM's low stipends are inconsistent with UWM's Vision, Guiding Values, the UW-System Doctoral Cluster Mission, and the UWM Select Mission Statement.

UWM Vision: Because of low TA stipends, TAs and programs do not perceive that UWM is "the best place to learn and work for students, faculty and staff." This is a common refrain from graduate students, as GFC's 2021 report made clear.

Guiding Values: Because low TA stipends directly limit diversity, UWM could do much more to value “Diversity in all of its definitions,” especially within its research mission and at the doctoral level. We must back the rhetoric of diversity with resources.

System Doctoral Cluster Mission Statement: Because of low TA stipends, UWM is not adequately serving “the needs of women, minority, disadvantaged, disabled, and non-traditional students.” More than other constituencies, disadvantaged and under-represented students learn under precarious circumstances, and their margins are thin.

UWM Select Mission Statement: Because of low TA stipends, UWM is currently straining to “maintain high quality...graduate...programs appropriate to a major urban doctoral university.” External program reviewers have observed this in recent reviews, and frequently warn of dire consequences for program quality and even viability. Low TA stipends similarly inhibit UWM’s ability to “engage in a sustained research effort...as a doctoral institution of academic and professional excellence”; to “attract highly qualified students”; and “to provide educational leadership in meeting future...challenges.” It is painful to acknowledge these facts, but we can no longer pretend that excellence can persist without investment.

History

The current situation was born from circumstances dating back decades. Below is a brief and selective summary of major changes to stipend rates on campus.

- 1990s to 2010: the Milwaukee Graduate Assistant Association (MGAA) union negotiated pay rates with the university annually.
- Early 2000s: Chancellor’s Graduate Student Awards introduced, primarily as “toppers” to help programs where TA stipends were least competitive.
- Late 2000s: Research Excellence Awards introduced to incentivize growth of extramural assistantships and fellowships in STEM fields.
- 2011: Governor Walker’s Act 10 removed MGAA’s bargaining ability and also ended the annual negotiations over stipend levels between the union and the university. From this point, annual increases no longer occurred regularly.
- 2012: The Provost formed the Working Group on Graduate Assistant Stipends, which recommended a single pay tier for all assistants and a \$15,000 stipend for 50 percent appointments.
- 2013-15: The Provost, Deans, and Graduate School funded a 1 percent pay raise for TAs and PAs in this biennium.
- Spring 2014: Graduate students and Faculty Senate endorsed recommendations of the 2012 working group. Soon after Chancellor Lovell departed. The recommendations were not implemented.

- Fall 2014: UWM's Provost assumed central responsibility for setting stipend rates, delegating TA and PA rate administration to the Dean of the Graduate School and RA administration to the Office of Research.
- 2015: The University Committee requested a report on progress toward achieving competitive assistantships; APBC invited the Graduate School to report on graduate assistantships. The goals from the 2012 Working Group were still being pursued. A new proposal was made for variable TA pay rates by discipline at tiers of \$15,000, \$17,000 and \$19,000.
- Fall 2015: Distinguished Professors recommend stipend increases to Chancellor Mone
- 2016-17: Chancellor Mone moves to increase TA stipends with new funds from system (\$692,000), bringing the doctoral rate to \$15,000 for a 50 percent appointment, and the master's rate to \$12,850.
- 2018-19: Chancellor Mone and Provost Britz allocated an additional \$375,000 to TA stipends, raising master's level stipends to the current level of \$13,750 for a 50% appointment, and other modest increases to PA stipends.
- Spring 2020: PAs transition to hourly rates to comply with FMLA.
- Spring 2021: The Graduate Faculty committee recommends raising TA stipends to an average rate of \$18,000 per year for a 50 percent appointment, in line with the average stipend reported by the Oklahoma State Survey of Graduate Student Stipends from 2019-20. GFC also recommends a system of regular cost of living increases for all assistants.
- Fall 2021: Campus implements GFC's recommendation to including TAs in future system-level pay plans for faculty and staff, and to increasing RA stipends by 2% annually. Changes take effect Fall 2023.

