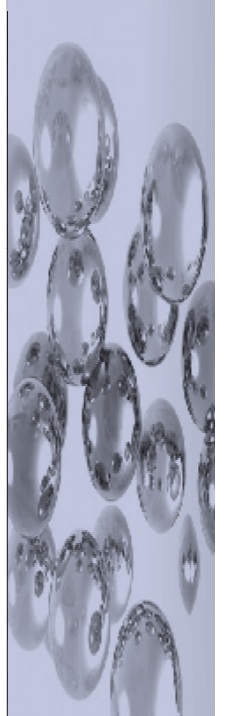


Graduate Student Compensation Plan

*Office of the Provost
&
Toulouse School of
Graduate Studies*

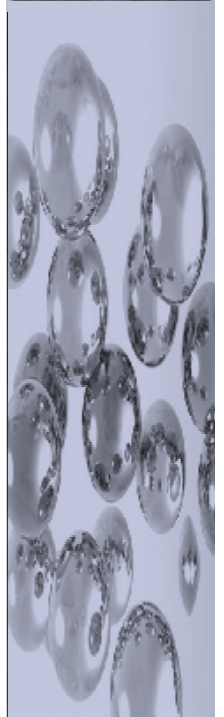
Overview

- ❑ Aims and assumptions
- ❑ Graduate student lines
- ❑ Stipends and tuition
- ❑ Budget scenario
- ❑ Next steps



Aims

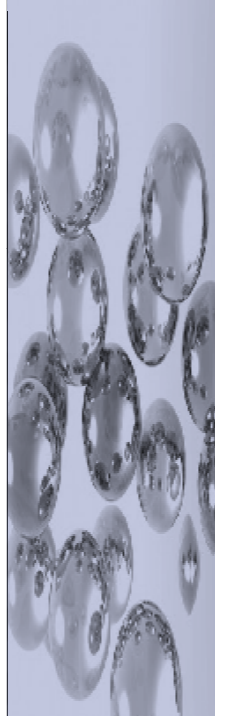
- ❑ Provide UNT with quality graduate students to support research and teaching goals
- ❑ Establish competitive compensation packages
 - Allow programs to recruit and retain top graduate students
- ❑ Create graduate students lines within colleges/departments
 - Ensure compensation initiatives are implemented consistently and coherently
 - Promote timely degree completion



Assumptions

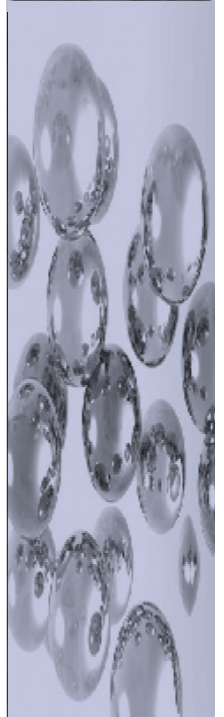
- ❑ Stipends are benchmarked to OSU study average stipends by department

- ❑ Creation of graduate student lines within departments will allow
 - More effective recruitment
 - Enhanced monitoring of student progress
 - Adherence to compensation targets



Graduate Student Lines

- ❑ Colleges/departments will receive annual allocation of graduate student assistantship lines
- ❑ Support for lines paid centrally based on the pay level of individual graduate students
- ❑ Each year colleges/departments will be able to request reallocations and new lines



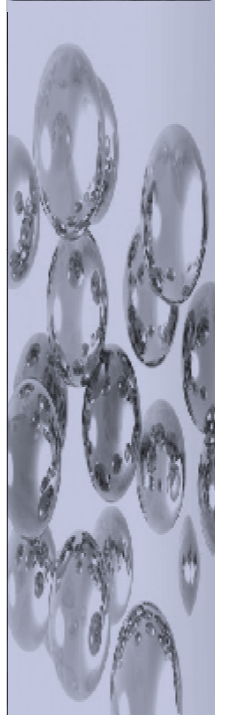
Graduate Student Lines

□ Initial funding

- Portion of college/department's current part-time budget (and other sources) will be used to create a central pool for assistantship and fellowship funding

