

## **Annual Review of Graduate Associate Stipends – Academic Year 2012-2013**

Authors: University Senate Graduate Compensation and Benefits Committee (GCBC)

### *I. Introduction*

This first annual graduate associate stipend review was undertaken by the members of the University Senate Graduate Compensation and Benefits Committee (GCBC) listed below (Section V). The rationale for implementing an annual review of graduate associate stipends originated in a resolution passed by the Council of Graduate Students (1112-SU-005; passed July 15, 2011), in which it was noted that adequate financial support is fundamental to recruiting and supporting highly talented graduate students and to ensuring their success as graduate associates fulfilling vital roles at this institution. The annual stipend review process is a means of fostering a collaborative relationship between various parties with a vested interest in continually improving the graduate experience, including GCBC, the Council of Graduate Students (CGS), the Office of Human Resources, the Office of Academic Affairs, and the Graduate School, as it pertains to ensuring the recruitment and retention of top quality graduate students at The Ohio State University. As such, the information contained within this report will be submitted to and reviewed by Graduate School Dean Patrick Osmer, Provost Joseph Alutto, and CGS President Allen Cochran, before being disseminated to individual department chairs for their review. After evaluating the report of the 2012-2013 stipend review, individual department chairs will have the opportunity to provide a written response to be submitted to GCBC Chair Joshua Sadvari (see Section V below). At the end of the Spring 2013 term, this report along with any responses received from individual department chairs will be published on the Graduate School website.

### *II. Methods*

During Autumn 2012, the Office of Human Resources presented GCBC with a dataset summarizing the graduate associate stipends for the 2011-2012 academic year at three levels: 1) between Ohio State and benchmark and public CIC institutions, 2) between colleges at Ohio State, and 3) between individual departments within colleges at Ohio State. The dataset includes the minimum and mean stipends for graduate administrative associates (GAA), graduate research associates (GRA), and graduate teaching associates (GTA) with a nine-month appointment. Minimum stipend data were not made available for any situation in which the graduate associate headcount was less than three, and mean stipend data were not made available when the headcount was less than or equal to three. For reference purposes, a list of benchmark and public CIC institutions is included below (Section VI).

The tables on the following pages depict the raw minimum and mean stipend values (in dollars) for a nine-month appointment arranged from highest to lowest. The accompanying figures depict the standardized (*Z*) scores for each minimum or mean stipend value in relation to a “grand mean,” which is listed in the caption of each figure and corresponds to the horizontal (zero) axis. Standardized (*Z*) scores were calculated using the following formula:

$$Z = \frac{X_i - \mu}{\sigma}$$

in which:

$X_i$  = individual raw minimum or mean stipend value,

$\mu$  = “grand mean” (i.e., mean of all raw minimum or mean stipend values),

$\sigma$  = standard deviation of all raw minimum or mean stipend values.

The purpose of using standardized ( $Z$ ) scores is to illustrate, on a common scale, the position of an individual minimum or mean stipend value relative to the central “grand mean,” that is the mean of all raw minimum or mean stipend values included within a particular comparison group (e.g., institutions, colleges, or departments). The value of the standardized ( $Z$ ) score indicates the number of standard deviations that separate it from the “grand mean.”  $Z$ -scores depicted as red bars fall below the “grand mean,” while  $Z$ -scores depicted as gray bars are above the “grand mean.” The farther a red or gray bar extends from the horizontal (zero) axis, the farther the location of this value below or above, respectively, the “grand mean” for the comparison group.

### *III. Analysis*

The minimum stipend for a graduate associate on a nine-month appointment at The Ohio State University for the 2011-2012 academic year was \$10,500, representing an increase from the previous year’s minimum of \$9,000. This increase of \$1,500 has improved the position of Ohio State relative to benchmark and public CIC institutions for all three categories of graduate associates. For graduate administrative associates, Ohio State now ranks sixth out of eight institutions, where it had previously ranked seventh out of eight institutions (and see Table and Figure 1). For graduate research associates, Ohio State now ranks 10<sup>th</sup> out of 14 institutions, where it had previously ranked 12<sup>th</sup> out of 13 institutions (and see Table and Figure 3). For graduate teaching associates, Ohio State now ranks 10<sup>th</sup> out of 14 institutions, where it had previously ranked 11<sup>th</sup> out of 13 institutions (and see Table and Figure 5).

Similar positive gains relative to benchmark and public CIC institutions are apparent for related increases in the graduate associate mean stipend for the 2011-2012 academic year. For graduate administrative associates, Ohio State now ranks seventh out of eight institutions, where it had previously ranked last (and see Table and Figure 2). For graduate research associates, Ohio State now ranks 10<sup>th</sup> out of 14 institutions, on par with its previous rank of 10<sup>th</sup> out of 13 institutions (and see Table and Figure 4). Finally, for graduate teaching associates, Ohio State now ranks ninth out of 14 institutions, where it had previously ranked 11<sup>th</sup> out of 13 institutions (and see Table and Figure 6).

### *IV. Recommendations*

For The Ohio State University as a whole, it is clear that the increase in minimum stipend values from \$9,000 to \$10,500 has positively impacted the university’s standing in comparison to peer institutions. As increases in the graduate associate minimum stipend for nine-month appointments are in effect for the 2012-2013 academic year (\$12,000) and set to take effect for the 2013-2014 academic year (\$13,500), GCBC deems that it is not within the scope of this report to formally recommend further increases in the minimum stipend at this time. It is expected that the annual increases of \$1,500 over the next two years will continue the upward

trend of Ohio State to bring this institution “to the mid-range of our comparison group of universities” (CGS Resolution 1112-SU-005). With a collaborative annual review process in place, the prospects for further increases to the minimum stipend will be revisited by GCBC in the years to come.

Rather than providing formal recommendations, the authors of this year’s report seek to use it as a means of disseminating relevant information to university administrators, individual department chairs, current graduate students, and prospective graduate students as to the state of graduate associate stipends at Ohio State. This report can provide a framework for undertaking stipend reviews in the upcoming years and therefore serve as a resource for future University Senate Graduate Compensation and Benefits Committees. Furthermore, we believe this report should serve as a foundation for establishing conversations and partnerships between the Graduate School, colleges, and graduate programs at Ohio State with an eye toward reducing disparities in graduate associate stipends between individual departments within a college (or within a division of a college), as seen in the tables and figures on the following pages.

Finally, in any conversation regarding the value of graduate associate stipends, it is important to also consider the university fees to which graduate associates are subject. University-wide, these fees include a student activity fee (\$37.50; values based on Autumn 2012), student union fee (\$9.30 per credit hour), COTA fee (\$13.50), and recreational fee (\$123.00). For full-time graduates, these fees reach a minimum of \$200 per semester. In addition to these university-wide fees, many departments/programs charge graduates learning technology fees, clinical fees, and/or program fees. Certain departments choose to cover some or all of the fees listed above for their graduate associates. At the department/program level, information regarding university-wide and program-specific fees should be taken into account when graduate associate stipend levels are being set for upcoming years. At the college and university levels, this information can serve as a starting point for conversations regarding the possible reduction of graduate associate fees, as compared to the wider graduate and undergraduate student bodies, as a potential benefit of a graduate associate appointment.

#### *V. Contributors*

Joshua Sadvari (GCBC Chair, sadvari.1@buckeyemail.osu.edu), Department of Anthropology  
Mira Assaf, Department of English  
Nihar Phalak, Department of Chemical and Biomolecular Engineering  
Sughosh Rao, Department of Mechanical and Aerospace Engineering  
Andrew Scheurer, Department of Management and Human Resources  
Andrew Yates, Department of Computer Science and Engineering  
Tom Bond, Office of Human Resources  
Anna Gawboy, Assistant Professor, School of Music  
Ann Salimbene, Assistant Dean, Graduate School

VI. Benchmark and Public CIC Institutions

<b>Institution</b>	<b>Benchmark</b>	<b>Public CIC</b>
Arizona	Y	
Florida	Y	
Illinois	Y	Y
Indiana		Y
Iowa		Y
Maryland	Y	
Michigan	Y	Y
Michigan State		Y
Minnesota	Y	Y
Nebraska		Y
<b>Ohio State</b>	--	--
Penn State	Y	Y
Purdue		Y
Wisconsin	Y	Y
UCLA – N/A*	Y	
Washington – N/A*	Y	

\* Please note that data for UCLA and Washington were unavailable.

## VII. List of Tables and Figures

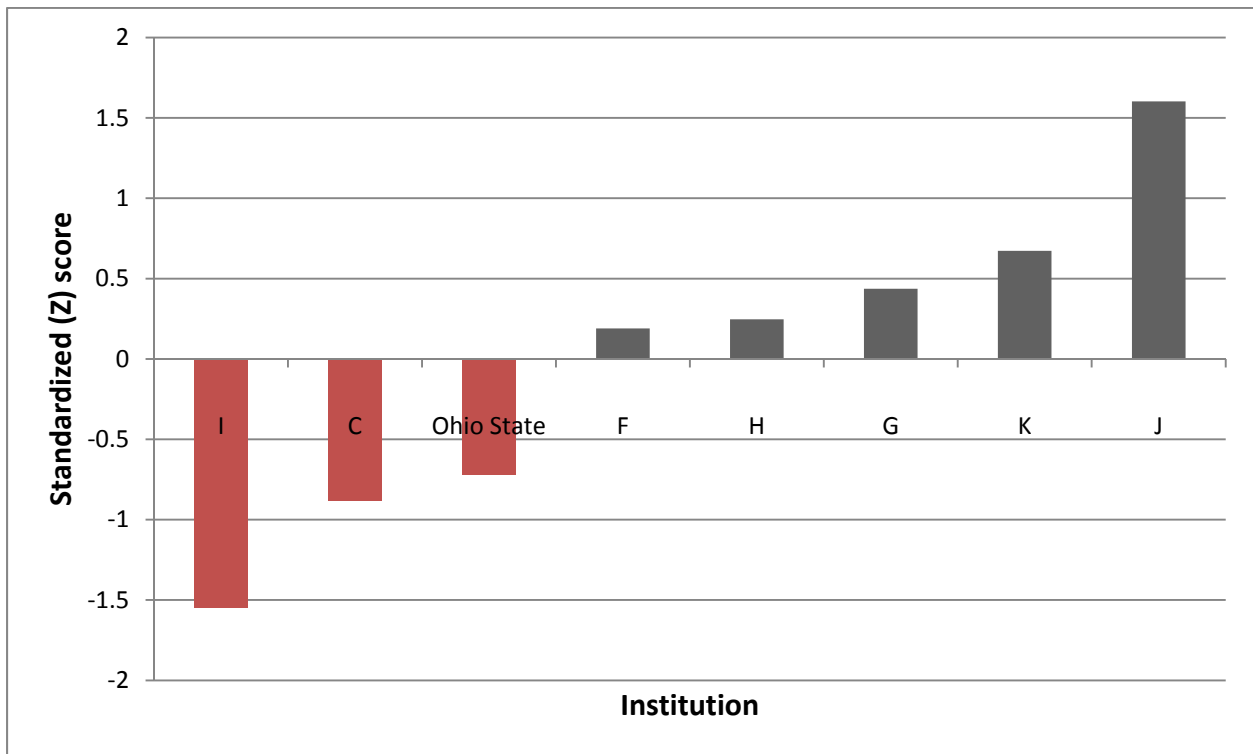
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VIII. Comparisons Across Benchmark and Public CIC Institutions

A. Graduate Administrative Associates (GAA)

**Table 1.** GAA Minimum Stipend across Benchmark and Public CIC Institutions.

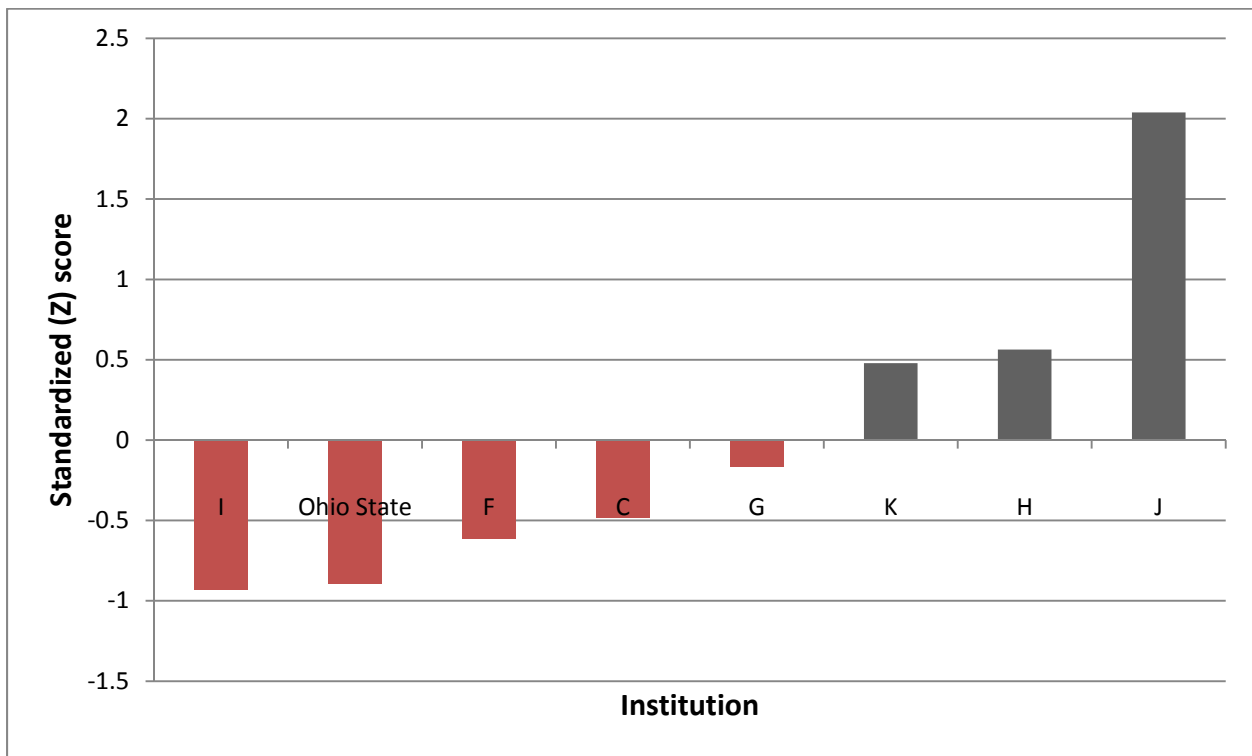
Institution	GAA Headcount	Minimum (2011-2012)
J	47	17,702
K	237	14,820
G	888	14,088
H	216	13,500
F	53	13,322
<b>Ohio State</b>	259	10,500
C	511	10,000
I	214	7,938



**Figure 1.** Standardized Scores of GAA Minimum Stipend across Benchmark and Public CIC Institutions (Grand Mean = \$12,733).

**Table 2.** GAA Mean Stipend across Benchmark and Public CIC Institutions.

Institution	GAA Headcount	Mean (2011-2012)
J	47	17,702
H	216	15,352
K	237	15,216
G	888	14,192
C	511	13,686
F	53	13,477
<b>Ohio State</b>	259	13,036
I	214	12,969



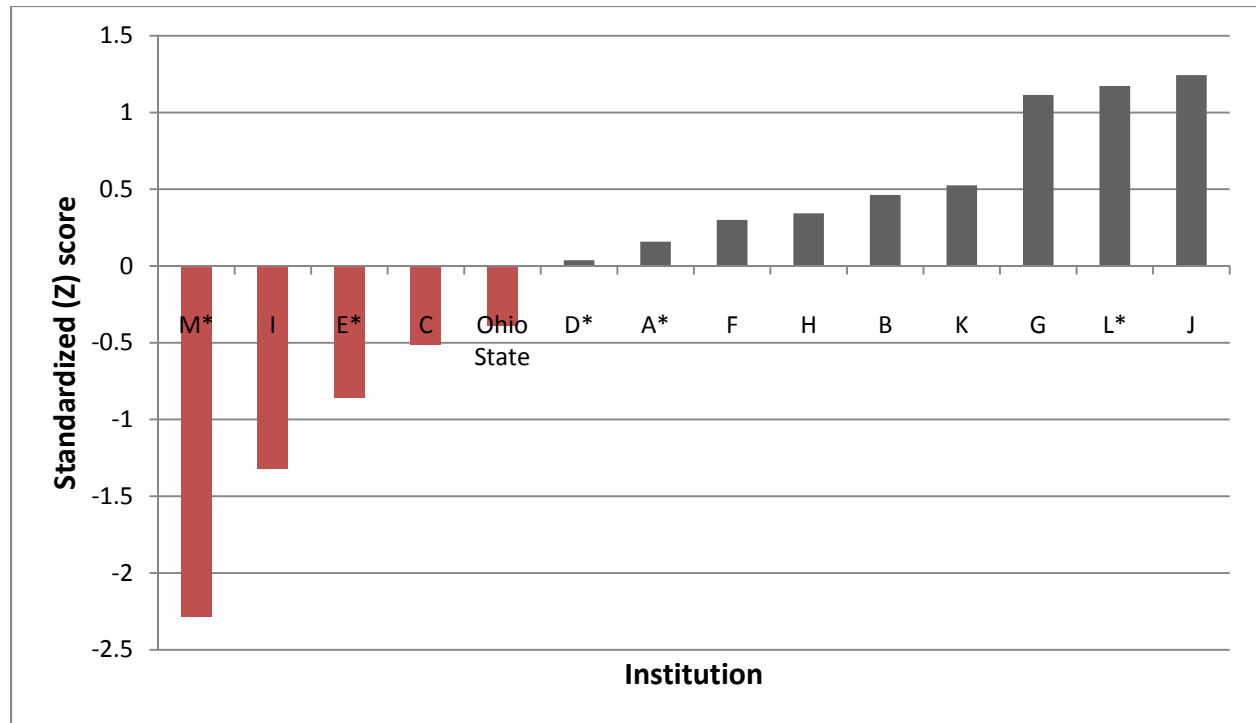
**Figure 2.** Standardized Scores of GAA Mean Stipend across Benchmark and Public CIC Institutions (Grand Mean = \$14,453).

B. Graduate Research Associates (GRA)

**Table 3.** GRA Minimum Stipend across Benchmark and Public CIC Institutions.

Institution	GRA Headcount	Minimum (2011-2012)
J	1,927	17,200
L*	1,413	16,908
G	2,647	16,668
K	2,995	14,250
B	1,387	13,994
H	1,837	13,500
F	2,408	13,322
A*	2,594	12,740
D*	1,806	12,246
<b>Ohio State</b>	2,051	10,500
C	2,408	10,000
E*	1,325	8,575
I	1,338	6,664
M*	1,104	2,700

\* Non-Benchmark Institutions



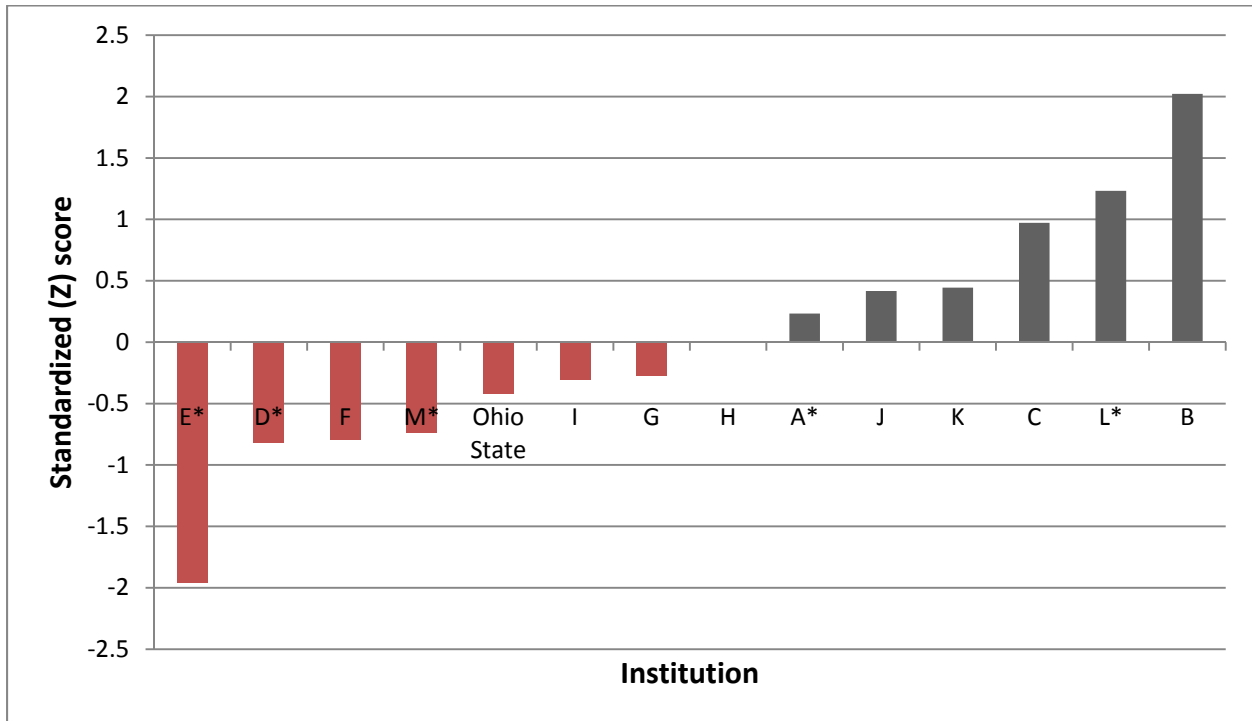
**Figure 3.** Standardized Scores of GRA Minimum Stipend across Benchmark and Public CIC Institutions (Grand Mean = \$12,090).