Recommendations

This committee recognizes that UWM is enduring a period of austerity. We approached this analysis alert to that major constraint. We do not imagine that UWM can conjure funding from nothing, but recommend reallocating money from lesser priorities. Because stipend increases are a problem facing campus as a whole, everyone must share responsibility for their costs. To that end, we recommend that instructional schools and colleges share the cost of stipend increases by reallocating some Chancellor's Graduate Student Award funding to cover roughly half the cost of stipend increases. As we explain below, it is not possible to fund even a partial increase of stipends to the GFC recommendation without doing grave damage to STEM programs, but some contributions are possible. We call on campus to match the other half by reallocating from its own existing resources.

Some of the recommendations that follow build on earlier recommendations, including a recommendation from 2012 to eliminate the three different stipend tiers (master's, doctoral, dissertator), and the recommendation from 2015 to institute variable stipends across disciplines. The following elaborates on each of our five conclusions detailed above.

1. *We applaud the recent decision to build in regular increases to stipends for assistants, including an annual 2 percent increase for RAs and inclusion in future UW System pay plans for TAs.*

For almost a decade stipends have languished between periods of larger adjustments. As the economy seems to be entering a period of higher inflation, it is all the more important to help stipends keep pace with rising costs of living. Occasional adjustments might be needed, just as they are for staff and faculty salaries, but this represents a major step toward stabilizing stipends for students and making costs more predictable for schools and colleges. We reiterate our gratitude to Chancellor Mone, Provost Britz and the staff of Business and Financial Services for implementing this important measure.

2. *The team urges UWM to raise all stipends to a minimum of \$18,000, as GFC recommended last spring.*

At the Chancellor's Plenary in fall, Chancellor Mone expressed some optimism about regents' support for increasing state revenue allocated to UWM. We recommend prioritizing graduate student stipends for any additional allocations. Other funds already budgeted within UWM also should be considered for reallocation to raise stipends to the GFC recommendation.

3. *In the short term, if UWM cannot meet GFC's recommendation for \$18,000 stipends, the master's tier should be raised from \$13,750 to \$15,000, and the doctoral tier from \$15,000 to \$17,000. The dissertator tier, currently \$16,600, should be folded in with the doctoral tier and raised to \$17,000 as well.*

More detailed financial analysis follows, but by basing future TA FTE on average FTE from the past three years, we estimate this increase will cost \$1.2M. This is short of GFC's goal of raising all stipends to \$18,000, which would cost \$2.9M. If campus can support an increase on that scale, we strongly support it. If that is out of reach at this moment, we urge campus to keep it as a near-term goal while accomplishing an incremental step. We also note that the \$18,000 average stipend that GFC recommended was based on national data from two years ago. Average stipends are undoubtedly even higher now.

For the incremental increase, we propose splitting the cost evenly between schools and colleges and campus, roughly \$611,000 each. Schools and Colleges should be free to spend some of their CGSA allotment on these stipend increases. Although we recognize that no one source can cover the entire cost of this increase, we ask campus to reallocate funds for this important priority.

With remaining CGSA funds, schools and colleges can continue to augment stipends with “toppers” in those fields where even \$17,000 stipends will be least competitive, primarily STEM fields. In other fields, a \$17,000 stipend will be competitive and there should be less need for CGSA toppers. Because not all schools and colleges use CGSA funds as toppers for TA appointments, we also must preserve adequate CGSA funding to continue other recruiting and retention strategies.

4. *Campus should specify a minimum stipend, rather than an absolute stipend rate that cannot be exceeded.*

According to the Oklahoma State Survey of Graduate Student Stipends from 2019-20, the national average of stipends by each of those programs offered at UWM range from about \$9,600 (American Indian studies) to almost \$23,000 (Occupational Science and Technology). (See Appendix A.) One size clearly does not fit all. Programs with higher stipends find it impossible to compete not just with peer institutions, but with lower-ranked institutions that pay teaching assistants better.

A small number of programs may be competitive at current stipend levels. UWM’s average rates appear to exceed the Oklahoma State average slightly in SARUP, SOIS, and Zilber. Nursing is only modestly behind national averages. But together, TAs in these four schools and colleges amount to just 18 FTE total, a tiny fraction UWM’s total of 365 FTE for all TAs. Measured program-by-program, only 31 FTE at UWM paid higher than the Oklahoma State average in each program. The other 91.5% of UWM programs fall below the Oklahoma State average, often by a considerable margin. Overall, CEAS pays \$4,249 less per 50% TA than the national average; L&S pays \$3,000 less, but in some programs the difference is much greater. (See Appendix A).