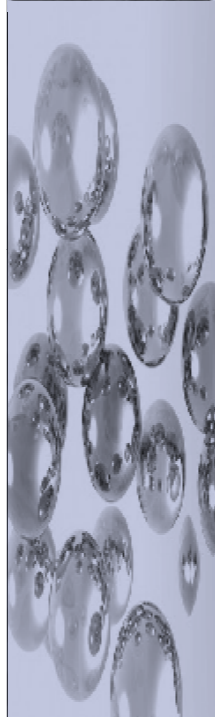
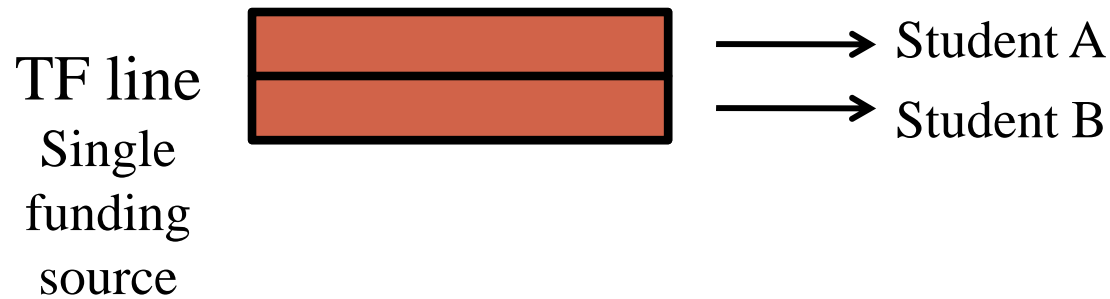
□ Initial allocation

- Begin with current number of TA/TF, RA HTEs within each department



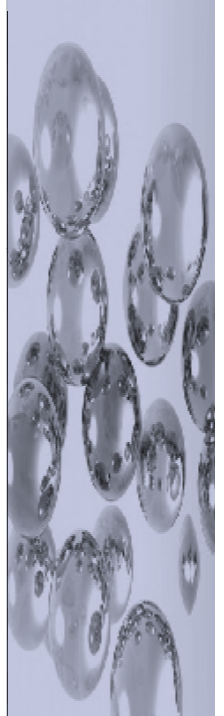
Graduate Student Lines

- Maximum 2 students on line, each at .5 HTE



Classifications

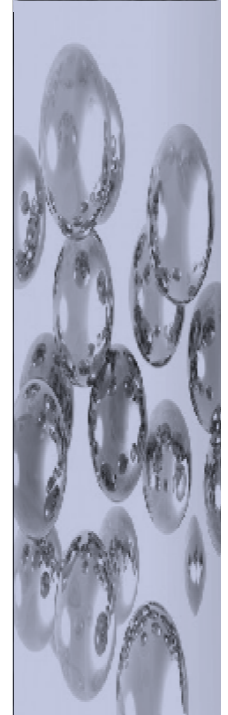
- ❑ *Teaching Fellow*
 - Direct student contact in a formal instructional setting - listed as instructor of record.
- ❑ *Teaching Assistant*
 - Do not have primary responsibility for teaching a course - direct supervision by instructor of record
- ❑ *Research Assistant*
 - Engaged in research activities under direction and supervision of PI
- ❑ *Graduate Services Assistant*
 - Administrative responsibilities or other activities that do not fit within TF, TA, or RA job responsibilities
- ❑ *Fellowship*
 - Prestigious, competitive award that provides financial support to a student who is pursuing graduate studies. No employment.