**Table 4.** GRA Mean Stipend across Benchmark and Public CIC Institutions.

Institution	GRA Headcount	Mean (2011-2012)
B	1,387	20,293
L*	1,413	19,047
C	2,408	18,634
K	2,995	17,801
J	1,927	17,758
A*	2,594	17,467
H	1,837	17,095
G	2,647	16,668
I	1,338	16,611
<b>Ohio State</b>	2,051	16,431
M*	1,104	15,936
F	2,408	15,844
D*	1,806	15,801
E*	1,325	14,011

\* Non-Benchmark Institutions



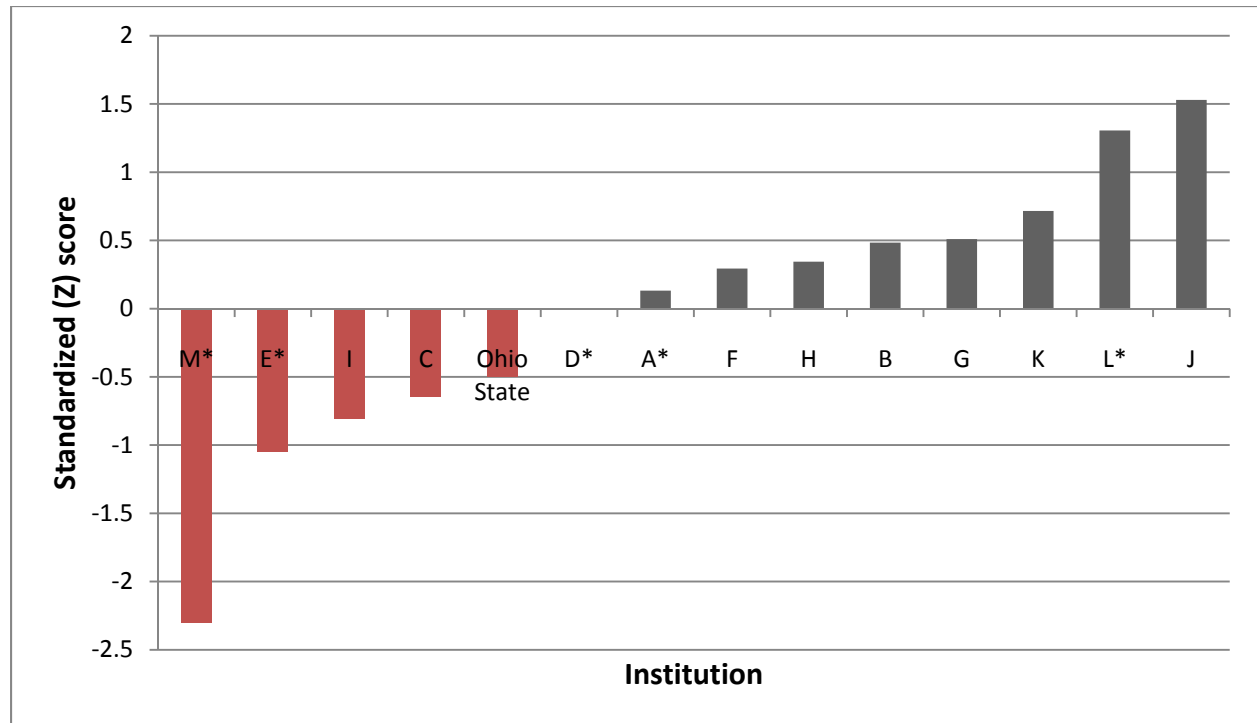
**Figure 4.** Standardized Scores of GRA Mean Stipend across Benchmark and Public CIC Institutions (Grand Mean = \$17,099).

C. Graduate Teaching Associates (GTA)

**Table 5.** GTA Minimum Stipend across Benchmark and Public CIC Institutions.

Institution	GTA Headcount	Minimum (2011-2012)
J	1,790	17,702
L*	1,567	16,908
K	2,506	14,820
G	2,048	14,088
B	2,681	13,994
H	2,056	13,500
F	2,209	13,322
A*	1,734	12,749
D*	1,320	12,246
<b>Ohio State</b>	2,071	10,500
C	1,424	10,000
I	1,566	9,423
E*	1,887	8,575
M*	759	4,114

\* Non-Benchmark Institutions

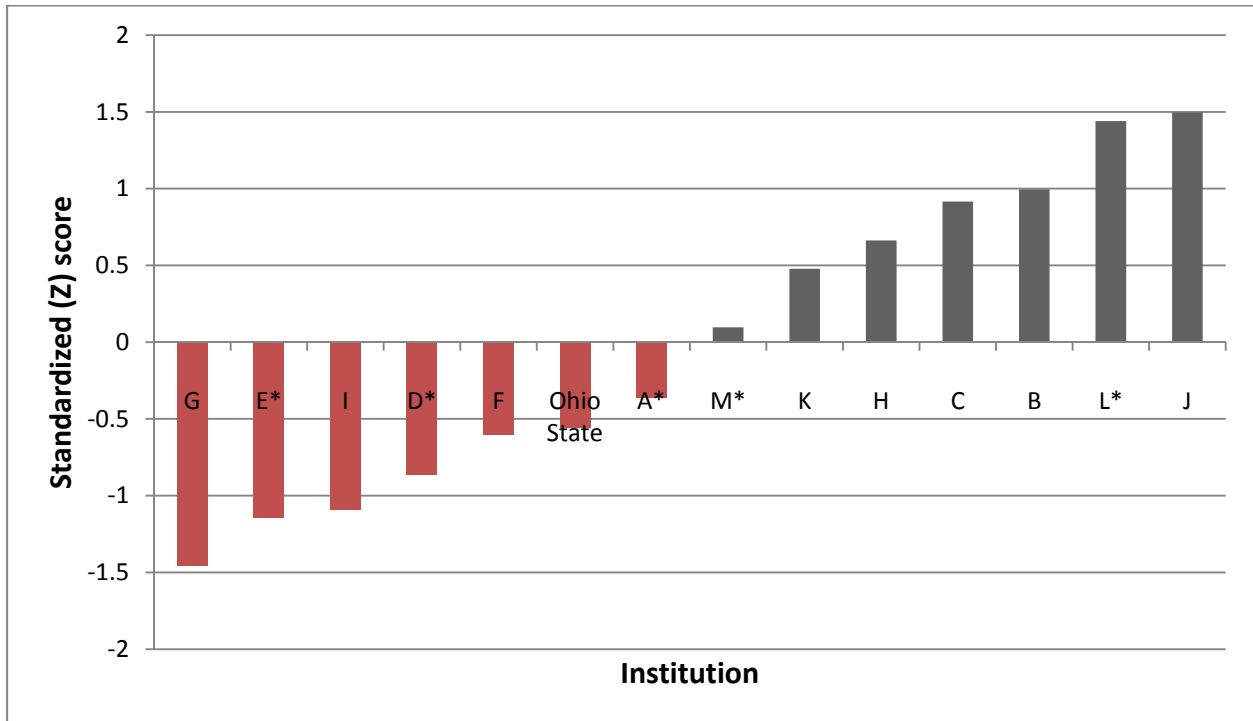


**Figure 5.** Standardized Scores of GTA Minimum Stipend across Benchmark and Public CIC Institutions (Grand Mean = \$12,281).

**Table 6.** GTA Mean Stipend across Benchmark and Public CIC Institutions.

Institution	GTA Headcount	Mean (2011-2012)
J	1,790	17,713
L*	1,567	17,653
B	2,681	17,179
C	1,424	17,095
H	2,056	16,825
K	2,506	16,628
M*	759	16,222
A*	1,734	15,730
<b>Ohio State</b>	2,071	15,524
F	2,209	15,473
D*	1,320	15,200
I	1,566	14,957
E*	1,887	14,900
G	2,048	14,565

\* Non-Benchmark Institutions



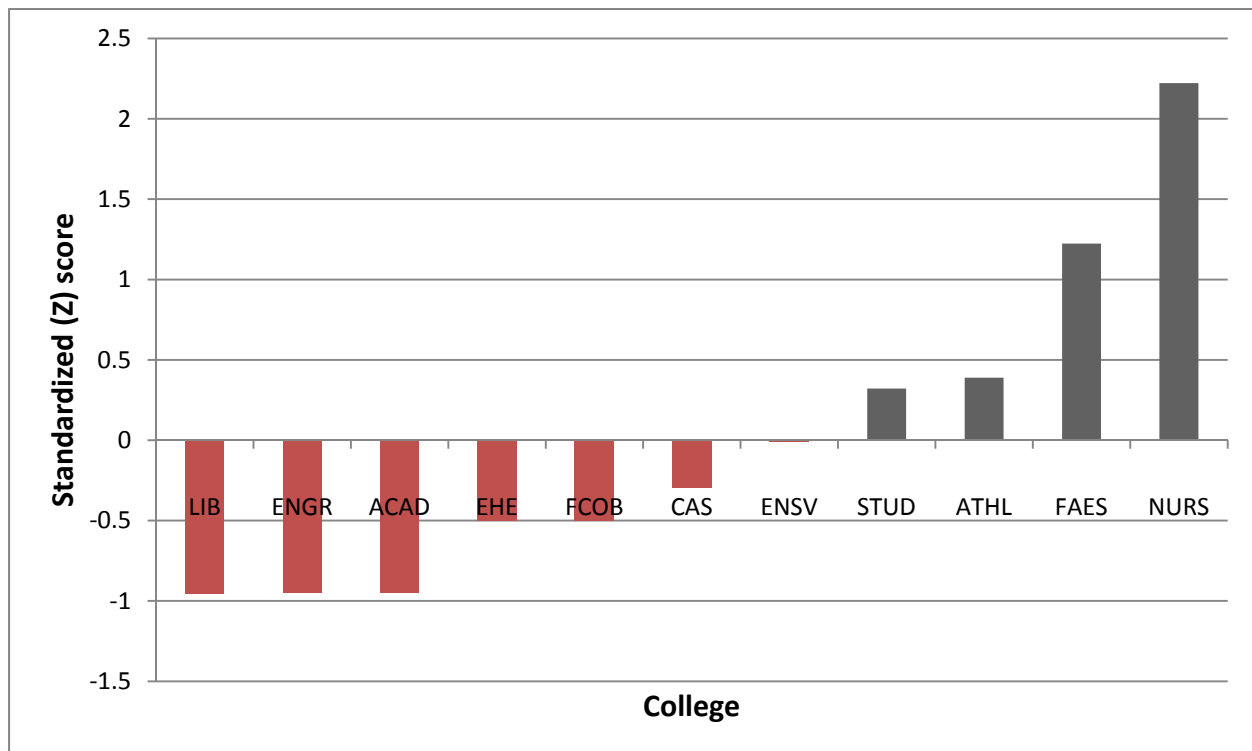
**Figure 6.** Standardized Scores of GTA Mean Stipend across Benchmark and Public CIC Institutions (Grand Mean = \$16,118).

IX. Comparisons Across Colleges at The Ohio State University

A. Graduate Administrative Associates (GAA)

**Table 7.** GAA Minimum Stipend across Ohio State Colleges.

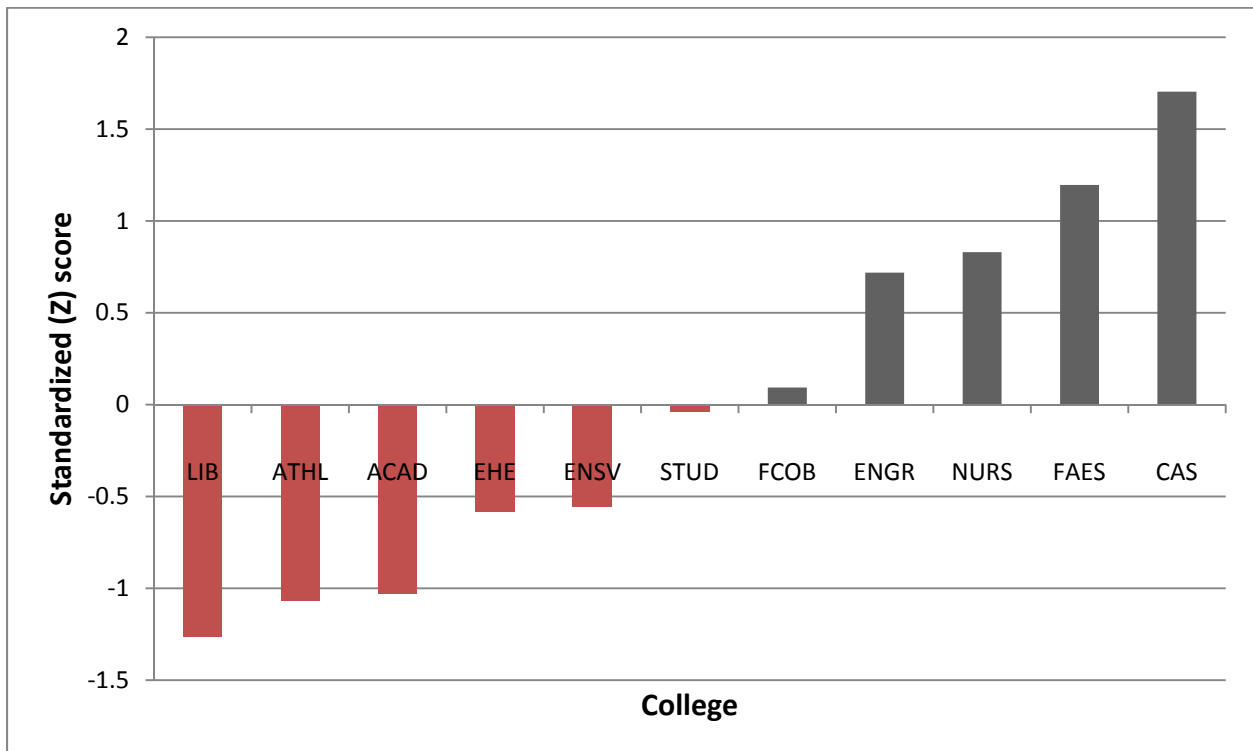
College	GAA Headcount	Minimum (2011-2012)
Nursing (NURS)	5	12,591
Food/Agr/EnvSci (FAES)	5	11,934
Athletics (ATHL)	9	11,385
Student Life (STUD)	4	11,340
EnrollSvc/Undergrad (ENSV)	4	11,124
Arts/Sciences (CAS)	82	10,935
Fisher Business (FCOB)	79	10,800
Edu/HumEcol (EHE)	7	10,800
Acad. Affairs (ACAD)	29	10,503
Engineering (ENGR)	8	10,503
Univ. Libraries (LIB)	16	10,500



**Figure 7.** Standardized Scores of GAA Minimum Stipend across Ohio State Colleges (Grand Mean = \$11,128).

**Table 8.** GAA Mean Stipend across Ohio State Colleges.

College	GAA Headcount	Mean (2011-2012)
Arts/Sciences (CAS)	82	14,426
Food/Agr/EnvSci (FAES)	5	13,869
Nursing (NURS)	5	13,468
Engineering (ENGR)	8	13,346
Fisher Business (FCOB)	79	12,660
Student Life (STUD)	4	12,515
EnrollSvc/Undergrad (ENSV)	4	11,948
Edu/HumEcol (EHE)	7	11,919
Acad. Affairs (ACAD)	29	11,428
Athletics (ATHL)	9	11,385
Univ. Libraries (LIB)	16	11,170

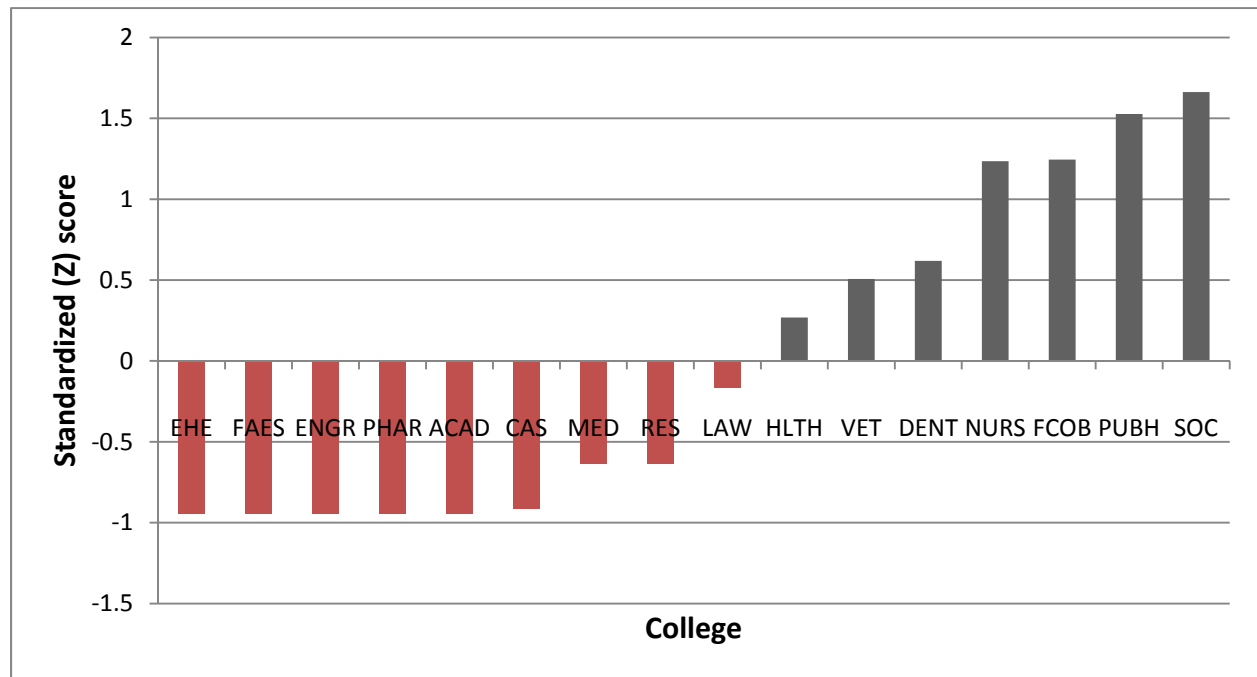


**Figure 8.** Standardized Scores of GAA Mean Stipend across Ohio State Colleges (Grand Mean = \$12,557).

B. Graduate Research Associates (GRA)

**Table 9.** GRA Minimum Stipend across Ohio State Colleges.

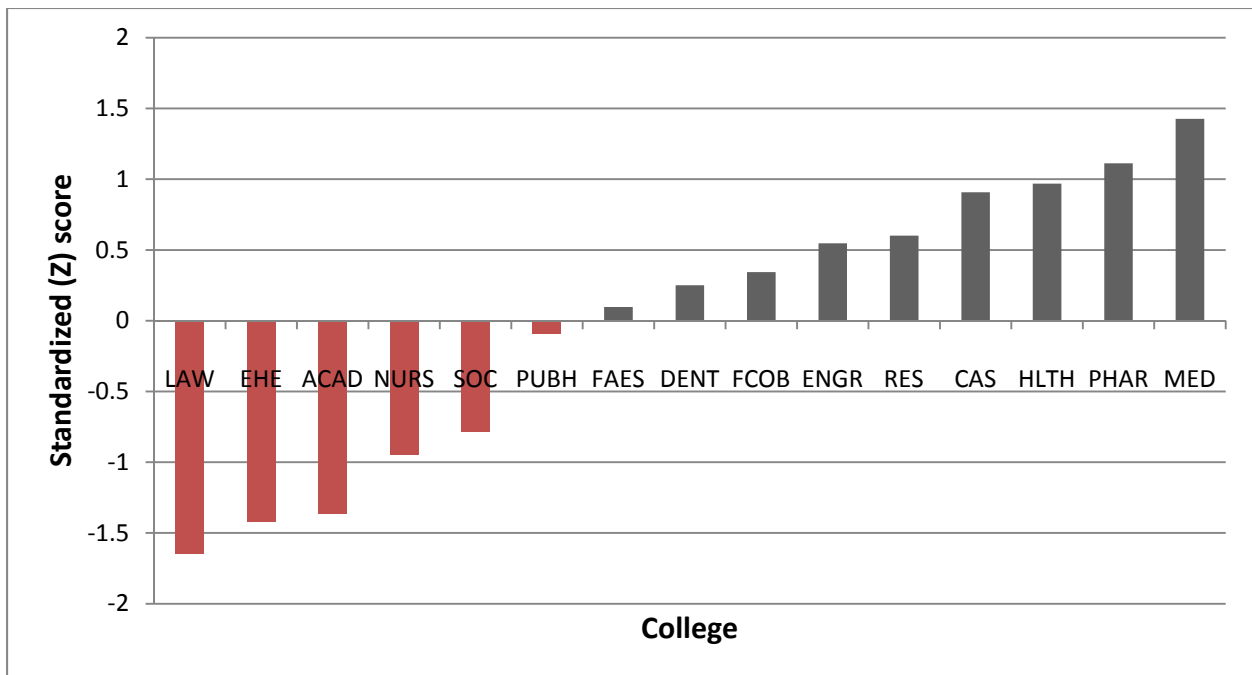
College	GRA Headcount	Minimum (2011-2012)
Social Work (SOC)	9	13,000
Public Health (PUBH)	18	12,870
Fisher Business (FCOB)	94	12,600
Nursing (NURS)	6	12,591
Dentistry (DENT)	6	12,000
Veterinary Med (VET)	70	11,893
Health Sciences (HLTH)	98	11,664
Law (LAW)	7	11,250
Research (RES)	27	10,800
Medicine (MED)	237	10,800
Arts/Sciences (CAS)	424	10,530
Acad. Affairs (ACAD)	22	10,503
Pharmacy (PHAR)	27	10,503
Engineering (ENGR)	629	10,503
Food/Agr/Env Sci (FAES)	267	10,503
Edu/HumEcol (EHE)	100	10,503