We recommend permitting schools and colleges to determine program-level stipends at or above a minimum stipend, as determined by the leadership of the school or college. We recommend paying all students within a program the same rate for the sake of simplicity and morale.

5. *Deans should be given additional flexibility to use some or all of their Chancellor’s Award allotment to fund stipend increases, as well as other investments in research infrastructure.*

The introduction of the current budget model four years ago has drastically changed deans’ regard for Chancellor’s Graduate Student Awards. Under the previous budget model, when 70 percent of indirect cost returns were pooled centrally at the campus level, CGSA allocated additional indirects back to instructional schools and colleges for scholarships. Deans welcomed the return of additional funds for CGSA, and rarely questioned how it was targeted. In schools and colleges that did not generate

substantial indirects, the CGSA allotment represented a provision from the central pool of indirects to support their own graduate students.

However, under the current budget model 80 percent of indirect cost returns are provided to schools and colleges at the start of the fiscal year, and CGSA awards must be made from that sum. Schools and colleges that generate few indirects, such as SARUP, receive no additional provision of funds, even though they are obligated to distribute awards. As a result, what used to be an “allotment” of additional indirect funds through CGSA has ended. Instead, deans typically regard CGSA as an obligation to spend indirects already in their possession. As a result, some deans are requesting increased flexibility in spending CGSA funds.

We recommend giving deans flexibility to fund some or all of the cost of the stipend increase from CGSA funds, and also introducing flexibility to spend indirects on other forms of research infrastructure benefitting graduate students. If the university were to revert to the method of allocating CGSA funds in the previous budget model, funds could be allocated as before, but within somewhat wider limits. The complexities of monitoring those limits under the current budget model is not lost on the members of this team. We do not recommend permitting schools and colleges to spend the current CGSA allotments for purposes other than graduate student support or research infrastructure benefitting graduate students. Similarly, we do not recommend allowing programs to dedicate all CGSA funds to student stipends in order to free up the less restrictive 131 funds otherwise used for stipends. Permitting that would amount to having no restrictions on CGSA funds at all.

6. *The current three tiers of TA stipends (master’s, doctoral, dissertator) should be reduced to two tiers (master’s and doctoral).*

The tiers add layers of complexity to HR and payroll, and the pay raise for dissertators requires significant additional labor at the program level. The Chancellor’s working group on stipends first recommended collapsing these tiers in 2012. To bring all three tiers to the same level, however, adds significant costs, given that the especially low stipends of master’s students must increase by more than \$3,000 each if they too are to reach \$17,000.

Although we support the long-term goal of instituting a single tier for all graduate students, we recognize that in the current environment this is cost prohibitive. By reducing three tiers to two tiers—master’s and doctoral only—we realize substantial savings.

The largest increase in this model goes to doctoral students, whose stipends increase by \$2,000. This allows programs to get the best return on investment by concentrating increases on stipends for incoming students, which should help programs recruit more

competitively. Even so, it also permits meaningful increases for master’s students, to help them approach the actual cost of living. Finally, although it adds little to dissertator pay it is important that everyone realize at least some gains.

Financial Analysis

Based on an estimate of TA FTE from the past three years, all schools and colleges pay about \$13.4M annually on TA stipends and fringe. This estimate is based on a count of TA FTE at each of the three current stipend levels over a three-year average, and on a standard pooled fringe rate of 24%. All calculations and projections that follow are based on a three-year average distribution of FTE within schools and colleges across the three current stipend tiers. As such, they should be more accurate than GFC’s estimates from last spring. For these purposes, tuition remission is not included, given that it is counted only as foregone revenue for TAs. The comparatively small number of Project Assistants on campus are excluded from these calculations.

The following table shows the costs of various stipend increases, in some cases collapsing the current three tiers to one or two tiers. The columns labelled “GFC Recommended Stipends” include the core GFC recommendation in the center column, and two modifications of it on either side, one with a lower master’s stipend and one with a higher doctoral stipend. The final column calculates the cost of raising UWM stipends to UW-Madison’s minimum of \$20,000.