Compensation Levels

- ❑ Level 1
 - First year students without experience in a graduate degree program.
- ❑ Level 2
 - Students pursuing a master's degree or seeking a doctoral degree with at least 18 credits towards their degree.
- ❑ Level 3
 - Doctoral students who have advanced to candidacy or are ABD

Level 1	Level 2	Level 3
Min: \$(OSU avg) - 15%	Min: \$OSU avg	Min: \$(OSU avg) + 15%
Max: \$Min + 25%	Max: \$Min + 25%	Max: \$Min + 25%



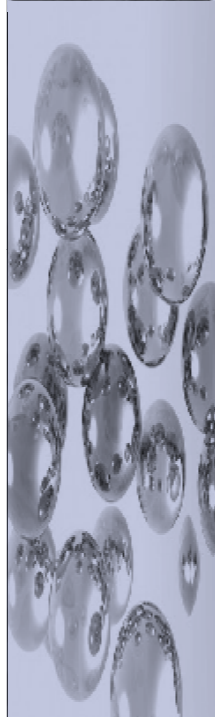
Stipend and Tuition Budget Projections

□ Projection assumptions

- Bring all state supported graduate students up to at least OSU study benchmark
- Bring local and grant funded students up to OSU study benchmark
- Unduplicated students in payroll and average number of credit hours provided tuition budget
- Fall 2008 snap-shot

□ Currently

- Obtaining Fall 2009 data from colleges to refine projections



Stipend Projection

- Shortfall for reaching target determined for each department by calculating difference between current payroll and payroll needed if each pay line was brought to at least OSU study average
 - If pay line currently exceeds OSU study average, then assumed no additional funds in that case



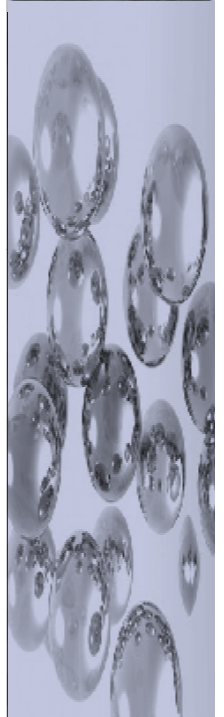
Dept	ID	Classification	Monthly Pay	Percent effort	OSU 9-month 50% Average	Max(Current, Equivalent OSU average)
Biology	10236818	TA	\$1,111.11	39%	\$16,018	\$1,388.22

Monthly shortfall	\$277.11
9-month shortfall	\$2,493.99



Implementation Considerations

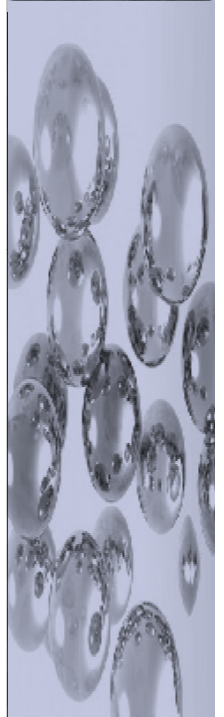
- ❑ Graduate Data
- ❑ Salary Adjustments
 - Salary transition plan for graduate students paid from local/grant (non-state) funds
- ❑ Graduate Student Lines
 - College and/or Department half-time equivalents (HTEs)
 - Central salary pool
- ❑ Tuition & Mandatory Fee coverage
 - Criteria for full tuition & mandatory fee coverage
- ❑ Fellowships
 - Benefits coverage
- ❑ Other Scholarship Programs
- ❑ Policy changes



Graduate Enrollment Data

(Fall 2008)

- ❑ Graduate students ~ 20% (6,894) of student population
 - 36.5% (2,516) Full-time
 - 63.5% (4,378) Part-time
- ❑ Doctoral Students
 - 22% (1,498) of graduate students
 - 43% (644) Full-time
 - 57% (854) Part-time
- ❑ Masters Students
 - 78% (5,396) of graduate students
 - 35% (1,872) Full-time
 - 65% (3,524) Part-time
- ❑ Note that data definitions currently used to define part-time students may not accurately reflect actual status

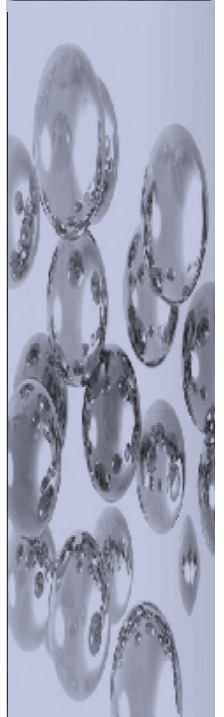


Graduate Employment Data

(Fall 2008)