**Figure 9.** Standardized Scores of GRA Minimum Stipend across Ohio State Colleges (Grand Mean = \$11,407).

**Table 10.** GRA Mean Stipend across Ohio State Colleges.

College	GRA Headcount	Mean (2011-2012)
Medicine (MED)	237	18,096
Pharmacy (PHAR)	27	17,433
Health Sciences (HLTH)	98	17,131
Arts/Sciences (CAS)	424	17,003
Research (RES)	27	16,357
Engineering (ENGR)	629	16,243
Fisher Business (FCOB)	94	15,813
Dentistry (DENT)	6	15,618
Food/Agr/Env Sci (FAES)	267	15,295
Public Health (PUBH)	18	14,895
Social Work (SOC)	9	13,444
Nursing (NURS)	6	13,091
Acad. Affairs (ACAD)	22	12,216
Edu/HumEcol (EHE)	100	12,091
Law (LAW)	7	11,623

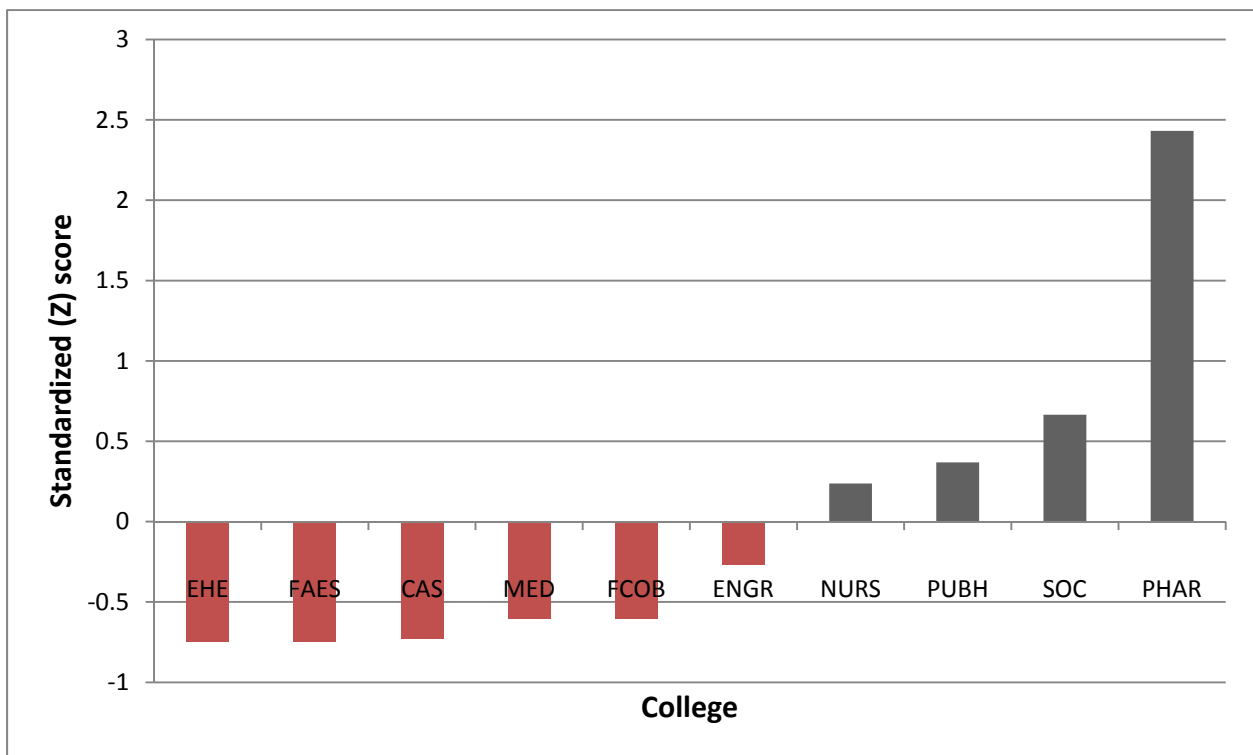


**Figure 10.** Standardized Scores of GRA Mean Stipend across Ohio State Colleges (Grand Mean = \$15,089).

C. Graduate Teaching Associates (GTA)

**Table 11.** GTA Minimum Stipend across Ohio State Colleges.

College	GTA Headcount	Minimum (2011-2012)
Pharmacy (PHAR)	31	17,250
Social Work (SOC)	3	13,500
Public Health (PUBH)	11	12,870
Nursing (NURS)	7	12,591
Engineering (ENGR)	200	11,520
Fisher Business (FCOB)	32	10,800
Medicine (MED)	4	10,800
Arts/Sciences (CAS)	1,528	10,530
Food/Agr/Env Sci (FAES)	75	10,503
Edu/HumEcol (EHE)	167	10,503

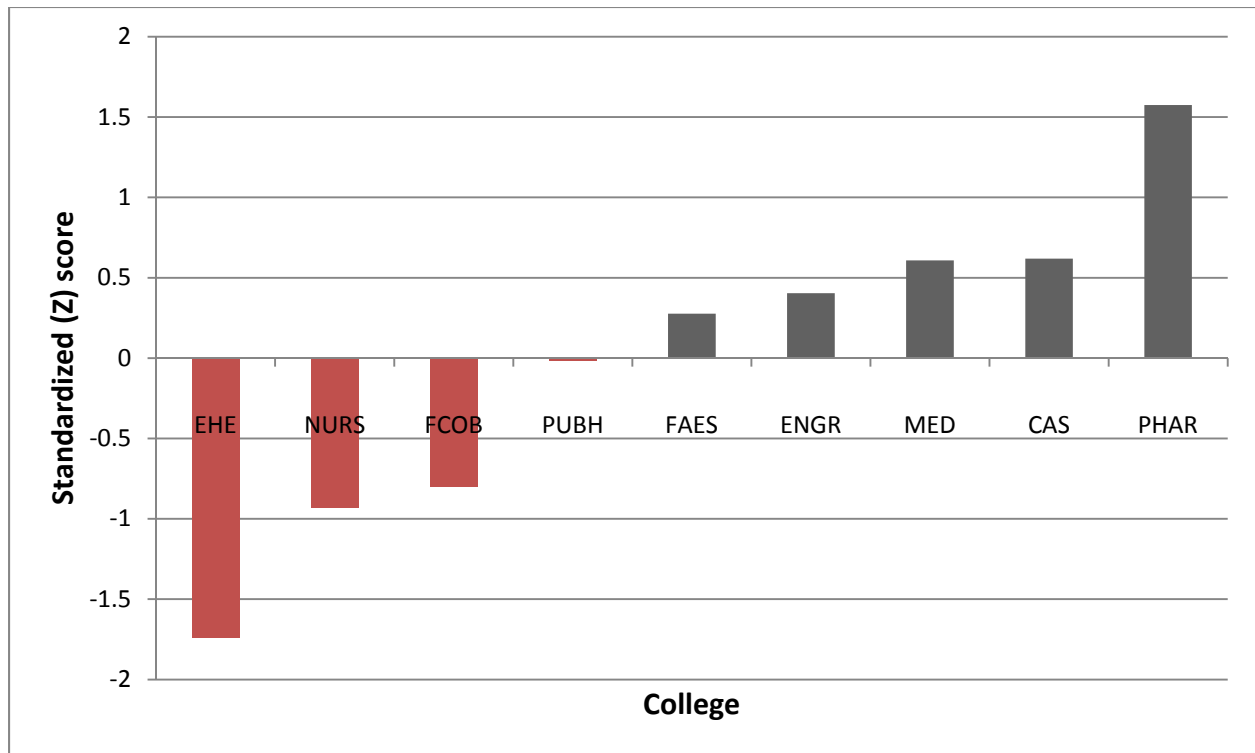


**Figure 11.** Standardized Scores of GTA Minimum Stipend across Ohio State Colleges (Grand Mean = \$12,086).



**Table 12.** GTA Mean Stipend across Ohio State Colleges.

College	GTA Headcount	Mean (2011-2012)
Pharmacy (PHAR)	31	17,686
Arts/Sciences (CAS)	1,528	15,921
Medicine (MED)	4	15,900
Engineering (ENGR)	200	15,524
Food/Agr/Env Sci (FAES)	75	15,288
Public Health (PUBH)	11	14,752
Fisher Business (FCOB)	32	13,295
Nursing (NURS)	7	13,063
Edu/HumEcol (EHE)	167	11,571



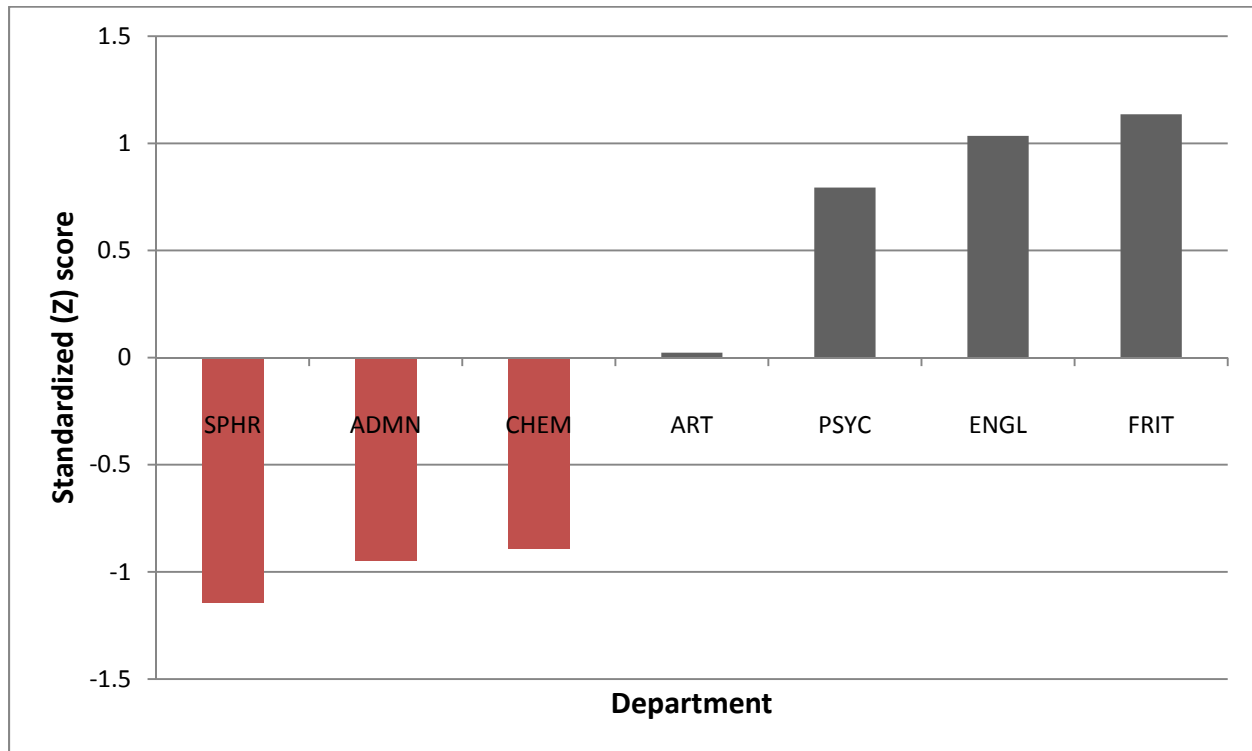
**Figure 12.** Standardized Scores of GTA Mean Stipend across Ohio State Colleges (Grand Mean = \$14,777).

X. Comparisons Across Departments Within Colleges at The Ohio State University

A. Graduate Administrative Associates (GAA)

**Table 13.** GAA Minimum Stipend across Departments within the College of Arts and Sciences.

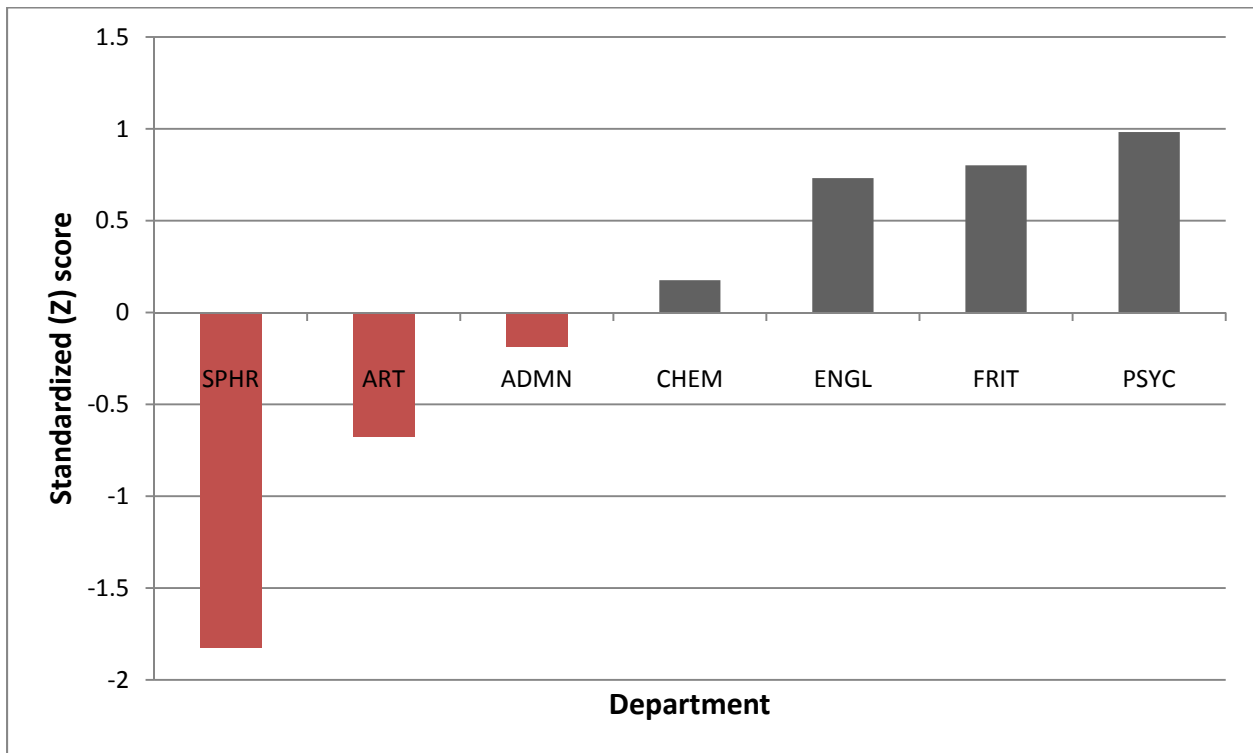
Department	GAA Headcount	Minimum (2011-2012)
French/Italian (FRIT)	4	15,012
English (ENGL)	12	14,832
Psychology (PSYC)	7	14,400
Art (ART)	5	13,023
Chem/Biochem (CHEM)	27	11,385
Art/Sci Admin. (ADMN)	4	11,286
Speech/Hearing (SPHR)	9	10,935



**Figure 13.** Standardized Scores of GAA Minimum Stipend across Departments within the College of Arts and Sciences (Grand Mean = \$12,981).

**Table 14.** GAA Mean Stipend across Departments within the College of Arts and Sciences.

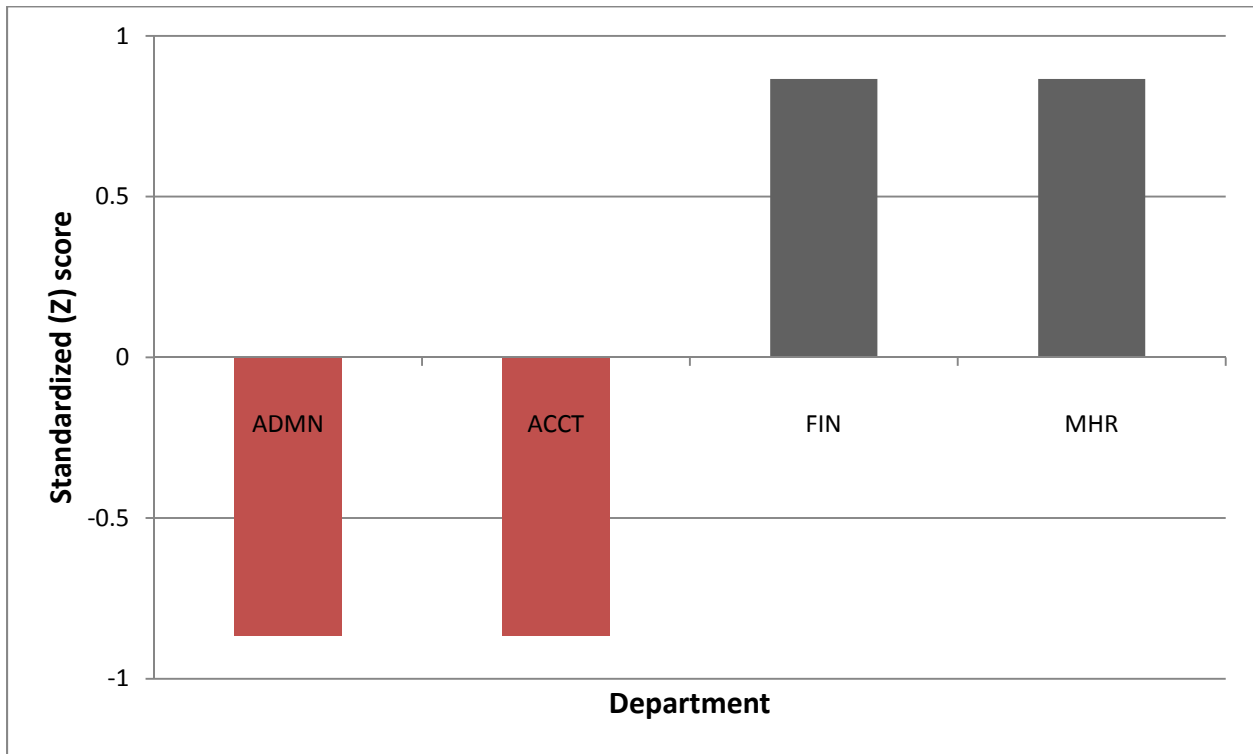
Department	GAA Headcount	Mean (2011-2012)
Psychology (PSYC)	7	16,054
French/Italian (FRIT)	4	15,723
English (ENGL)	12	15,596
Chem/Biochem (CHEM)	27	14,583
Art/Sci Admin. (ADMN)	4	13,921
Art (ART)	5	13,023
Speech/Hearing (SPHR)	9	10,935



**Figure 14.** Standardized Scores of GAA Mean Stipend across Departments within the College of Arts and Sciences (Grand Mean = \$14,262).