Table 1: Overall costs of various increases to TA stipends

	Current Stipends	Proposed Stipends	GFC Recommended Stipends			UW-Madison Minimum Stipends
Master's Stipend	\$13,750	\$15,000	\$16,000		\$18,000	
Doctoral Stipend	\$15,000	\$17,000	\$18,000	\$18,000	\$20,000	\$20,000
Dissertator Stipend	\$16,600					
TOTAL COST	\$13,432,337	\$14,654,320	\$15,559,685	\$16,296,576	\$17,370,416	\$18,107,307
Cost Increase		\$1,221,983	\$2,127,348	\$2,864,239	\$3,938,079	\$4,674,969

As Table 1 makes clear, these Proposed Stipends cost roughly \$1.7M less than the GFC recommendation of raising all stipends to \$18,000, and almost a \$1M less than raising master’s pay to \$16,000 and doctoral and dissertator pay to \$18,000.

Table 2, below, estimates the total cost to each school or college of the proposed stipends at \$15,000 for master’s and \$17,000 for doctoral students. CGSA allocations are included to gauge the adequacy of helping cover stipend increases with those funds.

Table 2: Costs of proposed increase to TA Stipends by School or College, and CGSA/REA residuals

School/College	Current Stipend Cost + Fringe	Proposed Stipend Cost + Fringe	Proposed Cost increase	CGSA Allotment (2021)	CGSA Residual
SARUP	\$217,806	\$237,005	\$19,199	\$35,000	\$15,801
Arts	\$484,220	\$528,240	\$44,020	\$170,000	\$125,980
Business	\$655,204	\$705,147	\$49,943	\$202,000	\$152,057
Education	\$395,064	\$445,491	\$50,427	\$103,000	\$52,573
Engineering	\$1,396,013	\$1,538,261	\$142,249	\$334,000	\$191,751
Freshwater	\$1,137	\$1,240	\$103	\$20,000	\$19,897
Health Sciences	\$395,316	\$431,603	\$36,287	\$147,000	\$110,713
Information Studies	\$89,933	\$97,051	\$7,118	\$47,000	\$39,882
Letters and Science	\$9,339,345	\$10,166,925	\$827,580	\$994,000	\$166,420
Nursing	\$255,990	\$282,224	\$26,234	\$93,000	\$66,766
Public Health	\$96,187	\$103,995	\$7,808	\$20,000	\$12,192
Social Welfare	\$106,123	\$117,139	\$11,015	\$50,000	\$38,985
TOTAL	\$13,432,337	\$14,654,320	\$1,221,983	\$2,215,000	\$993,017

In this model, every school or college has a sufficient allocations of CGSA funding to cover the entire proposed stipend increase. In all but one school or college, paying for the entirety of the stipend increase from CGSA funding would leave substantial residual CGSA funds for other purposes.

However, in this model the College of Letters and Science would spend the vast majority of its CGSA funding just to establish these new minimums. Because almost 70 percent of all UWM TAs are in L&S, stipend increases hit the college especially hard. Worse, although almost 70 percent of TAs are in L&S, the college receives only 45 percent of total CGSA funding. Attempting to fund stipend increases with CGSA funding alone is thus not viable in L&S, given that its CGSA funding is not proportional to its TA obligations.

With very little CGSA funding left over, L&S would no longer be able to supplement stipends in STEM fields to make them competitive. Currently L&S apportions almost three times more CGSA funding to each STEM student on average than to other students in the college. This allows the college to top the current \$15,000 stipends in STEM fields with Chancellor’s Awards that result in a total package around \$20,000, which is still often below average but more competitive than the stipend alone. But if L&S were to spend most of its CGSA funds to raise all doctoral stipends to \$17,000, the college would have too little CGSA funding left to make its STEM offers competitive. The result is dire: if funded entirely by CGSA funds, the increase of master’s stipends to \$15,000 and doctoral to \$17,000 would make L&S STEM fields worse off than they are today. In effect, using only CGSA funding to accomplish even these modest stipend increases would destroy many STEM programs in L&S and CEAS. This was a sobering realization for the committee: Even an increase well short of what GFC recommended and still below 2019 national averages is out of reach without additional campus funds.

The team explored other options. For instance, we explored whether CGSA funds should be reallocated campus-wide so that the portion going to L&S more closely matched its proportion of TAs. However, as noted above, changes introduced in the current budget model make this impossible: additional indirects are no longer being allocated specifically for CGSA, so there is no funding to be reallocated. Another possible solution could involve revisiting the treatment of indirect cost returns in the current budget model, so that CGSA funds could be made an actual allocation from a central pool again. If that were to happen, CGSA funds could be reallocated to make them more proportional to TA FTE.