□ Graduate assistantships

- 1,645 job records (multiple classifications, diff funding sources, or diff depts)
- Classifications
 - TF = 434
 - TA = 686
 - RA = 336
 - GSA = 189
- 1,274 total headcount
 - 1,198 headcount - academic depts only
 - 1,044 headcount - state funded only

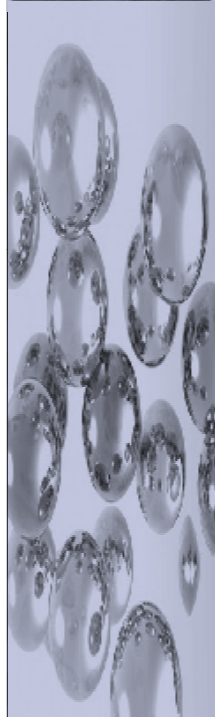


Graduate Employment Data

(Fall 2008)

□ Doctoral Students

- 952 job records
- Classifications
 - TF = 310
 - TA = 333
 - RA = 211
 - GSA = 98
- 730 headcount
 - 708 headcount - academic depts only
 - 617 headcount - state funded only

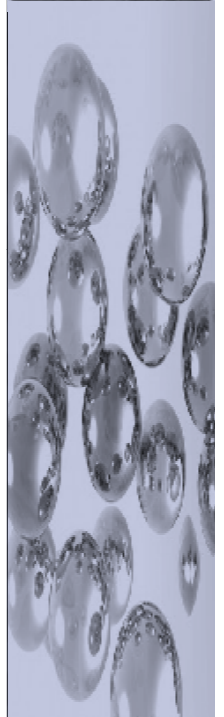


Graduate Employment Data

(Fall 2008)

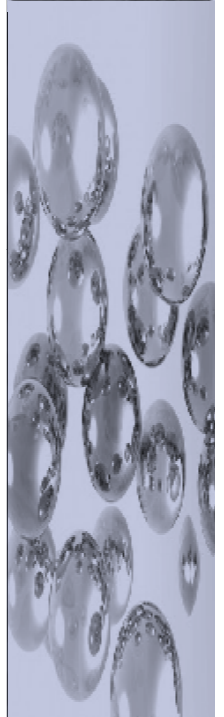
□ Masters Students

- 681 job records
- Classifications
 - TF = 124
 - TA = 343
 - RA = 123
 - GSA = 91
- 532 headcount
 - 479 headcount - academic depts only
 - 418 headcount - state funded only



Pay Scales

- ❑ Initial placement of students at appropriate level based on current salary &/or program progress, whichever is higher
- ❑ No salaries will be lowered
- ❑ Colleges have provided feedback on benchmarks
- ❑ Pay scales will be review every two years



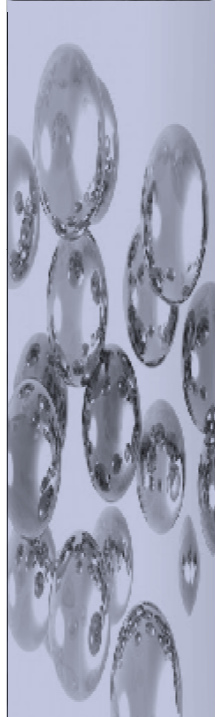
College or Department HTEs

□ Distribution Considerations

- Initial review of allocations and classifications of lines by deans
- Deans have authority to redistribute lines across college
- Allocate HTEs directly to departments