**Table 15.** GAA Minimum Stipend across Departments within the Fisher College of Business.

Department	GAA Headcount	Minimum (2011-2012)
Mgt/HumResources (MHR)	3	12,870
Finance (FIN)	3	12,870
Accting/MgtInfoSys (ACCT)	3	10,800
Administration (ADMN)	69	10,800

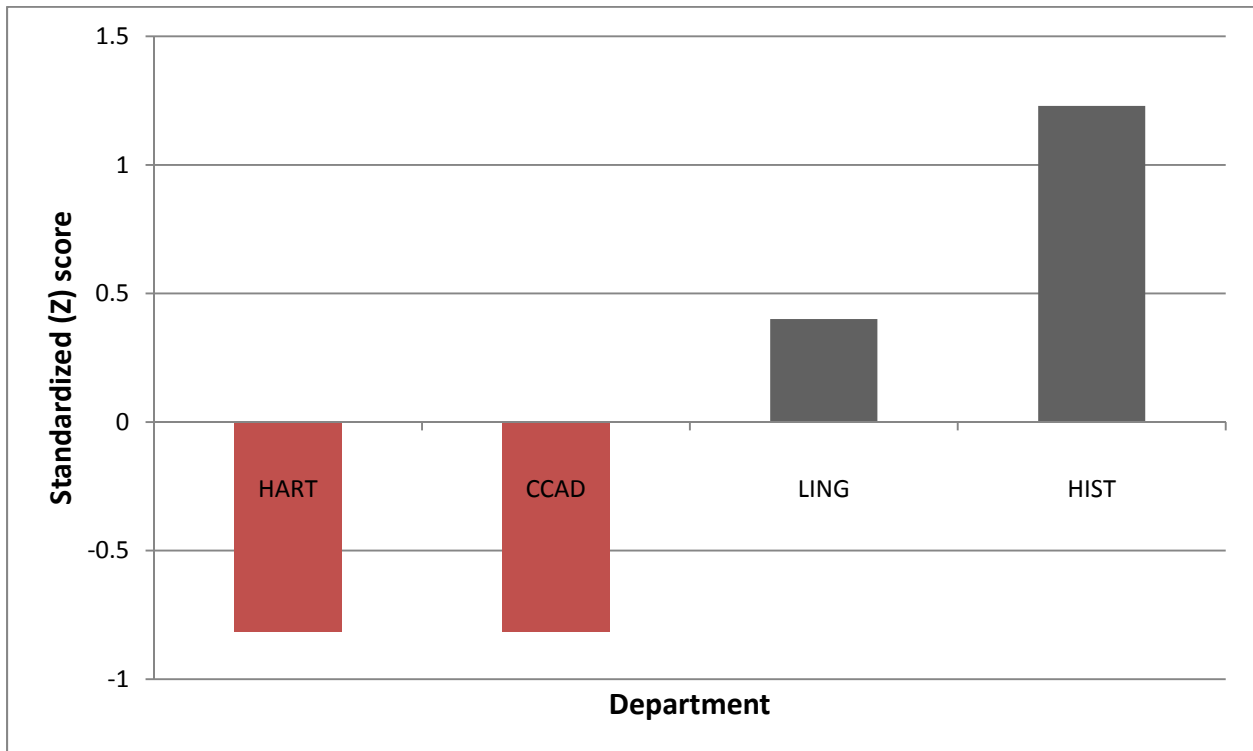


**Figure 15.** Standardized Scores of GAA Minimum Stipend across Departments within the Fisher College of Business (Grand Mean = \$11,835).

B. Graduate Research Associates (GRA)

**Table 16.** GRA Minimum Stipend across Departments within the College of Arts and Sciences, Division of Arts and Humanities.

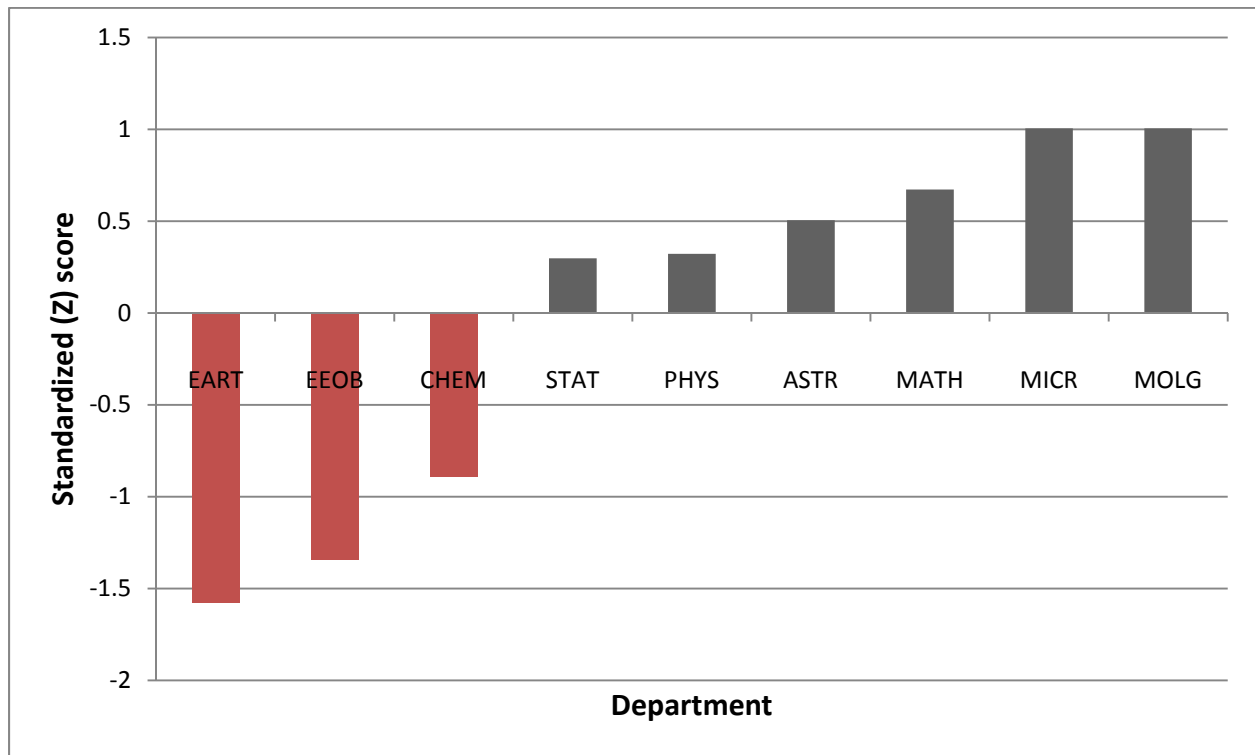
Department	GRA Headcount	Minimum (2011-2012)
History (HIST)	9	16,065
Linguistics (LING)	8	14,832
AdvCompCtr/ArtDes (CCAD)	12	13,023
History of Art (HART)	3	13,023



**Figure 16.** Standardized Scores of GRA Minimum Stipend across Departments within the College of Arts and Sciences, Division of Arts and Humanities (Grand Mean = \$14,235).

**Table 17.** GRA Minimum Stipend across Departments within the College of Arts and Sciences, Division of Natural and Mathematical Sciences.

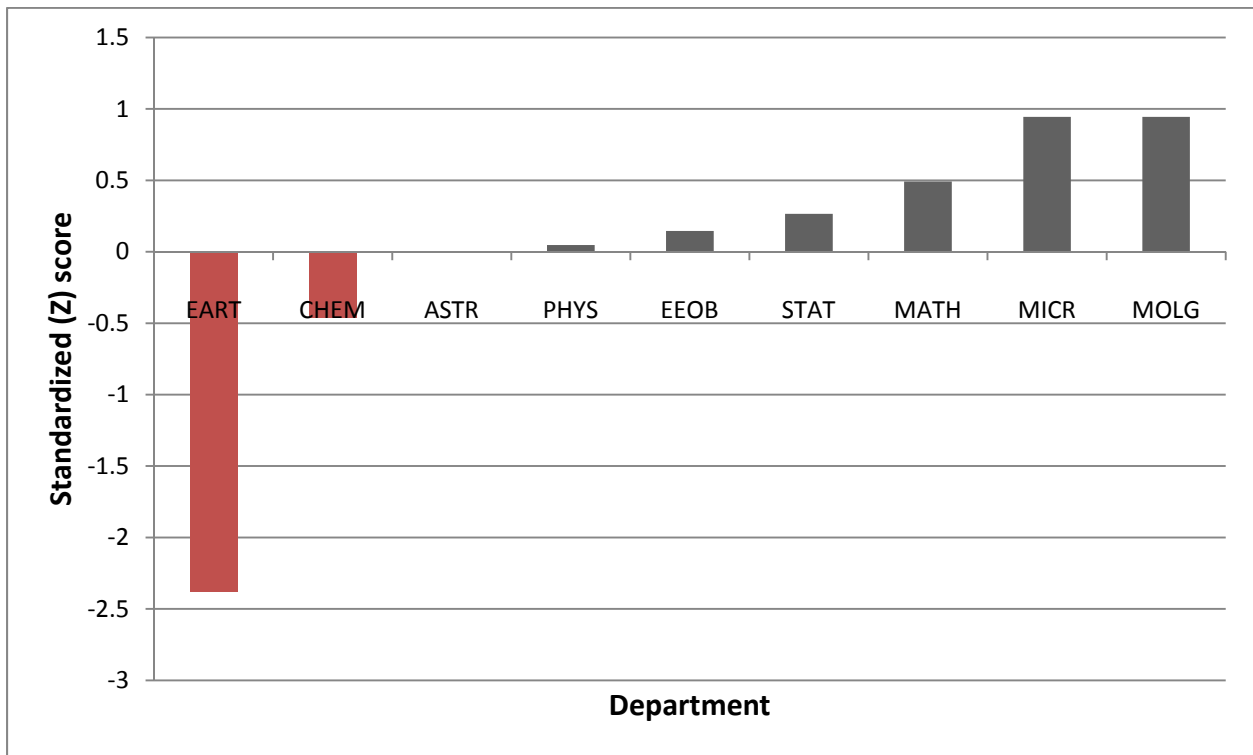
Department	GRA Headcount	Minimum (2011-2012)
Molecular Genetics (MOLG)	29	19,647
Microbiology (MICR)	24	19,647
Mathematics (MATH)	5	18,779
Astronomy (ASTR)	11	18,342
Physics (PHYS)	80	17,865
Statistics (STAT)	12	17,802
Chem/Biochem (CHEM)	92	14,706
EEOB (EEOB)	18	13,531
Earth Sciences (EART)	22	12,915



**Figure 17.** Standardized Scores of GRA Minimum Stipend across Departments within the College of Arts and Sciences, Division of Natural and Mathematical Sciences (Grand Mean = \$17,026).

**Table 18.** GRA Mean Stipend across Departments within the College of Arts and Sciences, Division of Natural and Mathematical Sciences.

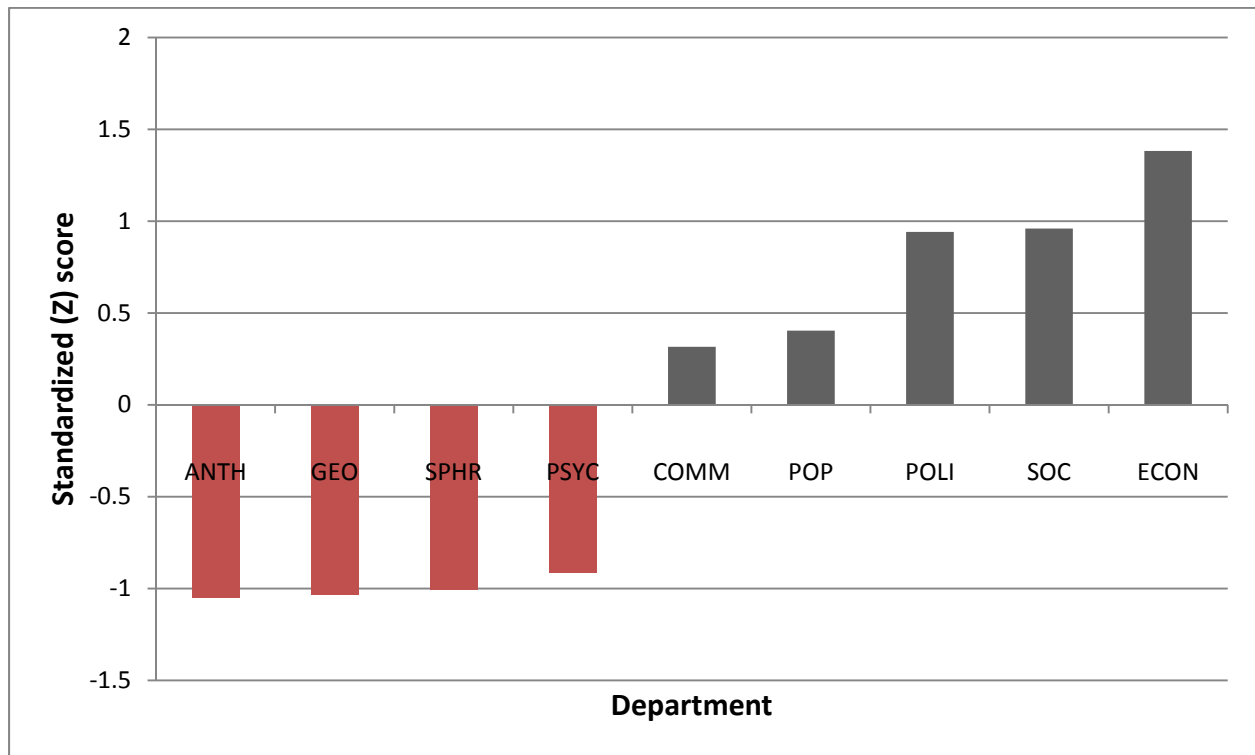
Department	GRA Headcount	Mean (2011-2012)
Molecular Genetics (MOLG)	29	19,647
Microbiology (MICR)	24	19,647
Mathematics (MATH)	5	19,020
Statistics (STAT)	12	18,708
EEOB (EEOB)	18	18,542
Physics (PHYS)	80	18,406
Astronomy (ASTR)	11	18,342
Chem/Biochem (CHEM)	92	17,699
Earth Sciences (EART)	22	15,048



**Figure 18.** Standardized Scores of GRA Mean Stipend across Departments within the College of Arts and Sciences, Division of Natural and Mathematical Sciences (Grand Mean = \$18,339).

**Table 19.** GRA Minimum Stipend across Departments within the College of Arts and Sciences, Division of Social and Behavioral Sciences.

Department	GRA Headcount	Minimum (2011-2012)
Economics (ECON)	7	15,255
Sociology (SOC)	5	14,436
Political Science (POLI)	6	14,400
PopulationResCtr (POP)	4	13,356
Communication (COMM)	7	13,185
Psychology (PSYC)	17	10,800
Speech/Hearing (SPHR)	17	10,620
Geography (GEO)	12	10,566
Anthropology (ANTH)	5	10,530

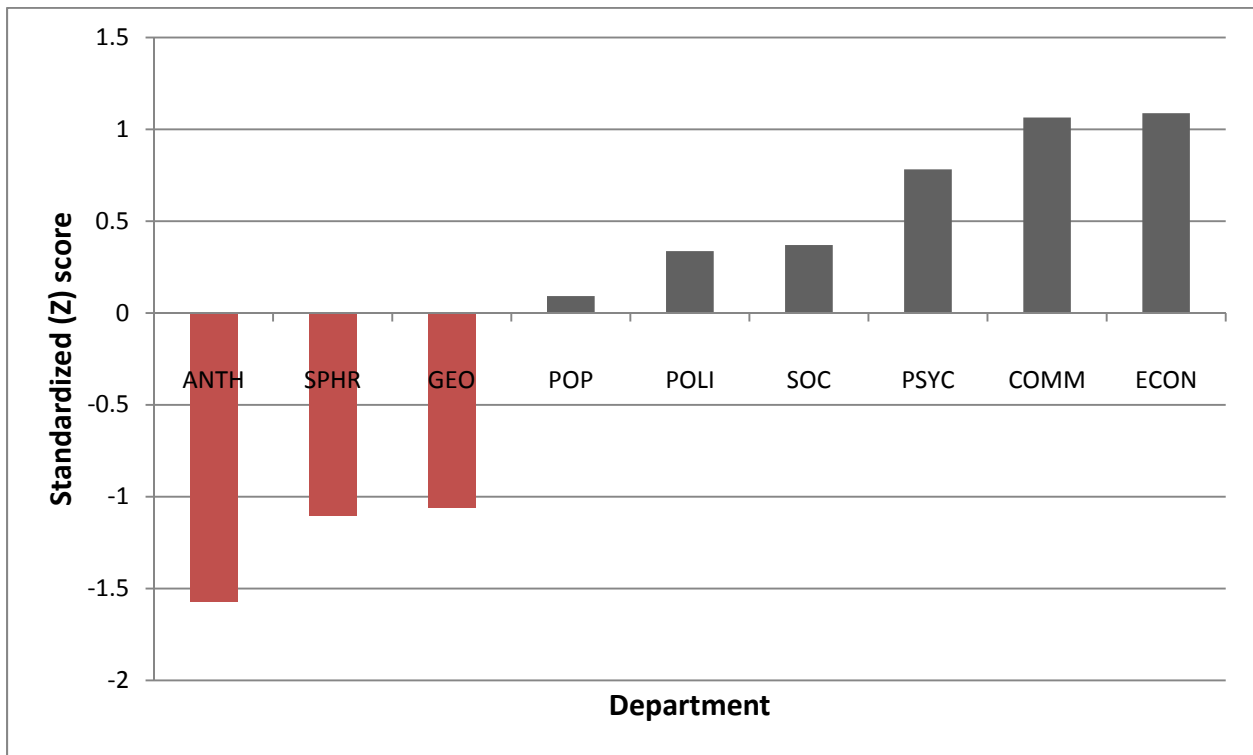


**Figure 19.** Standardized Scores of GRA Minimum Stipend across Departments within the College of Arts and Sciences, Division of Social and Behavioral Sciences (Grand Mean = \$12,572).



**Table 20.** GRA Mean Stipend across Departments within the College of Arts and Sciences, Division of Social and Behavioral Sciences.

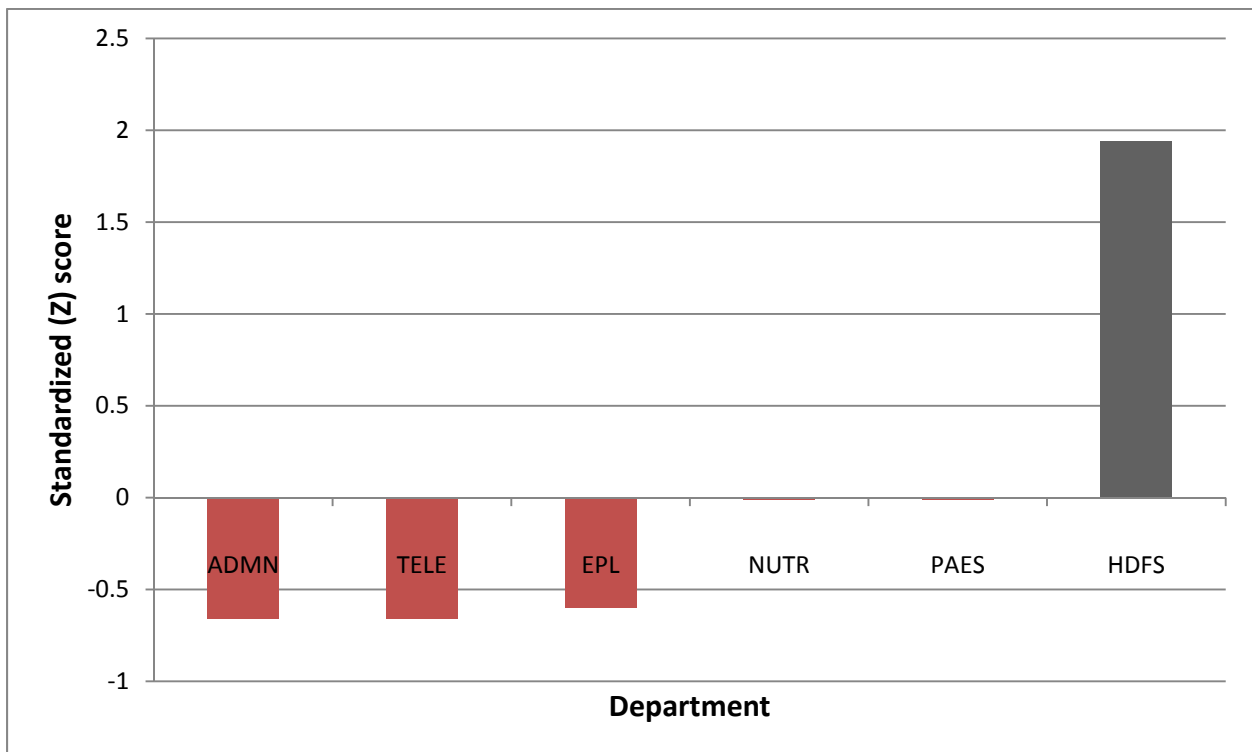
Department	GRA Headcount	Mean (2011-2012)
Economics (ECON)	7	16,466
Communication (COMM)	7	16,417
Psychology (PSYC)	17	15,829
Sociology (SOC)	5	14,972
Political Science (POLI)	6	14,903
PopulationResCtr (POP)	4	14,393
Geography (GEO)	12	11,995
Speech/Hearing (SPHR)	17	11,906
Anthropology (ANTH)	5	10,926



**Figure 20.** Standardized Scores of GRA Mean Stipend across Departments within the College of Arts and Sciences, Division of Social and Behavioral Sciences (Grand Mean = \$14,200).