The committee thus concluded that even this incremental stipend increase requires some campus investment. We propose that schools and colleges share the cost evenly with campus, assigning about \$611,000 to schools and colleges, to be paid for from their CGSA indirects, and the other \$611,000 to campus. This gets closer to a workable model in which schools and colleges retain enough CGSA funding in order to raise their STEM fields even further.

But there is a further complexity. Although L&S has almost 70 percent of TAs on campus, it has only 45 percent of CGSA funds, so that even if it were to pay half the cost of the recommended increase its CGSA funds would be disproportionately depleted. As a result, the largest employer of TAs on campus, with the largest number of STEM TAs on campus, would still be short of CGSA funding it needs to keep STEM programs competitive.

As a result, we recommend that schools and colleges that have disproportionately high CGSA allotments relative to the cost of the stipend increase should pay slightly more from their own CGSA funds. Conversely, schools and colleges that have disproportionately low CGSA allotments relative to the cost of the stipend increase should receive slightly more from campus. Table 3, below, calculates a weighting factor by adding the percentage of the cost increase to the percentage of the CGSA allotment for each school or college, and then dividing by the percent of the CGSA allotment. For each row, Column E=B+D/D. This weighting factor can be used to determine the scale of each school or college's contribution to the proposed increase.

Table 3: Calculation of CGSA Weighting Factor

School/College	A Proposed Cost Increase	B % of Proposed Cost Increase	C CGSA Allotment (2021)	D % of Total CGSA	E CGSA Weighting (B+D/D)
SARUP	\$19,199	1.6%	\$35,000	1.6%	50.1%
Arts	\$44,020	3.6%	\$170,000	7.7%	68.1%
Business	\$49,943	4.1%	\$202,000	9.1%	69.1%
Education	\$50,427	4.1%	\$103,000	4.7%	53.0%
Engineering	\$142,249	11.6%	\$334,000	15.1%	56.4%
Freshwater Science	\$103	0.0%	\$20,000	0.9%	99.1%
Health Sciences	\$36,287	3.0%	\$147,000	6.6%	69.1%
Information Studies	\$7,118	0.6%	\$47,000	2.1%	78.5%
Letters and Science	\$827,580	67.7%	\$994,000	44.9%	39.9%
Nursing	\$26,234	2.1%	\$93,000	4.2%	66.2%
Public Health	\$7,808	0.6%	\$20,000	0.9%	58.6%
Social Welfare	\$11,015	0.9%	\$50,000	2.3%	71.5%
TOTAL	\$1,221,983	100.0%	\$2,215,000	100.0%	

Table 3 shows that SARUP has roughly the same percentage of the cost of the proposed increase as it does a percentage of CGSA funds, both 1.6 percent. As a result, it would pay about 50 percent of the cost increase from its CGSA funds, and receive 50 percent from campus. However, Social Welfare bears less than 1 percent of the proposed stipend increase, but receives 2.3 percent of CGSA funds. As a result, it would pay for more of the stipend cost increase from its own CGSA funds. Conversely, L&S bears 68 percent of the costs of the stipend increase, but receives only 45 percent of CGSA funds. As a result, it would draw more heavily from campus to pay for the stipend increases.

In Table 4, below, this weighting factor is applied to the share of the cost increase required for each school and college. By multiplying the cost increase to the school or college by its CGSA weighting factor, the table computes a baseline contribution from each school and college. Because the sum total of this is slightly less than the \$611,000 that schools and colleges should contribute overall, the remainder of about \$40,000 is further distributed to each school and college according to its percentage of the overall CGSA funds.¹

¹ With the exception of Freshwater, which, by that method, would pay more than it spends.