□ Annualized Personnel Process

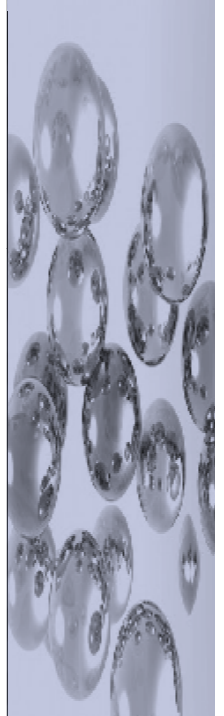
- Allow changes to be made on an annual basis to HTEs by classification, number of lines, and salary levels
- Dept submits request to deans and deans submits request to Provost during annual faculty personnel exercise
- Require minimum of $\frac{1}{2}$ HTE



College or Department HTE Lines - THE DATA

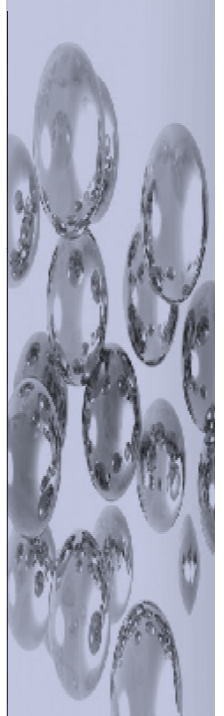
State funded HTE allocation

College	TA	TF	RA	GSA	Total
CAS	265	145	69	20	499
CENG	29	3	22	0	54
CINF	17	10	1	0	28
COB	15	16	11	3	45
COE	25	34	4	3	66
COM	59	96	0	3	158
CPACS	8	24	0	0	32
CVAD	37	8	0	1	46
SMHM	7	1	0	0	8
SOJ	9	1	4	1	15
Total	471	338	111	31	951



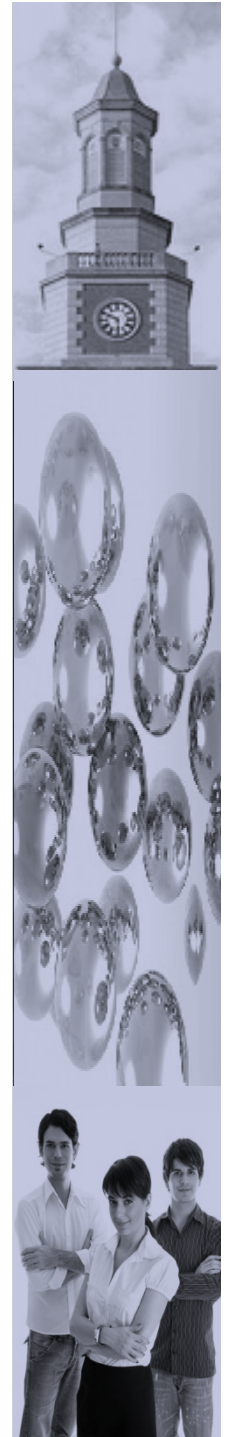
Transition Plan for Local/Grant Funds

- ❑ Allow for up to a 3-5 year transition period to fund at the appropriate salary level
- ❑ Supplement increase to appropriate salary level from central pool during transition period (via salary savings)
- ❑ All new grants awarded after implementation must adhere to new salary plan
- ❑ Requirement to cover tuition and mandatory fees for eligible graduate students on assistantships and/or fellowships



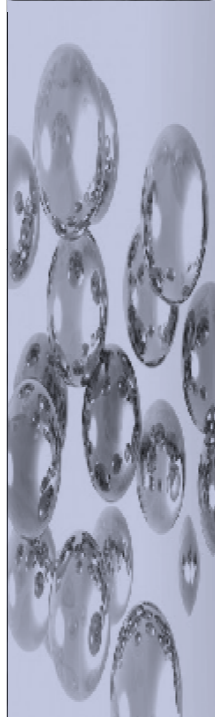
Transition Plan for Local/Grant Funds - THE DATA