**Table 21.** GRA Minimum Stipend across Departments within the College of Education and Human Ecology.

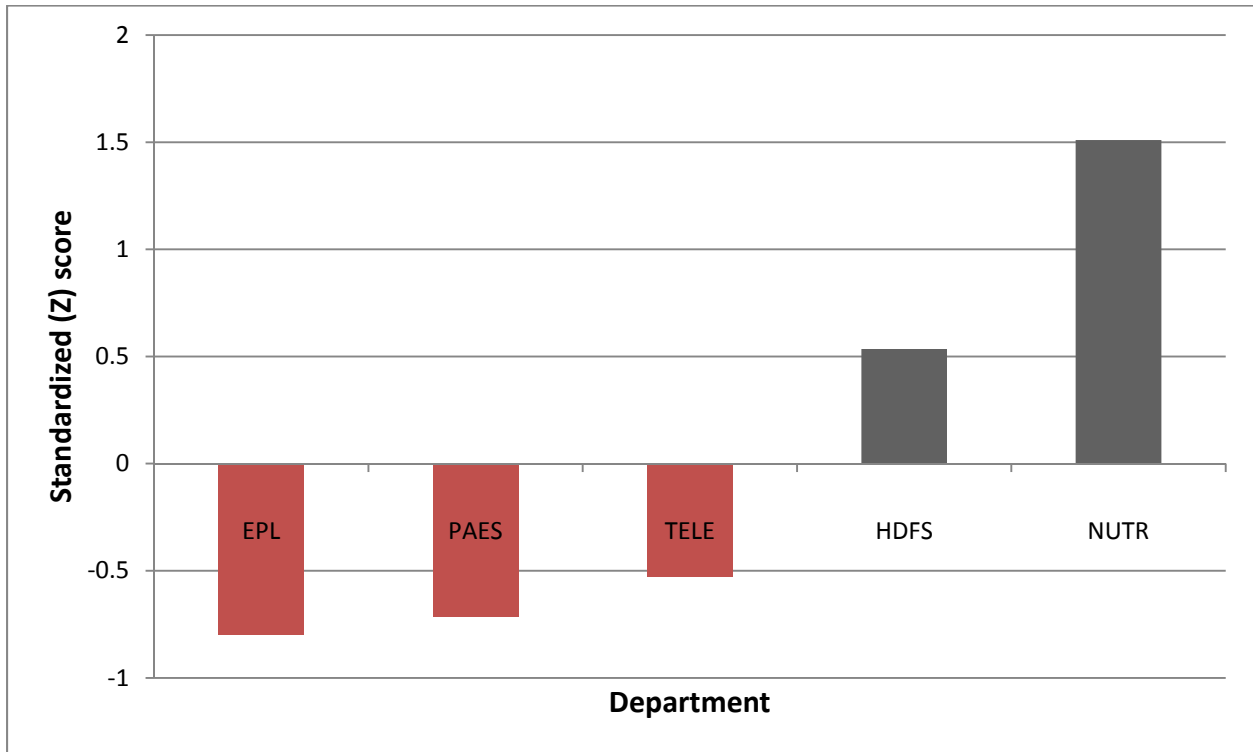
Department	GRA Headcount	Minimum (2011-2012)
HumDev/FamSci (HDFS)	19	11,700
PAES (PAES)	10	10,800
Human Nutrition (NUTR)	14	10,800
EduPol/Leadership (EPL)	21	10,530
Teaching/Learning (TELE)	32	10,503
EHE Admin (ADMN)	3	10,503



**Figure 21.** Standardized Scores of GRA Minimum Stipend across Departments within the College of Education and Human Ecology (Grand Mean = \$10,806).

**Table 22.** GRA Mean Stipend across Departments within the College of Education and Human Ecology.

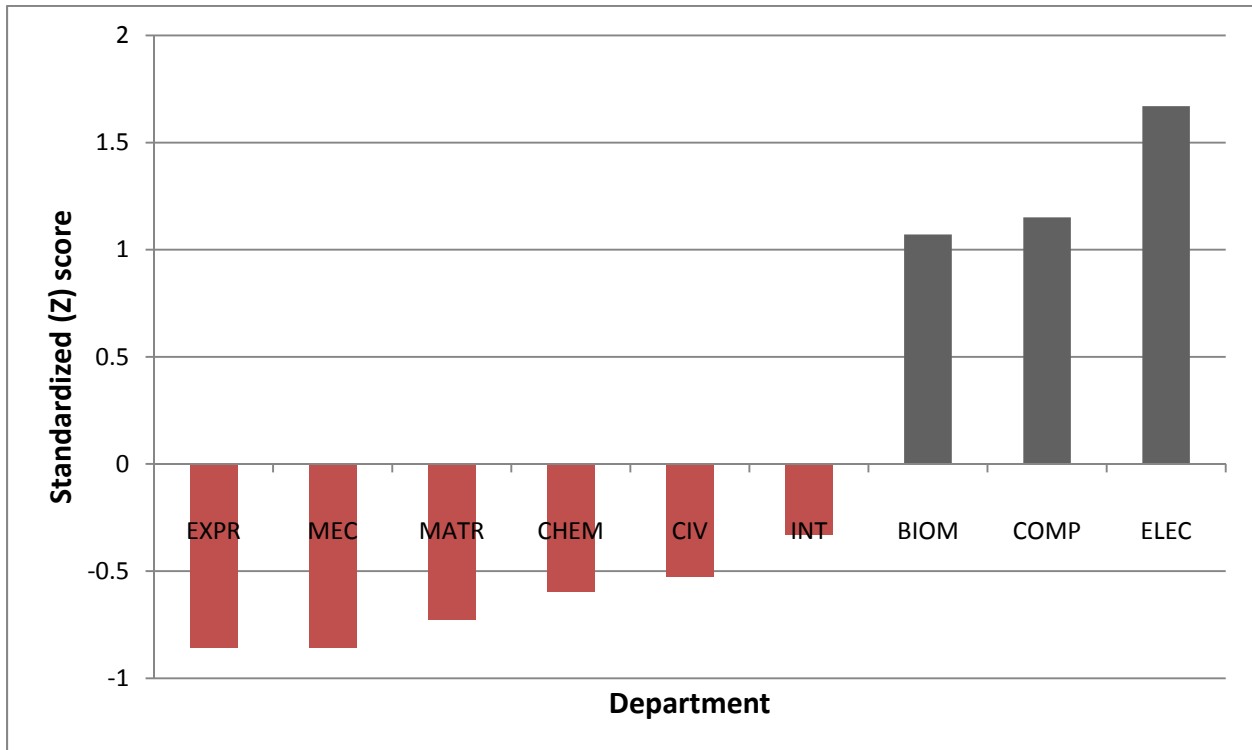
Department	GRA Headcount	Mean (2011-2012)
Human Nutrition (NUTR)	14	14,261
HumDev/FamSci (HDFS)	19	12,973
Teaching/Learning (TELE)	32	11,566
PAES (PAES)	10	11,324
EduPol/Leadership (EPL)	21	11,211



**Figure 22.** Standardized Scores of GRA Mean Stipend across Departments within the College of Education and Human Ecology (Grand Mean = \$12,267).

**Table 23.** GRA Minimum Stipend across Departments within the College of Engineering.

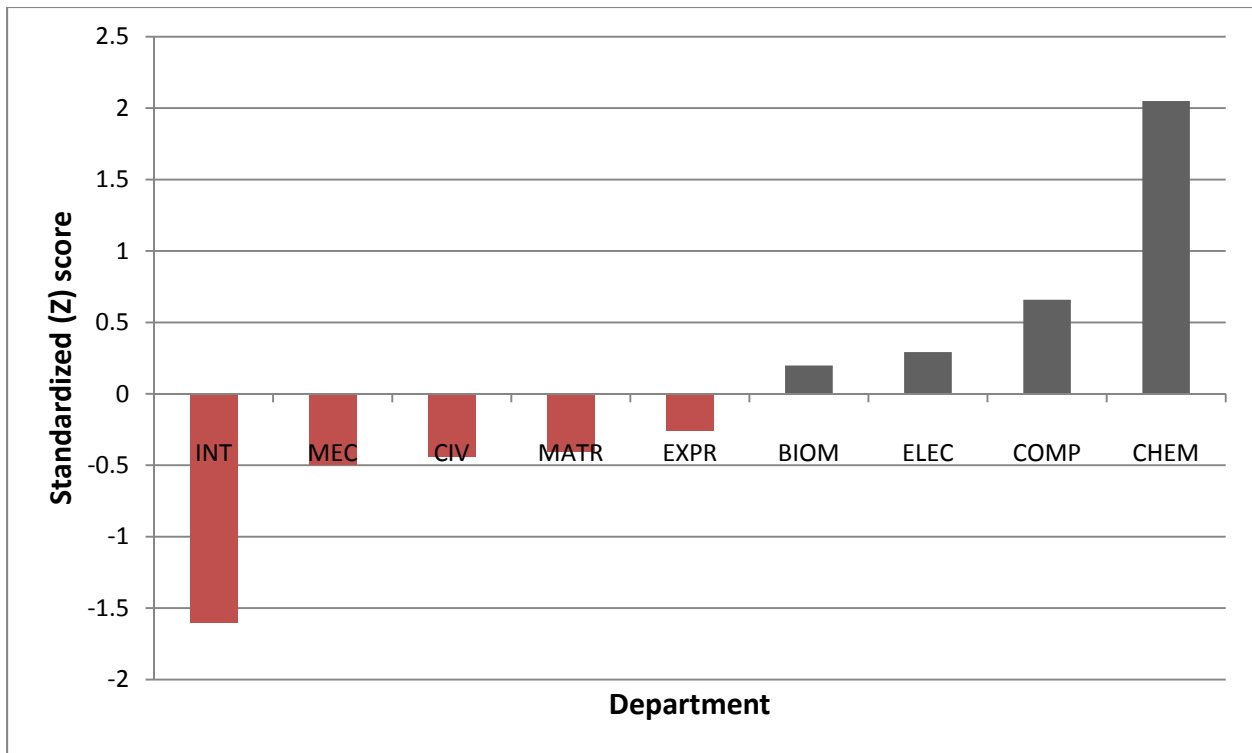
Department	GRA Headcount	Minimum (2011-2012)
Electrical/CompEng (ELEC)	118	16,200
Computer Sci/Eng (COMP)	107	15,030
Biomedical (BIOM)	16	14,850
Integrated Systems (INT)	42	11,700
Civ Env Eng/Geod Sci (CIV)	40	11,250
Chem/Biomolecular (CHEM)	56	11,099
Materials Sci (MATR)	101	10,800
Mechanical/Aerospace (MEC)	121	10,503
Eng Exprmnt Station (EXPR)	27	10,503



**Figure 23.** Standardized Scores of GRA Minimum Stipend across Departments within the College of Engineering (Grand Mean = \$12,437).

**Table 24.** GRA Mean Stipend across Departments within the College of Engineering.

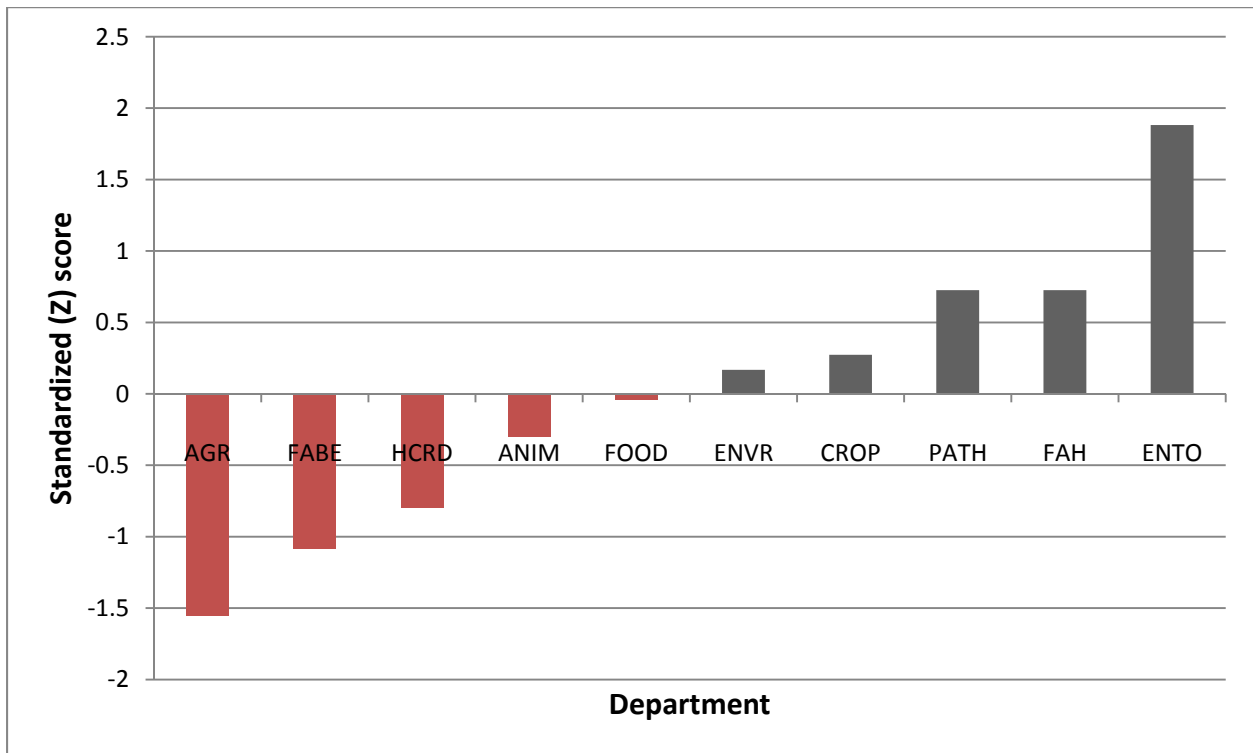
Department	GRA Headcount	Mean (2011-2012)
Chem/Biomolecular (CHEM)	56	18,372
Computer Sci/Eng (COMP)	107	16,887
Electrical/CompEng (ELEC)	118	16,496
Biomedical (BIOM)	16	16,395
Eng Exprmnt Station (EXPR)	27	15,910
Materials Sci (MATR)	101	15,752
Civ Env Eng/Geod Sci (CIV)	40	15,713
Mechanical/Aerospace (MEC)	121	15,654
Integrated Systems (INT)	42	14,471



**Figure 24.** Standardized Scores of GRA Mean Stipend across Departments within the College of Engineering (Grand Mean = \$16,183).

**Table 25.** GRA Minimum Stipend across Departments within the College of Food, Agricultural, and Environmental Sciences.

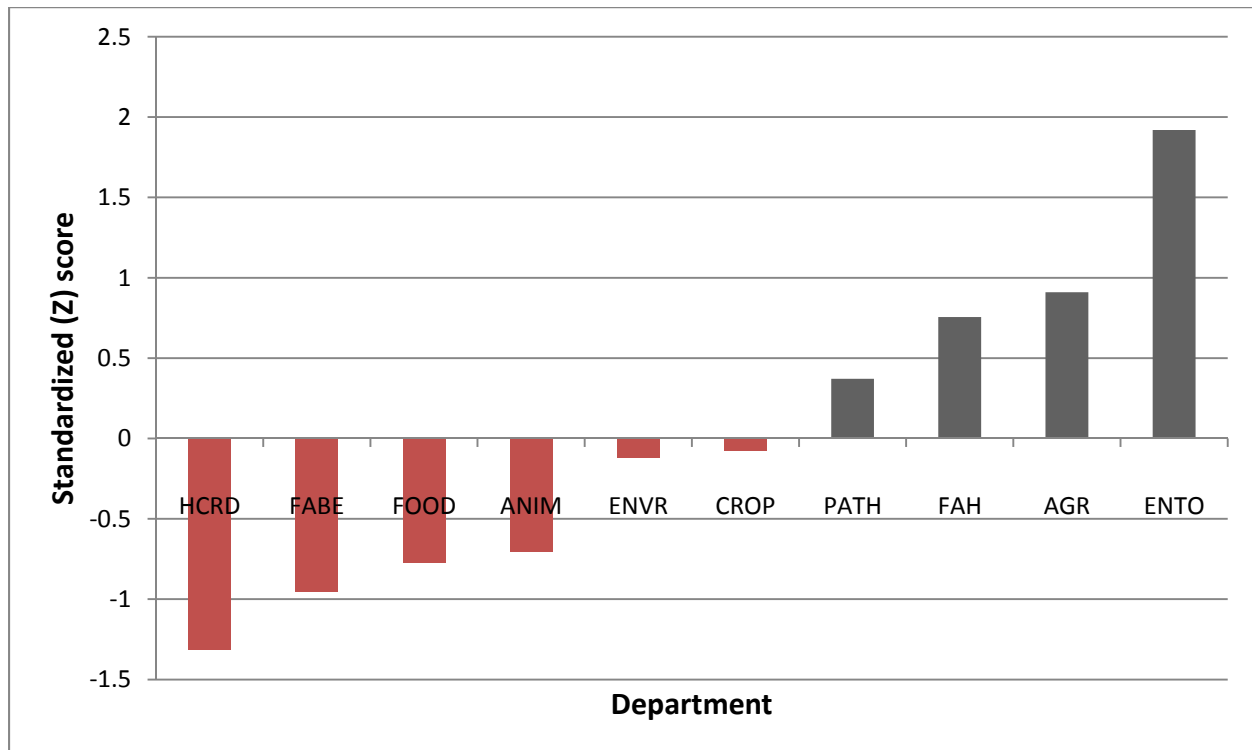
Department	GRA Headcount	Minimum (2011-2012)
Entomology (ENTO)	10	18,414
Food Animal Health (FAH)	11	15,750
Plant Pathology (PATH)	26	15,750
Hort/Crop Sciences (CROP)	48	14,706
Env/Nat Res (ENVR)	43	14,463
Food Sci/Tech (FOOD)	38	13,977
Animal Sciences (ANIM)	38	13,383
Hum/CommResDev (HCRD)	7	12,240
FoodAgr/BioEngr (FABE)	19	11,583
AgrEnv/DevEcon (AGR)	27	10,503



**Figure 25.** Standardized Scores of GRA Minimum Stipend across Departments within the College of Food, Agricultural, and Environmental Sciences (Grand Mean = \$14,076).

**Table 26.** GRA Mean Stipend across Departments within the College of Food, Agricultural, and Environmental Sciences.

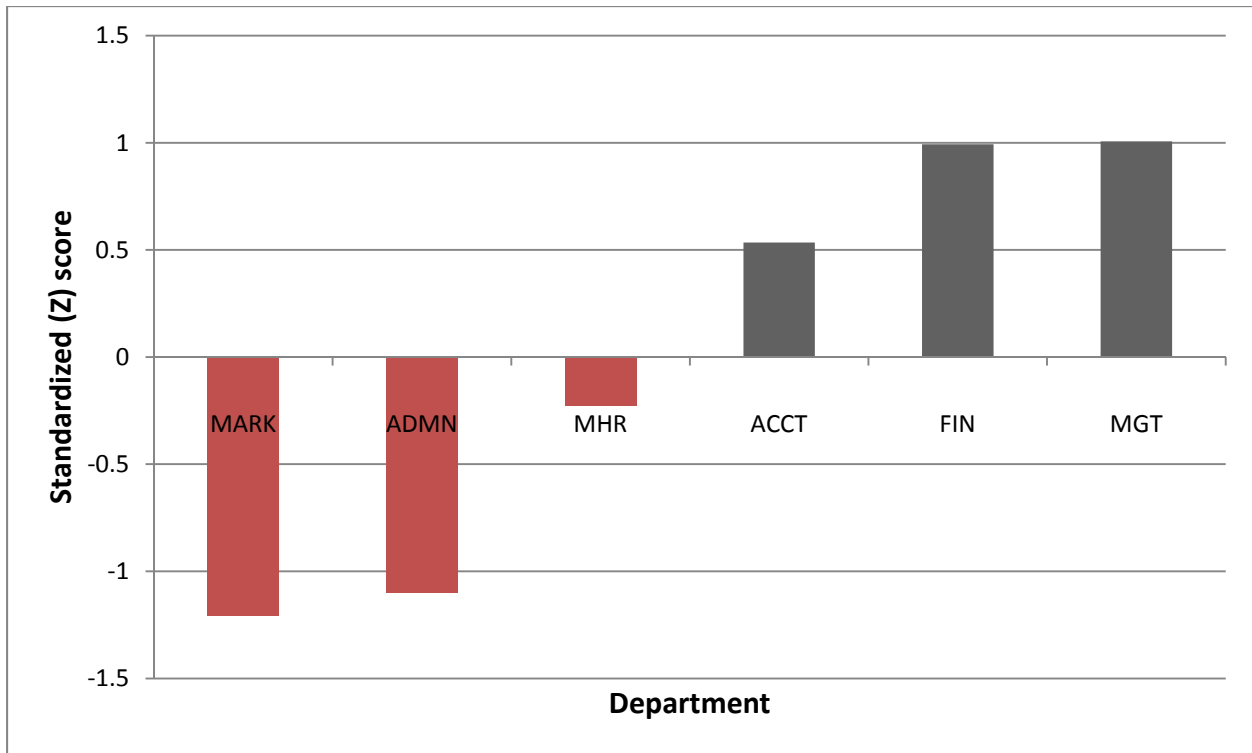
Department	GRA Headcount	Mean (2011-2012)
Entomology (ENTO)	10	18,414
AgrEnv/DevEcon (AGR)	27	16,867
Food Animal Health (FAH)	11	16,631
Plant Pathology (PATH)	26	16,041
Hort/Crop Sciences (CROP)	48	15,356
Env/Nat Res (ENVR)	43	15,285
Animal Sciences (ANIM)	38	14,386
Food Sci/Tech (FOOD)	38	14,287
FoodAgr/BioEngr (FABE)	19	14,006
Hum/CommResDev (HCRD)	7	13,450



**Figure 26.** Standardized Scores of GRA Mean Stipend across Departments within the College of Food, Agricultural, and Environmental Sciences (Grand Mean = \$15,472).