Table 4: CGSA Weighted Contributions for Campus and Schools/Colleges

School/College	Proposed Cost increase	CGSA Weighting	School College Obligation		Campus Obligation	CGSA Residual
			Weighted CGSA Obligation	Remaining CGSA		
SARUP	\$19,199	50.1%	\$9,627	\$630	\$8,942	\$25,373
Arts	\$44,020	68.1%	\$29,959	\$3,062	\$10,999	\$140,041
Business	\$49,943	69.1%	\$34,487	\$3,639	\$11,817	\$167,513
Education	\$50,427	53.0%	\$26,717	\$1,855	\$21,854	\$76,283
Engineering	\$142,249	56.4%	\$80,276	\$6,017	\$55,956	\$253,724
Freshwater Science	\$103	99.1%	\$102	\$1	\$0	\$19,898
Health Sciences	\$36,287	69.1%	\$25,069	\$2,648	\$8,569	\$121,931
Information Studies	\$7,118	78.5%	\$5,585	\$847	\$686	\$41,415
Letters and Science	\$827,580	39.9%	\$329,825	\$17,906	\$479,850	\$664,175
Nursing	\$26,234	66.2%	\$17,358	\$1,675	\$7,201	\$75,642
Public Health	\$7,808	58.6%	\$4,572	\$360	\$2,875	\$15,428
Social Welfare	\$11,015	71.5%	\$7,872	\$901	\$2,243	\$42,128
TOTAL	\$1,221,983		\$571,450	\$39,541	\$610,991	\$1,643,550
			\$610,991			

We recognize that no method is perfect, but this one strikes a reasonable balance between the need to share costs equitably while also both using some CGSA funds and preserving others, especially in STEM fields.

Timeline

If Campus could commit to this early in 2022, new stipend levels could be used for recruiting new graduate students this spring. If not, we hope these increases could be put into effect for AY2022-23 to help all students meet the cost of living.

Conclusion

The history of stipend increases since 2010 is discouraging to this team. Past increases have been welcome, but have continually lagged national averages. The members of this team are aware that in endorsing GFC’s call to match national averages from 2019, we are already almost three years behind. Our team was convinced that this is both a practical and a moral issue, and that change cannot wait.

The members of this team note with real concern that UWM stipends are now below the vast majority of R2 universities included in the Oklahoma State Survey of Graduate Student Stipends. As Appendix B shows, analysis of the most recent R1 data from the Carnegie Institute reveals a steady erosion of doctoral production at UWM, and the Office of Research’s

preliminary analysis suggests that we likely rank 136 out of 141 R1 institutions this round. Without changes we likely will fare worse before long.

We suggest that improved stipends will have benefits across campus. Better stipends will increase students' quality of life and decrease students' debt. TAs will have more time to focus on their studies when they are not focused on a second or third job. International students forbidden to work off campus or for more than 20 hours per week will have improved quality of life. Programs also will see benefits from recruiting their most highly ranked applicants with competitive funding. Better students should have shorter time to degree and increased graduation rates, all of which should boost R1 metrics. Increased stipends also will attract better TAs, which benefits undergraduate learning across the university. And if increased stipends improve the diversity of teaching assistants, undergraduates will see more teachers in our classrooms who look like them, and who already share and understand their experiences. We know that is a major factor in undergraduate success.

We urge UWM's leadership to see TA stipends as a key part of UWM's entire teaching and research ecosystem, and of the success of all students on campus. And we ask our leaders to invest accordingly.

Appendix A

Table 5: Comparison of UWM average TA stipends for 2020-21 by School or College with averages reported by program in the Oklahoma State Survey of Graduate Students

School/College and Program	3-year Average TA FTE	CIP Code Used	CIP Name	Oklahoma Survey Rates		UWM Rates	
				OK Survey Average Stipend @ .5FTE by CIP Code	Average OK Survey Stipend aggregated for School/College	2020-21 Actual Average Stipend	UWM Average Minus OK Average
Architecture & Urban Planning	6.33				\$13,554.05	\$13,750	\$196
Architecture	5.01	4.02	Architecture City/Urban, Community and	\$12,756			
Urban Planning	1.32	4.03	Regional Planning	\$16,580			
Arts	14.18				\$14,689.64	\$13,750	(\$940)
Art & Design General	2.26	50.04	Design and Applied Arts	\$13,711			
Film General	2.92	50.06	Film/Video and Photographic Arts	\$16,545			
Fine Arts - Provision For Required Savings	0.06	50.07	Fine and Studio Arts	\$14,850			
Music General	8.95	50.09	Music	\$14,331			
Theatre General	0.00	50.05	Dama/Theatre Arts and Stagecraft	\$14,233			
Business	17.77				\$16,190.35	\$14,972	(\$1,219)
Accounting	4.36	52.0301	Accounting	\$13,380			
Finance	2.20	52.0801	Finance, General Business Administration,	\$14,910			
Management	3.69	52.02	Management, and Operations	\$18,986			
Management Information Systems	2.33	52.1201	Management Information Systems, General	\$17,275			
Marketing	2.39	52.14	Marketing	\$13,843			