College	HTE Lines (rounded)	Current Costs (non-state) 9-mth	Average Current Costs (non-state) 9-mth	Increase to Min (9-mth)
CAS	116	\$ 1,712,259	\$14,761	\$ 293,096
CENG	31	\$ 408,561	\$13,179	\$ 38,460
CINF	10	\$ 99,380	\$9,938	\$ 16,723
COB	6	\$ 82,334	\$13,722	\$ 6,720
COE	27	\$ 234,262	\$8,676	\$ 136,407
COM	0	\$ 903	\$903	\$ -
CPACS	10	\$ 106,276	\$10,628	\$ 29,804
CVAD	2	\$ 13,800	\$6,900	\$ -
SMHM	0	\$ 0	\$0	\$ -
SOJ	2	\$ 21,200	\$10,600	
Total	204	\$ 2,678,974	\$13,132	\$ 535,174



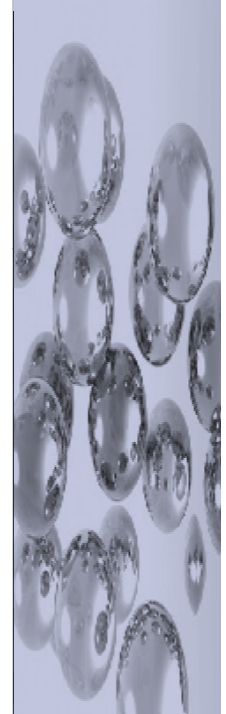
Central Salary Pool

- ❑ Scoop funds currently used to pay for graduate students & add to central pool
- ❑ Add central funds to pool to bring graduate students up to appropriate salary levels
- ❑ Central Pool will be considered for positive adjustment whenever merit is available or tuition & fees increase
- ❑ State support for students
 - Masters = no more than 3 years
 - Doctoral = no more than 6 years



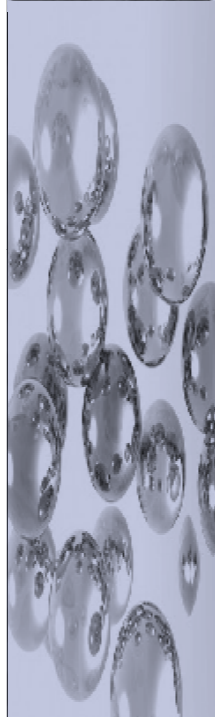
College or Department HTE Line Costs - THE DATA

College	H.T.E. Allocation (rounded)	Current Costs (state) 9-mth	Average Current Costs (state) 9-mth	Total Increase to Min (9-mth)
CAS	499	\$ 6,652,983	\$13,333	\$ 1,234,829
CENG	54	\$ 663,717	\$12,291	\$ 101,728
CINF	28	\$ 331,026	\$11,822	\$ 45,547
COB	45	\$ 620,515	\$13,789	\$ 49,091
COE	66	\$ 608,788	\$9,224	\$ 213,054
COM	158	\$ 1,283,174	\$8,121	\$ 684,957
CPACS	32	\$ 284,119	\$8,879	\$ 157,052
CVAD	46	\$ 469,617	\$10,209	\$ 142,510
SMHM	8	\$ 47,713	\$5,964	\$ 51,848
SOJ	15	\$ 89,853	\$5,990	\$ 111,949
Total	951	\$11,051,504	\$11,621	\$ 2,792,564



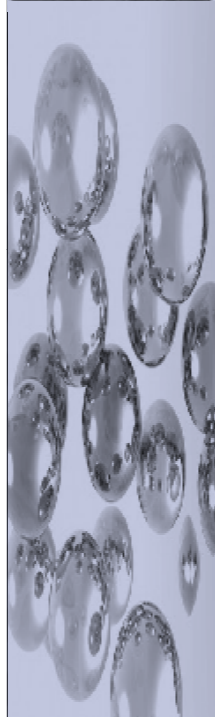
Full Tuition & Fee Coverage

- ❑ Based on full-time enrollment
 - What is full-time?
- ❑ Fellowship or Assistantship at HTE
- ❑ Good academic standing
- ❑ Targeted implementation
 - Doctoral programs
 - Signature master's programs
- ❑ Goal to increase coverage