**Table 27.** GRA Minimum Stipend across Departments within the Fisher College of Business.

Department	GRA Headcount	Minimum (2011-2012)
Mgt Sciences (MGT)	8	18,032
Finance (FIN)	15	18,000
Accting/MgtInfoSys (ACCT)	9	16,875
Mgt/HumResources (MHR)	7	15,003
Administration (ADMN)	35	12,870
Marketing/Logistics (MARK)	20	12,600

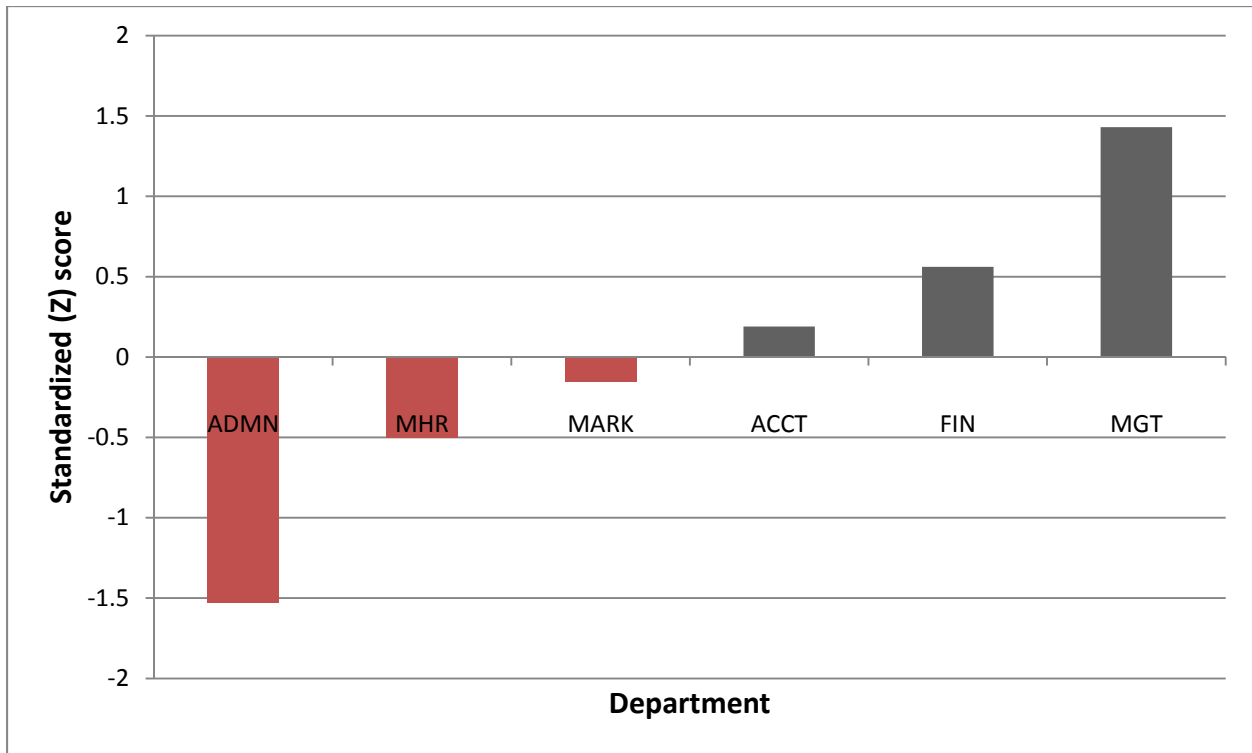


**Figure 27.** Standardized Scores of GRA Minimum Stipend across Departments within the Fisher College of Business (Grand Mean = \$15,563).



**Table 28.** GRA Mean Stipend across Departments within the Fisher College of Business.

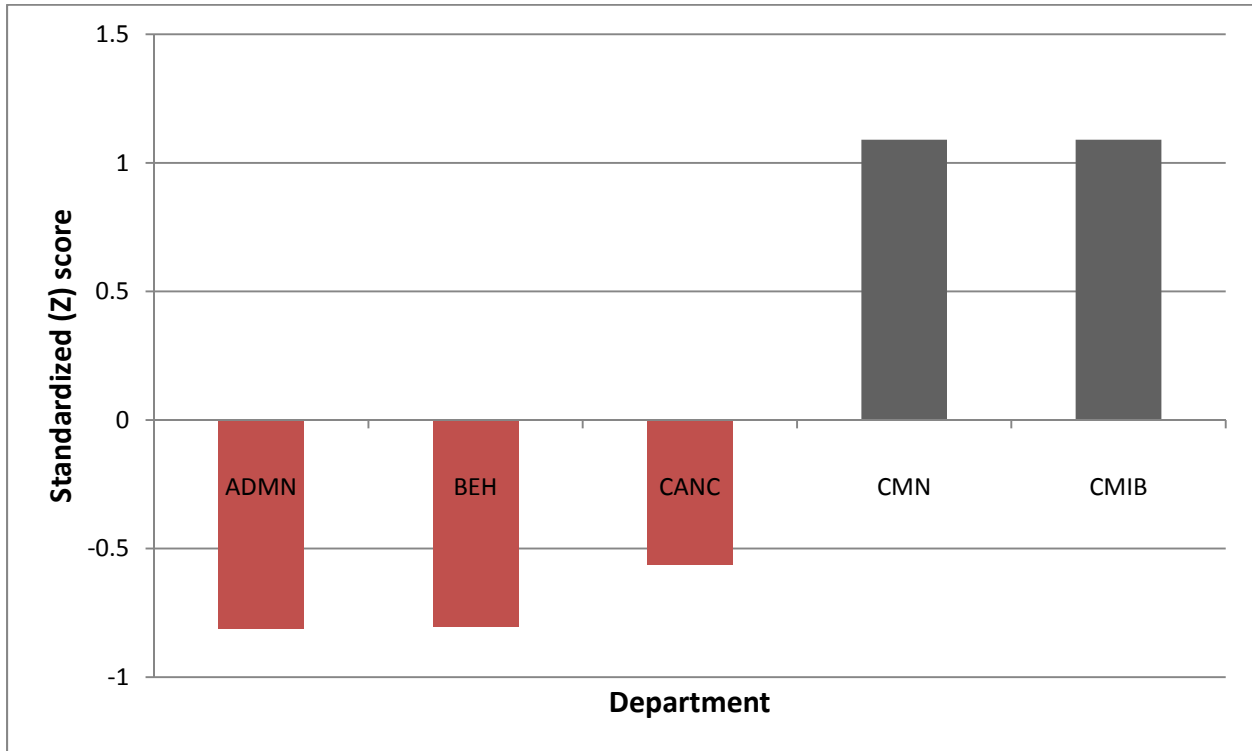
Department	GRA Headcount	Mean (2011-2012)
Mgt Sciences (MGT)	8	20,038
Finance (FIN)	15	18,041
Accting/MgtInfoSys (ACCT)	9	17,187
Marketing/Logistics (MARK)	20	16,397
Mgt/HumResources (MHR)	7	15,598
Administration (ADMN)	35	13,248



**Figure 28.** Standardized Scores of GRA Mean Stipend across Departments within the Fisher College of Business (Grand Mean = \$16,751).

**Table 29.** GRA Minimum Stipend across Departments within the Office of Health Sciences.

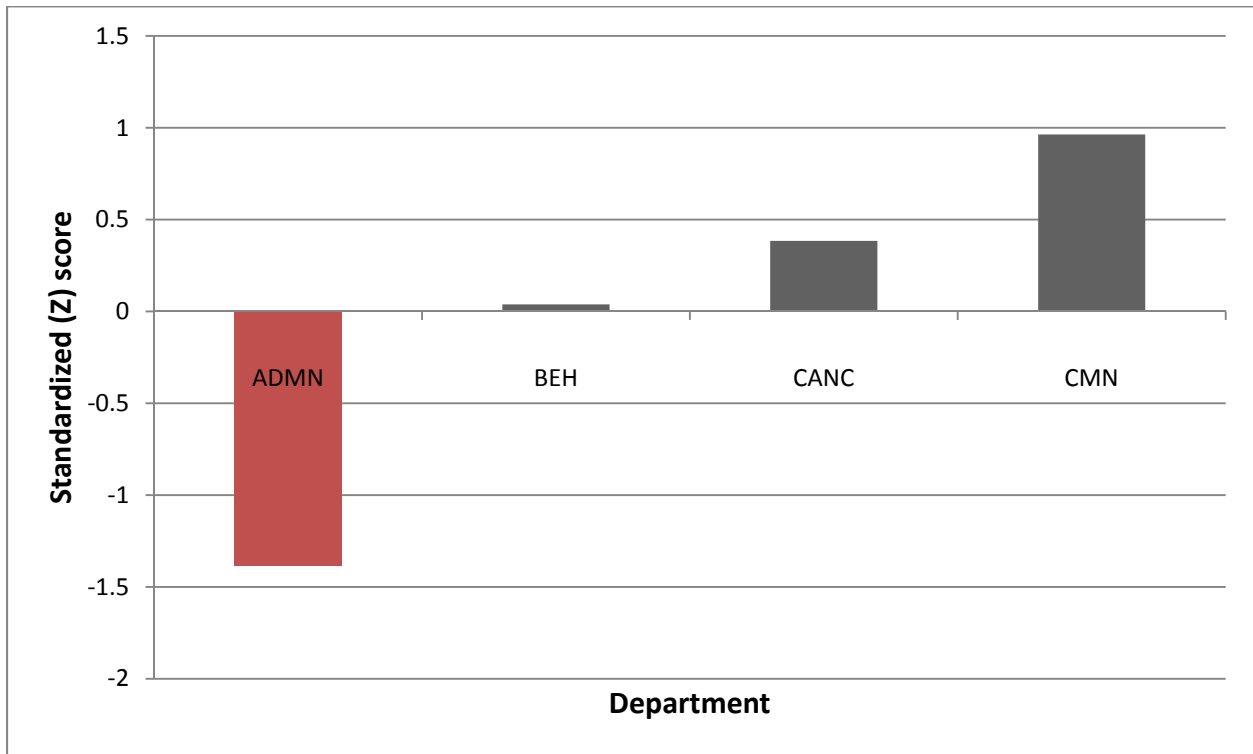
Department	GRA Headcount	Minimum (2011-2012)
Ctr Micro Inter Bio (CMIB)	3	18,779
Ctr Mol/Neurobio (CMN)	14	18,779
Comp Cancer Ctr (CANC)	65	12,600
Behav Med Res Ins (BEH)	5	11,700
HealthSci Admin. (ADMN)	9	11,664



**Figure 29.** Standardized Scores of GRA Minimum Stipend across Departments within the Office of Health Sciences (Grand Mean = \$14,704).

**Table 30.** GRA Mean Stipend across Departments within the Office of Health Sciences.

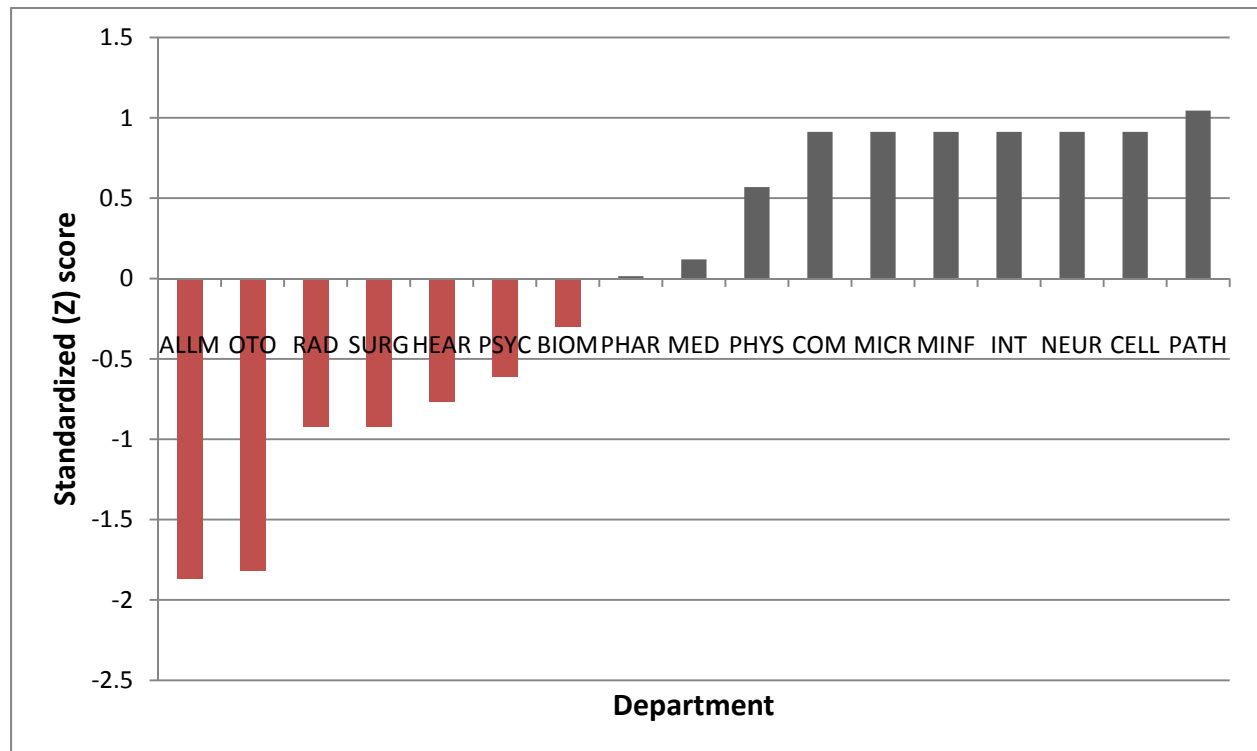
Department	GRA Headcount	Mean (2011-2012)
Ctr Mol/Neurobio (CMN)	14	18,779
Comp Cancer Ctr (CANC)	65	17,348
Behav Med Res Ins (BEH)	5	16,493
HealthSci Admin. (ADMN)	9	12,974



**Figure 30.** Standardized Scores of GRA Mean Stipend across Departments within the Office of Health Sciences (Grand Mean = \$16,398).

**Table 31.** GRA Minimum Stipend across Departments within the College of Medicine.

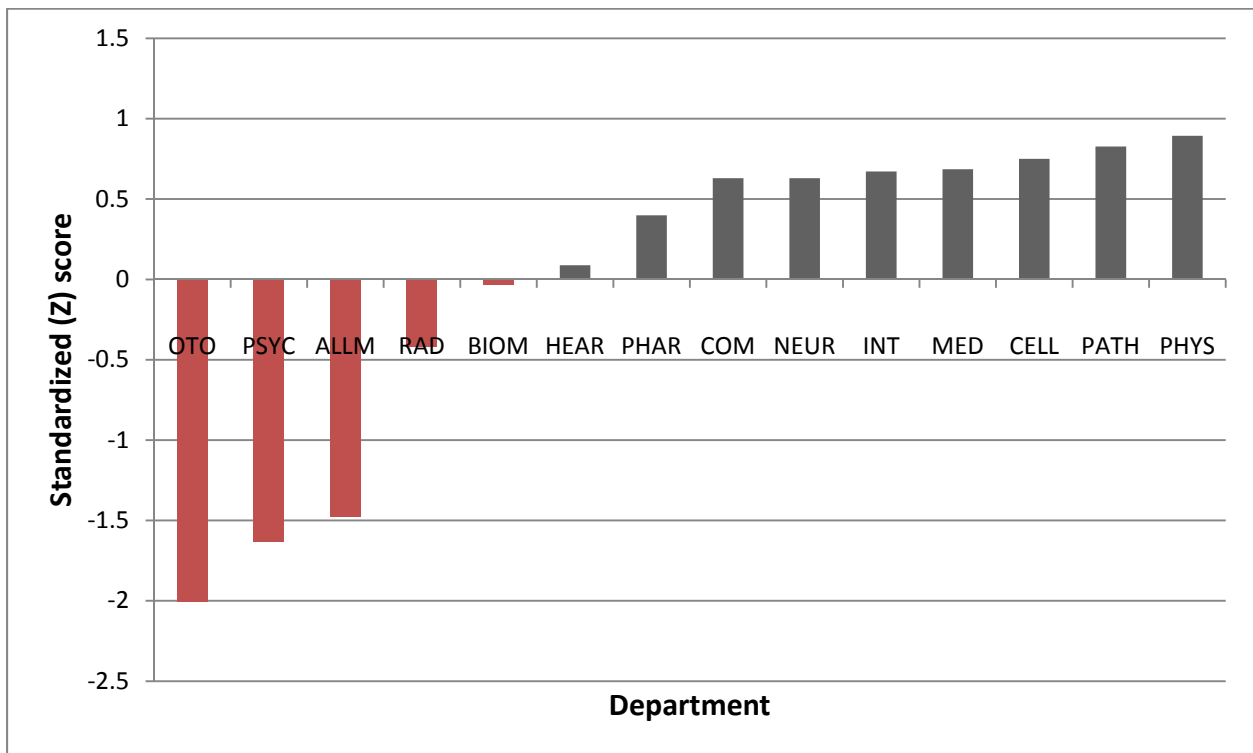
Department	GRA Headcount	Minimum (2011-2012)
Pathology (PATH)	8	19,158
Mol/Cell Biochem (CELL)	7	18,779
Neuroscience (NEUR)	4	18,779
Internal Medicine (INT)	6	18,779
Micro Infec/Immun (MINF)	3	18,779
Microbio/Immun (MICR)	3	18,779
COM Research Ed (COM)	47	18,779
Physio/Cell Bio (PHYS)	16	17,793
Med Interdisc Grad (MED)	65	16,500
Pharmacology (PHAR)	5	16,200
Biomedical Inf (BIOM)	13	15,300
Psychiatry (PSYC)	4	14,400
Heart and Lung (HEAR)	18	13,950
Surgery (SURG)	3	13,500
Radiology (RAD)	6	13,500
Otolaryngology (OTO)	6	10,935
Allied Med (ALLM)	17	10,800



**Figure 31.** Standardized Scores of GRA Minimum Stipend across Departments within the College of Medicine (Grand Mean = \$16,159).

**Table 32.** GRA Mean Stipend across Departments within the College of Medicine.

Department	GRA Headcount	Mean (2011-2012)
Physio/Cell Bio (PHYS)	16	19,288
Pathology (PATH)	8	19,159
Mol/Cell Biochem (CELL)	7	19,010
Med Interdisc Grad (MED)	65	18,885
Internal Medicine (INT)	6	18,859
Neuroscience (NEUR)	4	18,779
COM Research Ed (COM)	47	18,779
Pharmacology (PHAR)	5	18,332
Heart and Lung (HEAR)	18	17,731
Biomedical Inf (BIOM)	13	17,498
Radiology (RAD)	6	16,750
Allied Med (ALLM)	17	14,711
Psychiatry (PSYC)	4	14,400
Otolaryngology (OTO)	6	13,680

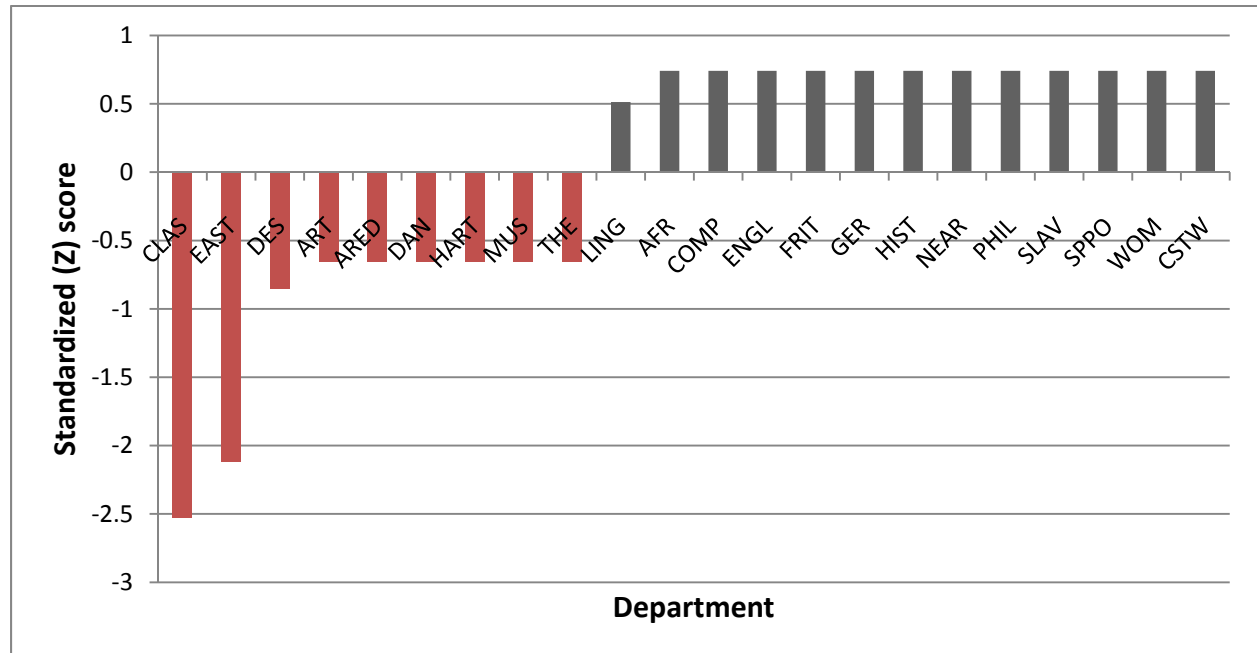


**Figure 32.** Standardized Scores of GRA Mean Stipend across Departments within the College of Medicine (Grand Mean = \$17,561).