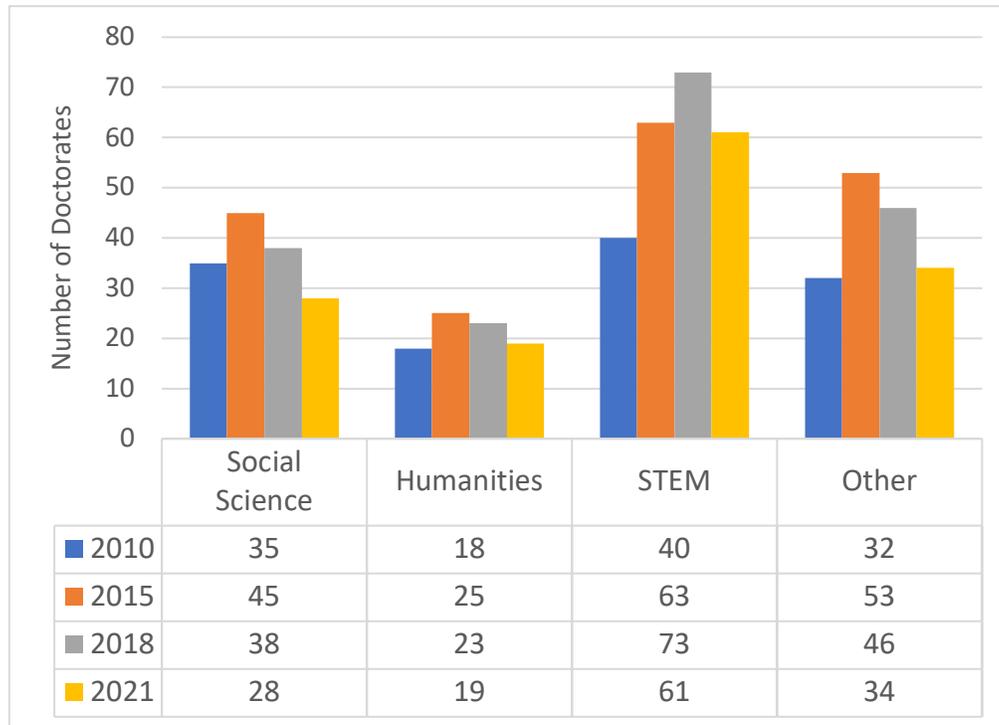
Production & Operations Mgmt	2.80	52.02	Business Administration, Management, and Operations	\$18,986		
Education	10.55				\$18,076.13	\$15,050 (\$3,026)
Education - Curriculum & Instruction	0.69	13.0301	Curriculum and Instruction	\$15,248		
Educational Psychology	9.86	42.2806	Educational Psychology	\$18,275		
Engineering and Applied Science	37.75				\$19,182.35	\$14,924 (\$4,259)
Biomedical Engineering	1.08	14.05	Biomedical/Medical Engineering	\$18,843		
CEAS - Dean's Office	0.02	14	Engineering	\$18,294		
Civil Engineering	5.35	14.08	Civil Engineering	\$17,703		
Electrical Engineering & Computer Science	16.35	Average of 14.0901 and 14.10	Computer Engineering, General / Electrical and Electronic and Communications Engineering	\$20,450		
Industrial and Manufacturing Engineering	3.15	14.35	Industrial Engineering	\$17,817		
Materials	2.11	14.1801	Materials Engineering	\$20,355		
Mechanical Engineering	9.70	14.19	Mechanical Engineering	\$18,088		
Freshwater Science	0.04				\$19,586.00	\$0 (\$19,586)
Freshwater Science - Administration	0.04	26.0101	Biology/Biological Sciences, General	\$19,586		
Health Sciences	10.53				\$17,979.99	\$15,005 (\$2,975)
BioMedical Sciences	1.49	26.0102	Biomedical Sciences, General	\$21,548		
Communication Sciences and Disorders	0.50	51.0201	Communication Sciences and Disorders, General	\$16,156		
Health Informatics & Admin	0.44	51.0701	Health/Health Care Administration/Management	\$13,412		
Kinesiology	5.53	31.0505	Kinesiology and Exercise Science	\$17,066		
Occupational Science & Technology	1.08	51.2306	Occupational Therapy/Therapist	\$22,876		
Office of Graduate Studies & Research	1.50	51	Health Professions and Related Programs	\$16,199		
Information Studies	2.42				\$12,693.00	\$14,875 \$2,182
Library & Information Science - Administration	0.75	25.0101	Library and Information Science	\$12,693		
Library & Information Science - Instruction	1.67	25.0101	Library and Information Science	\$12,693		
Letters and Science	253.00				\$18,619.55	\$15,009 (\$3,610)
Africology	2.83	5.0201	African-American/Black Studies	\$14,688		
American Indian Studies	1.00	5.0202	American Indian/Native American Studies	\$9,641		