C. Graduate Teaching Associates (GTA)

**Table 33.** GTA Minimum Stipend across Departments within the College of Arts and Sciences, Division of Arts and Humanities.

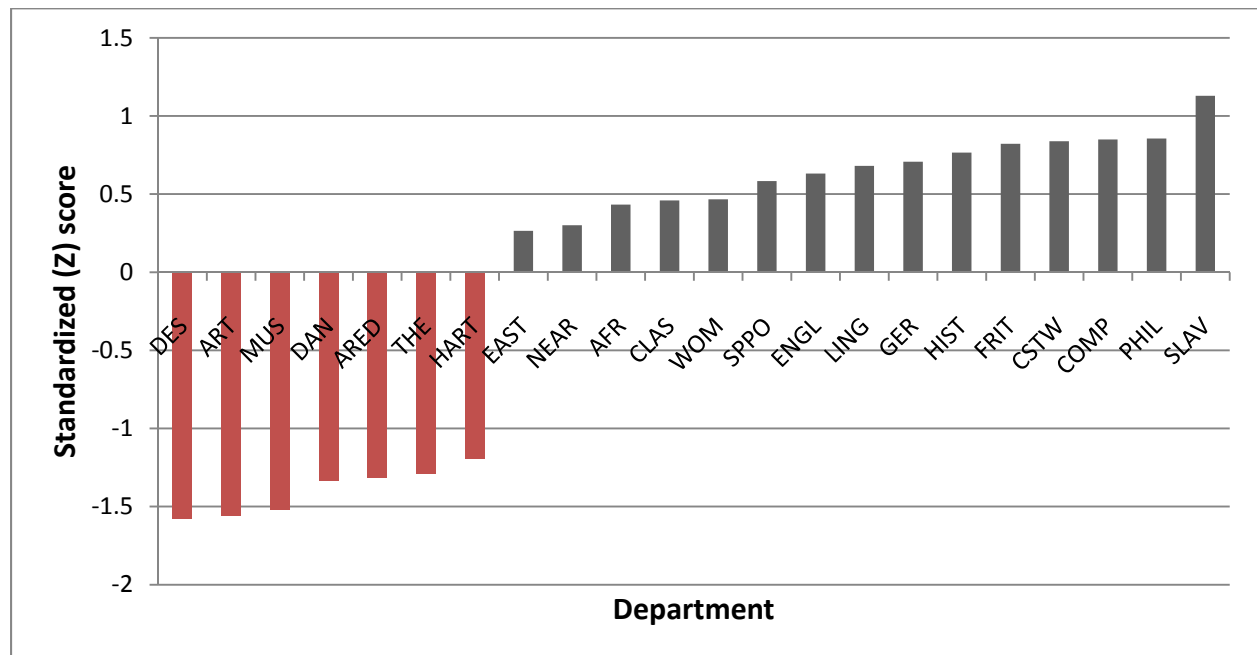
Department	GTA Headcount	Minimum (2011-2012)
Ctr Study Teach/Writ (CSTW)	27	14,832
Wom/Gen/Sexuality (WOM)	22	14,832
Spanish/Portuguese (SPPO)	53	14,832
Slavic/East Eur L/C (SLAV)	15	14,832
Philosophy (PHIL)	33	14,832
Near Eastern L/C (NEAR)	12	14,832
History (HIST)	77	14,832
Germanic Lang/Lit (GER)	22	14,832
French/Italian (FRIT)	21	14,832
English (ENGL)	119	14,832
Comparative Studies (COMP)	17	14,832
AfrAm/Afr Studies (AFR)	7	14,832
Linguistics (LING)	25	14,535
Theatre (THE)	31	13,023
Music (MUS)	66	13,023
History of Art (HART)	19	13,023
Dance (DAN)	20	13,023
Arts Education (ARED)	26	13,023
Art (ART)	37	13,023
Design (DES)	15	12,762
East Asian Lang/Lit (EAST)	24	11,124
Classics (CLAS)	29	10,594



**Figure 33.** Standardized Scores of GTA Minimum Stipend across Departments within the College of Arts and Sciences, Division of Arts and Humanities (Grand Mean = \$13,869).

**Table 34.** GTA Mean Stipend across Departments within the College of Arts and Sciences, Division of Arts and Humanities.

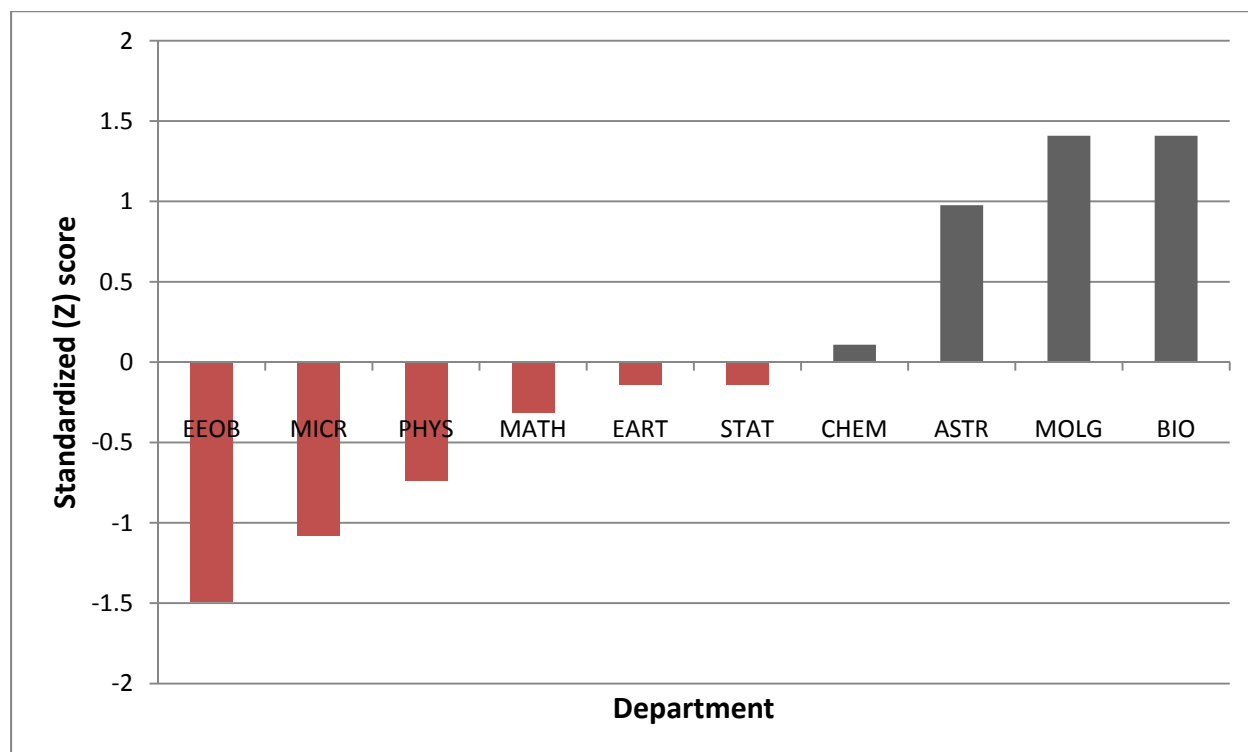
Department	GTA Headcount	Mean (2011-2012)
Slavic/East Eur L/C (SLAV)	15	15,703
Philosophy (PHIL)	33	15,430
Comparative Studies (COMP)	17	15,424
Ctr Study Teach/Writ (CSTW)	27	15,413
French/Italian (FRIT)	21	15,396
History (HIST)	77	15,340
Germanic Lang/Lit (GER)	22	15,282
Linguistics (LING)	25	15,256
English (ENGL)	119	15,207
Spanish/Portuguese (SPPO)	53	15,159
Wom/Gen/Sexuality (WOM)	22	15,042
Classics (CLAS)	29	15,035
AfrAm/Afr Studies (AFR)	7	15,008
Near Eastern L/C (NEAR)	12	14,877
East Asian Lang/Lit (EAST)	24	14,841
History of Art (HART)	19	13,385
Theatre (THE)	31	13,291
Arts Education (ARED)	26	13,264
Dance (DAN)	20	13,245
Music (MUS)	66	13,063
Art (ART)	37	13,023
Design (DES)	15	13,006



**Figure 34.** Standardized Scores of GTA Mean Stipend across Departments within the College of Arts and Sciences, Division of Arts and Humanities (Grand Mean = \$14,576).

**Table 35.** GTA Minimum Stipend across Departments within the College of Arts and Sciences, Division of Natural and Mathematical Sciences.

Department	GTA Headcount	Minimum (2011-2012)
Introductory Biology (BIO)	24	19,260
Molecular Genetics (MOLG)	15	19,260
Astronomy (ASTR)	7	18,342
Chem/Biochem (CHEM)	116	16,497
Statistics (STAT)	59	15,966
Earth Sciences (EART)	18	15,966
Mathematics (MATH)	123	15,600
Physics (PHYS)	64	14,706
Microbiology (MICR)	27	13,977
EEOB (EEOB)	42	13,098

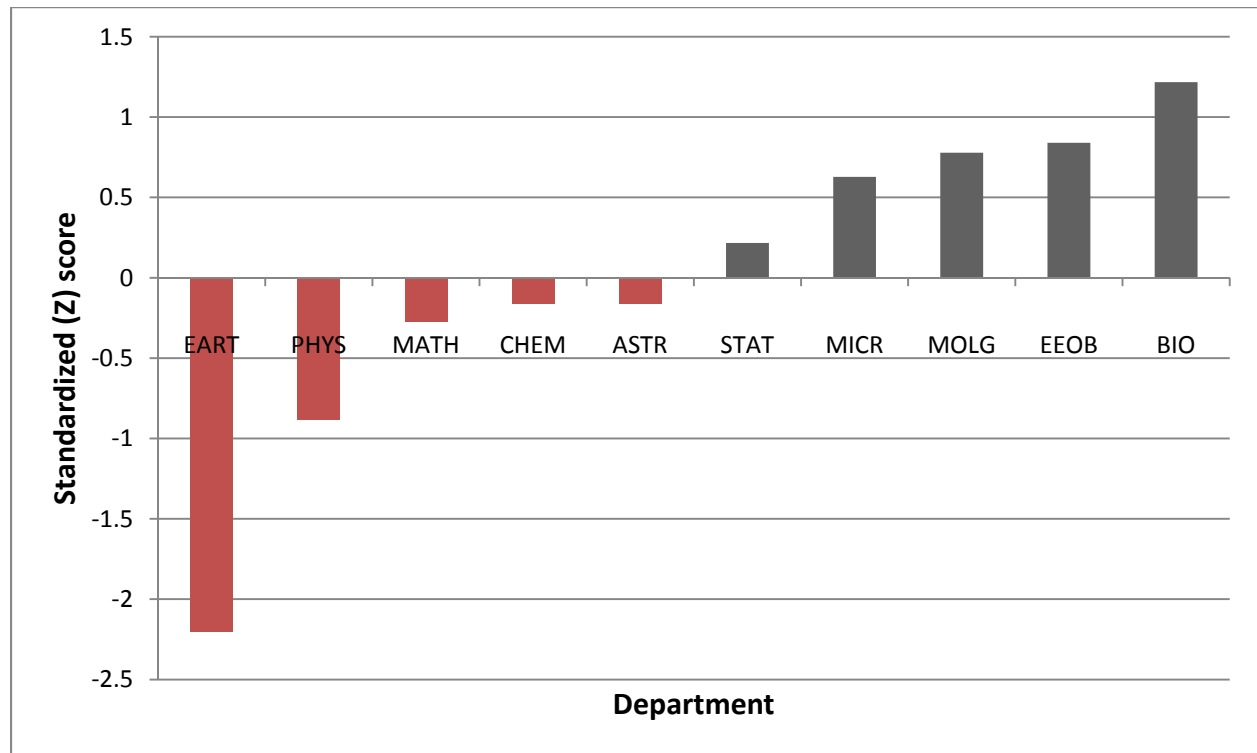


**Figure 35.** Standardized Scores of GTA Minimum Stipend across Departments within the College of Arts and Sciences, Division of Natural and Mathematical Sciences (Grand Mean = \$16,267).



**Table 36.** GTA Mean Stipend across Departments within the College of Arts and Sciences, Division of Natural and Mathematical Sciences.

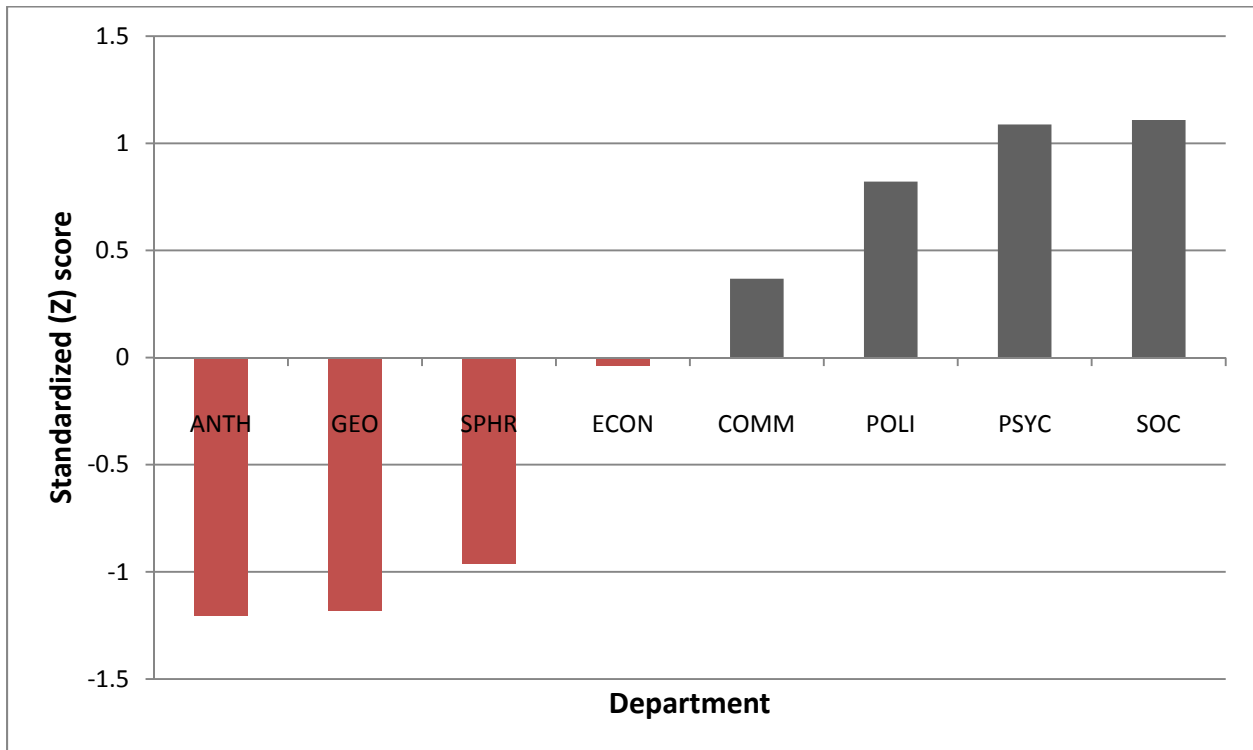
Department	GTA Headcount	Mean (2011-2012)
Introductory Biology (BIO)	24	20,159
EEOB (EEOB)	42	19,697
Molecular Genetics (MOLG)	15	19,621
Microbiology (MICR)	27	19,437
Statistics (STAT)	59	18,932
Astronomy (ASTR)	7	18,473
Chem/Biochem (CHEM)	116	18,472
Mathematics (MATH)	123	18,330
Physics (PHYS)	64	17,584
Earth Sciences (EART)	18	15,966



**Figure 36.** Standardized Scores of GTA Mean Stipend across Departments within the College of Arts and Sciences, Division of Natural and Mathematical Sciences (Grand Mean = \$18,667).

**Table 37.** GTA Minimum Stipend across Departments within the College of Arts and Sciences, Division of Social and Behavioral Sciences.

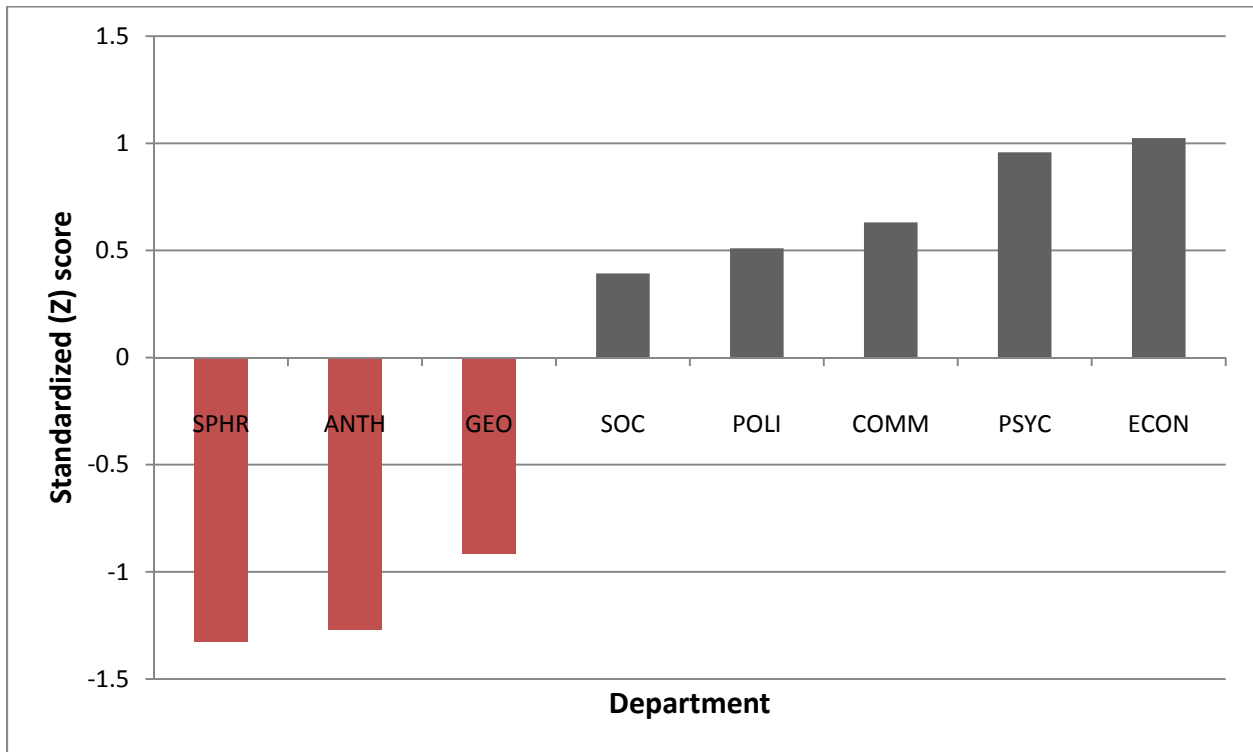
Department	GTA Headcount	Minimum (2011-2012)
Sociology (SOC)	30	14,436
Psychology (PSYC)	77	14,400
Political Science (POLI)	42	13,950
Communication (COMM)	50	13,185
Economics (ECON)	54	12,501
Speech/Hearing (SPHR)	8	10,935
Geography (GEO)	25	10,566
Anthropology (ANTH)	30	10,530



**Figure 37.** Standardized Scores of GTA Minimum Stipend across Departments within the College of Arts and Sciences, Division of Social and Behavioral Sciences (Grand Mean = \$12,562).

**Table 38.** GTA Mean Stipend across Departments within the College of Arts and Sciences, Division of Social and Behavioral Sciences.