Anthropology	8.13	45.02	Anthropology	\$16,574		
Art History	1.87	50.0703	Art History, Criticism, Conservation	\$20,601		
Biosciences	23.96	26.0101	Biology/Biological Sciences, General Natural Resources/Conservation,	\$19,568		
CES Program	1.00	3.0101	General	\$16,848		
Chemistry	27.00	40.05	Chemistry	\$20,781		
Communication	13.66	9.01	Communication and Media Studies	\$17,781		
Economics	11.88	45.06	Economics	\$19,085		
English	33.14	23	English Language and Literature/Letters	\$17,313		
FICL General	1.97	16.0901	French Language and Literature	\$18,311		
Foreign Languages & Literature	2.40	16.0101	Foreign Languages and Literatures, General	\$14,858		
Geography	7.68	45.0701	Geography	\$18,054		
Geosciences	7.71	40.06	Geological and Earth Sciences/Geosciences	\$18,027		
History	7.58	54.01	History	\$16,576		
Humanities	0.46	24.0103	Humanities/Humanistic Studies	\$18,044		
Journalism & Mass Communication	6.13	9.04	Journalism	\$16,326		
Linguistics	4.83	16.0102	Linguistics	\$21,115		
Math	29.45	27.01	Mathematics	\$20,355		
Philosophy	5.90	38.01	Philosophy	\$17,440		
Physics	14.86	40.08	Physics	\$19,723		
Political Science	4.84	45.1	Political Science and Government Clinical, Counseling and Applied	\$17,212		
Psychology	18.22	42.28	Psychology	\$18,227		
Sociology	8.75	45.11	Sociology	\$18,143		
Spanish & Portuguese	4.32	16.0905	Spanish Language and Literature Multi-/Interdisciplinary Studies,	\$18,142		
Urban Studies	1.50	30.9999	Other	\$16,548		
Women's & Gender Studies	1.93	5.0207	Women's Studies	\$19,671		
Nursing	6.76				\$15,502.19	\$15,113 (\$389)
Master-Sustainable Peacebuild	0.29	30.9999	Multi-/Interdisciplinary Studies, Other	\$16,548		
Nursing - Dean's Office	6.46	51.38	Registered Nursing, Nursing Administration, Nursing Research and Clin	\$15,455		
Public Health	2.53				\$14,573.00	\$14,807 \$234

Public Health - Academic Programs	0.08	51.22	Public Health	\$14,573		
Public Health - Administration	2.45	51.22	Public Health	\$14,573		
Social Welfare	3.00				\$17,269.69	\$14,389 (\$2,881)
Criminal Justice	1.50	43.01	Criminal Justice and Corrections	\$18,514		
Social Work	0.83	44.07	Social Work	\$16,024		
Social Work PhD Program	0.67	44.07	Social Work	\$16,024		
Grand Total	364.85					

Appendix B

Table 6: Number of Research and Scholarly Doctorates produced at UWM as reported by the Carnegie Institute in the previous four reports of research activity



The chart above presents the Carnegie Institute’s count of UWM’s doctoral production in each of the last four reports of research activity. Note that the data reported represents the actual doctorates produced roughly two years earlier during the assessment year.

At UWM, R1 status depends more heavily on doctoral production than on research expenditures. In three of the four disciplines that Carnegie monitors for UWM, doctoral production has dropped steadily since UWM first received R1 status in 2015. In the fourth area, STEM fields, an initial increase in 2018 has since reversed, and doctoral production reported in 2021 was lower than that reported in 2018. The trends are clear. According to an analysis by the Office of Research, UWM ranks 136 out of 146 R1 institutions in the 2021 report.

Adequate stipends help attract better students more likely to graduate. By supporting students during the course of their studies, increased stipends are also likely to improve retention and time to degree, and thus support UWM’s R1 designation over the long term.