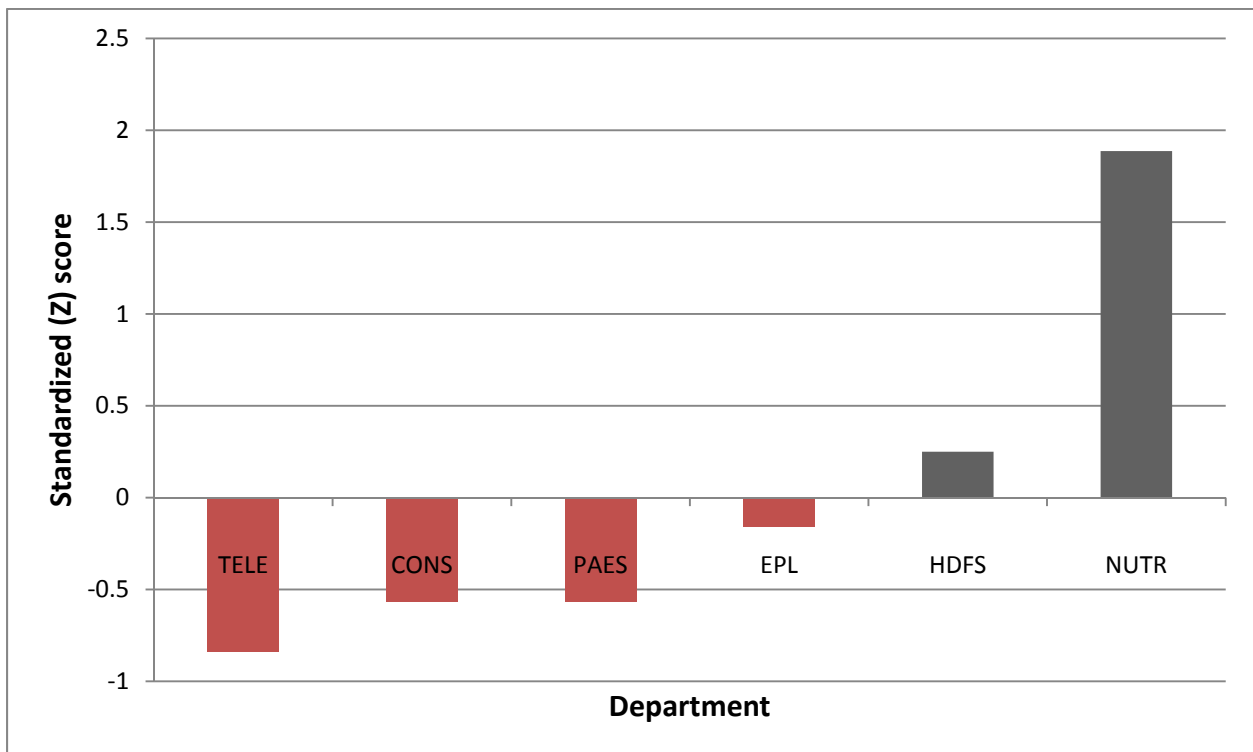
Department	GTA Headcount	Mean (2011-2012)
Economics (ECON)	54	16,010
Psychology (PSYC)	77	15,879
Communication (COMM)	50	15,231
Political Science (POLI)	42	14,992
Sociology (SOC)	30	14,760
Geography (GEO)	25	12,172
Anthropology (ANTH)	30	11,463
Speech/Hearing (SPHR)	8	11,357



**Figure 38.** Standardized Scores of GTA Mean Stipend across Departments within the College of Arts and Sciences, Division of Social and Behavioral Sciences (Grand Mean = \$13,983).

**Table 39.** GTA Minimum Stipend across Departments within the College of Education and Human Ecology.

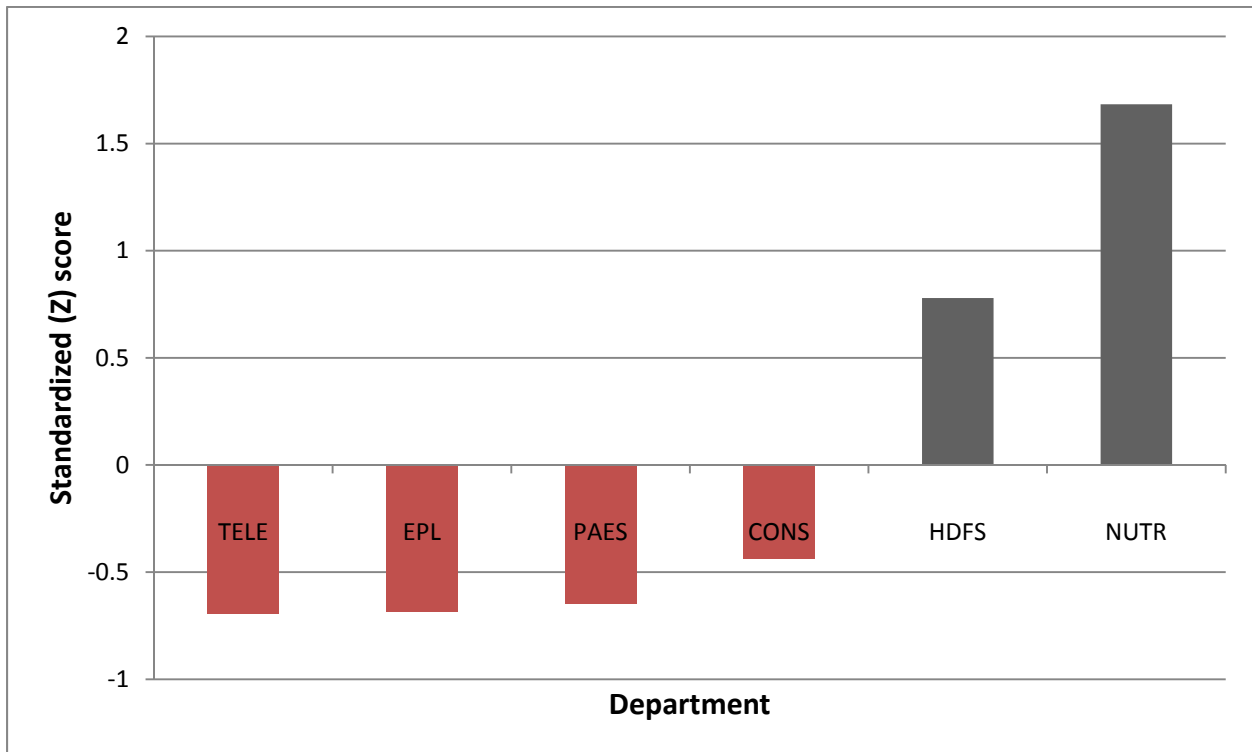
Department	GTA Headcount	Minimum (2011-2012)
Human Nutrition (NUTR)	6	13,500
HumDev/FamSci (HDFS)	18	11,700
EduPol/Leadership (EPL)	21	11,250
PAES (PAES)	55	10,800
Consumer Sciences (CONS)	17	10,800
Teaching/Learning (TELE)	50	10,503



**Figure 39.** Standardized Scores of GTA Minimum Stipend across Departments within the College of Education and Human Ecology (Grand Mean = \$11,425).

**Table 40.** GTA Mean Stipend across Departments within the College of Education and Human Ecology.

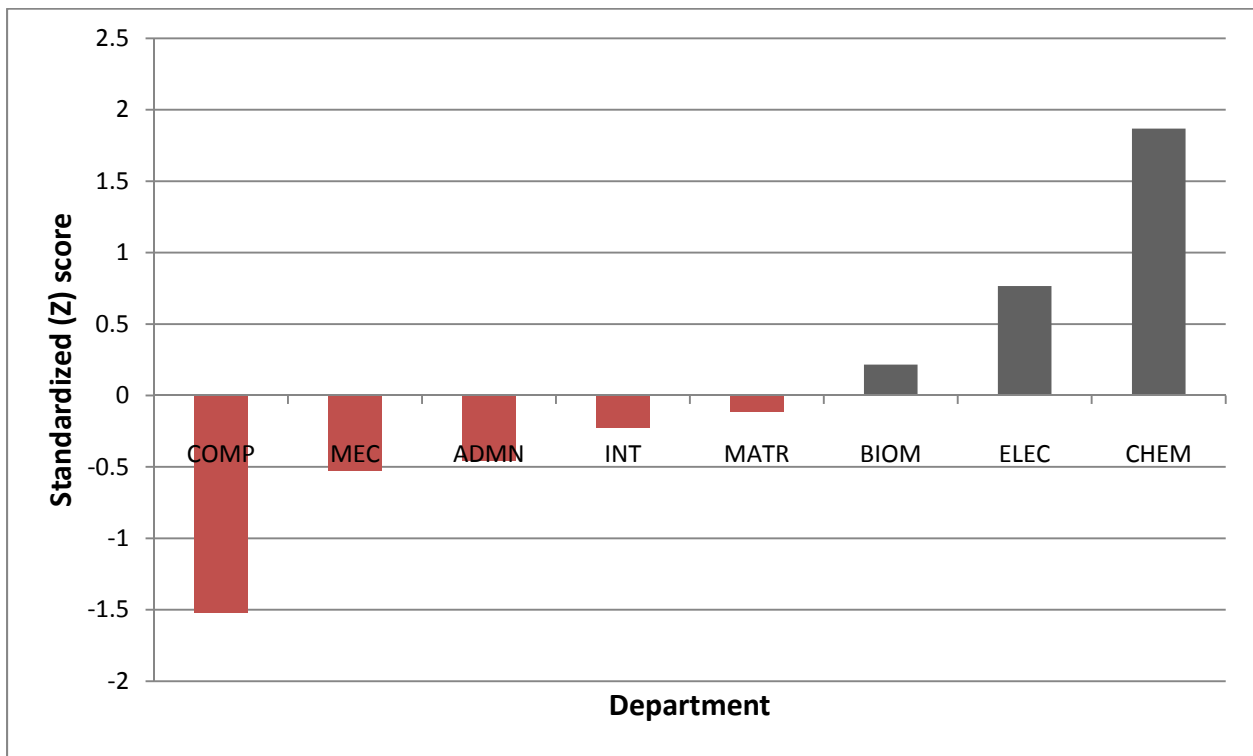
Department	GTA Headcount	Mean (2011-2012)
Human Nutrition (NUTR)	6	13,500
HumDev/FamSci (HDFS)	18	12,665
Consumer Sciences (CONS)	17	11,541
PAES (PAES)	55	11,351
EduPol/Leadership (EPL)	21	11,314
Teaching/Learning (TELE)	50	11,306



**Figure 40.** Standardized Scores of GTA Mean Stipend across Departments within the College of Education and Human Ecology (Grand Mean = \$11,946).

**Table 41.** GTA Minimum Stipend across Departments within the College of Engineering.

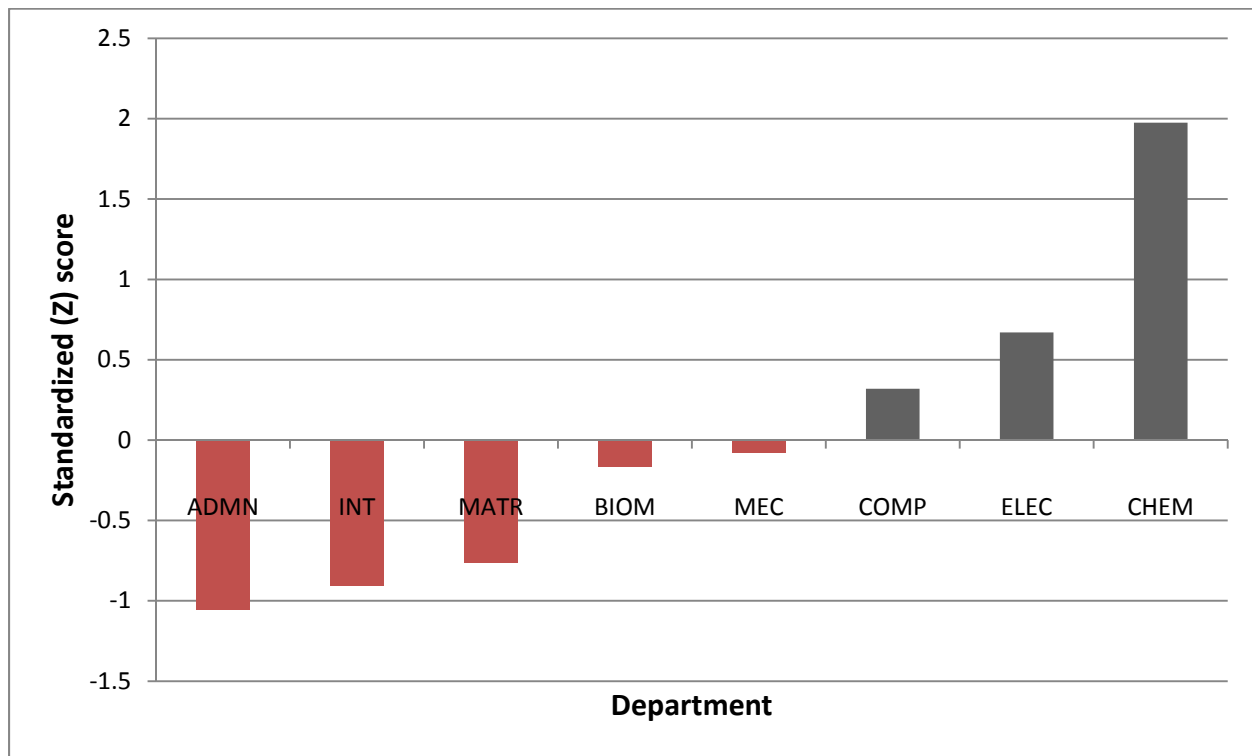
Department	GTA Headcount	Minimum (2011-2012)
Chem/Biomolecular (CHEM)	8	18,450
Electrical/CompEng (ELEC)	28	16,200
Biomedical (BIOM)	7	15,075
Materials Sci (MATR)	4	14,400
Integrated Systems (INT)	12	14,175
Engnr Admin (ADMN)	41	13,698
Mechanical/Aerospace (MEC)	30	13,555
Computer Sci/Eng (COMP)	70	11,520



**Figure 41.** Standardized Scores of GTA Minimum Stipend across Departments within the College of Engineering (Grand Mean = \$14,634).

**Table 42.** GTA Mean Stipend across Departments within the College of Engineering.

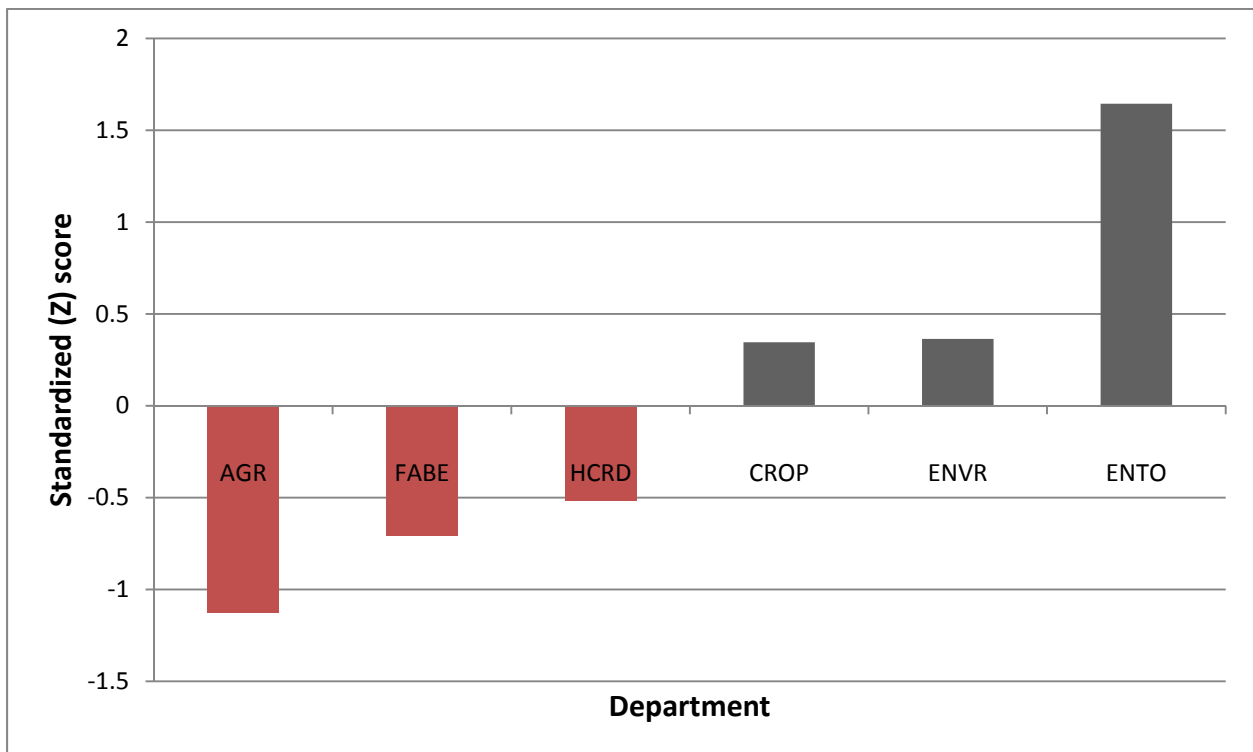
Department	GTA Headcount	Mean (2011-2012)
Chem/Biomolecular (CHEM)	8	18,551
Electrical/CompEng (ELEC)	28	16,570
Computer Sci/Eng (COMP)	70	16,037
Mechanical/Aerospace (MEC)	30	15,431
Biomedical (BIOM)	7	15,306
Materials Sci (MATR)	4	14,400
Integrated Systems (INT)	12	14,175
Engr Admin (ADMN)	41	13,952



**Figure 42.** Standardized Scores of GTA Mean Stipend across Departments within the College of Engineering (Grand Mean = \$15,552).

**Table 43.** GTA Minimum Stipend across Departments within the College of Food, Agricultural, and Environmental Sciences.

Department	GTA Headcount	Minimum (2011-2012)
Entomology (ENTO)	3	18,414
Env/Nat Res (ENVR)	31	14,760
Hort/Crop Sciences (CROP)	4	14,706
Hum/CommResDev (HCRD)	6	12,240
FoodAgr/BioEngr (FABE)	7	11,700
AgrEnv/DevEcon (AGR)	23	10,503

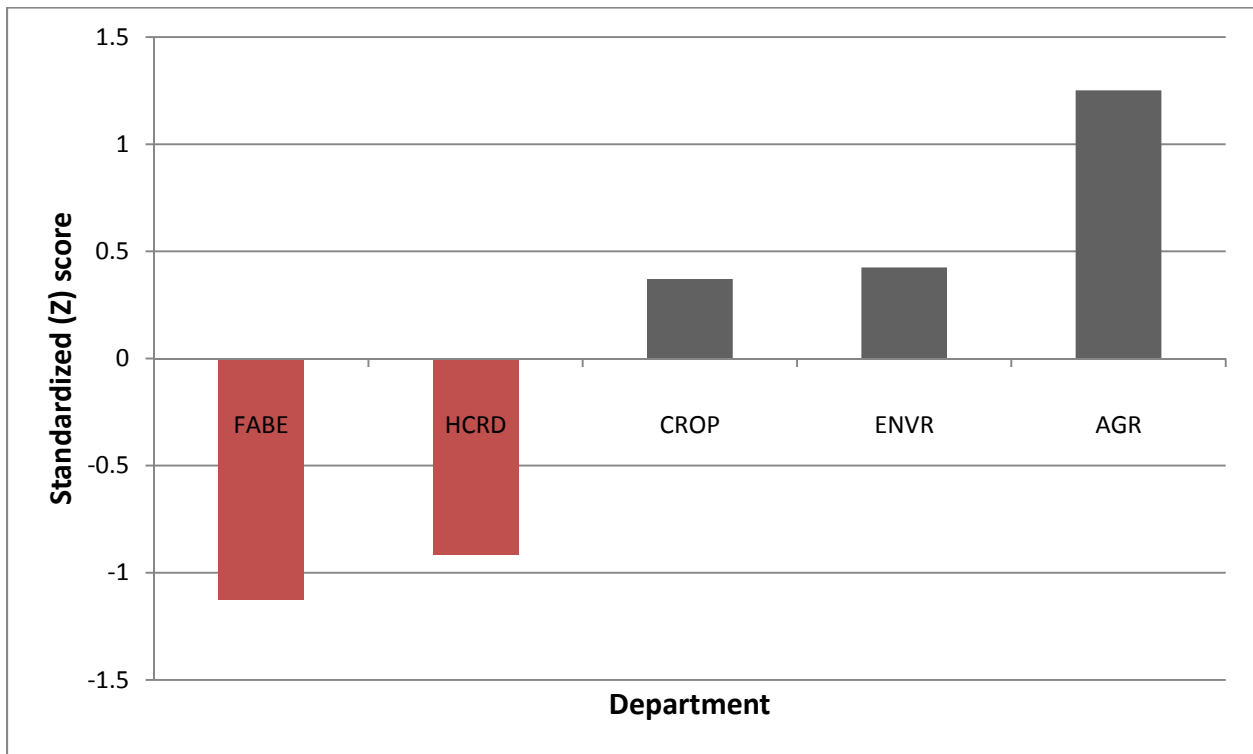


**Figure 43.** Standardized Scores of GTA Minimum Stipend across Departments within the College of Food, Agricultural, and Environmental Sciences (Grand Mean = \$13,720).



**Table 44.** GTA Mean Stipend across Departments within the College of Food, Agricultural, and Environmental Sciences.

Department	GTA Headcount	Mean (2011-2012)
AgrEnv/DevEcon (AGR)	23	16,591
Env/Nat Res (ENVR)	31	15,163
Hort/Crop Sciences (CROP)	4	15,071
Hum/CommResDev (HCRD)	6	12,846
FoodAgr/BioEngr (FABE)	7	12,479



**Figure 44.** Standardized Scores of GTA Mean Stipend across Departments within the College of Food, Agricultural, and Environmental Sciences (Grand Mean = \$14,430).