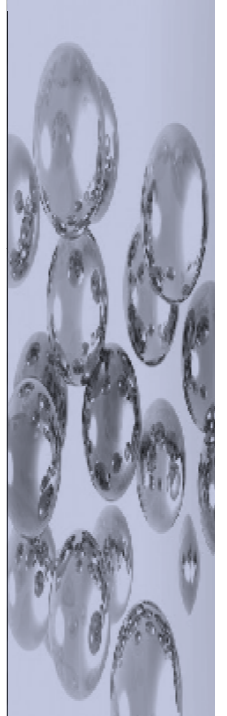
Fellowships

- ❑ Support will include stipend, tuition and insurance
- ❑ Initial goal to support (top) 5% of students through fellowships
 - Currently 44 MDF students
- ❑ Evaluate effectiveness of fellowship programs
 - Effectiveness in recruiting
 - Compensation structure
 - Competitive and strategic allocation



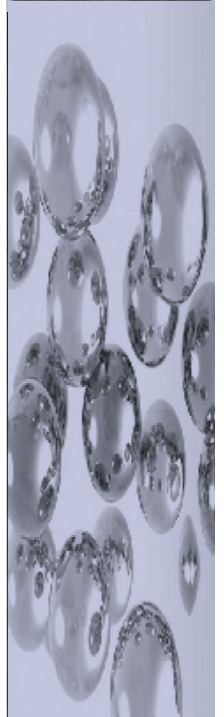
Other Scholarship Programs

- Academic Achievement Scholarships
 - \$1,000 award
 - Allows for resident tuition rates
 - Current awards around 200



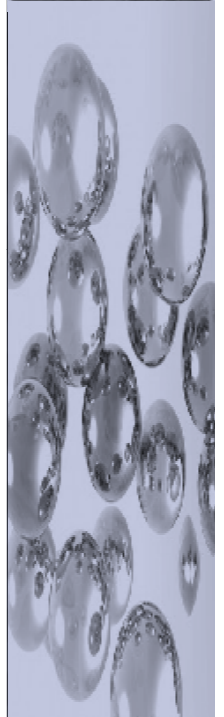
Breakeven Options

	Scenario 1		Scenario 2		Scenario 3		Scenario X	
	<i>Count</i>	<i>Dollars</i>	<i>Count</i>	<i>Dollars</i>	<i>Count</i>	<i>Dollars</i>	<i>Count</i>	<i>Dollars</i>
<i>Budget</i>		6,800,000		6,800,000		6,800,000		6,800,000
Salaries (state deptids only)	1044	2,792,564	1044	2,792,564	1044	2,792,564	1044	2,792,564
Fellowships (w/Ben & T&F)	75	2,222,925	50	1,481,950	100	2,963,900	??	
Acad Achieve Schol @ \$1,000	200	200,000	150	150,000	100	100,000	??	
Full T&F Scholarships	242	1,584,511	363	2,375,486	144	943,536	??	
<i>Balance</i>		-		-		-		-



Policy Changes/Considerations

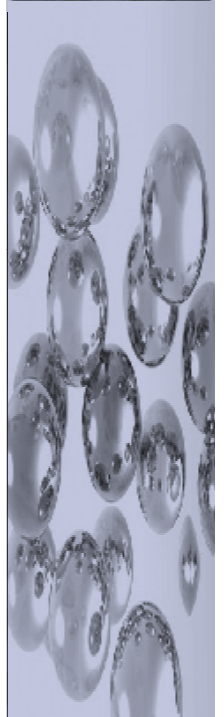
- ❑ Guidelines for Recruitment and Selection of Teaching Fellows and Teaching Assistants - 15.1.27
 - http://www.unt.edu/policy/UNT_Policy/volume3/15_1_27.html
 - Minimum academic load (teaching & enrollment)
- ❑ Guidelines for Orientation, Supervision, and Evaluation of Teaching Fellows and Teaching Assistants - 15.1.28
 - http://www.unt.edu/policy/UNT_Policy/volume3/15_1_28.html
 - Evaluation and supervision requirements
- ❑ Part-Time Faculty - 15.1.32
 - http://www.unt.edu/policy/UNT_Policy/volume3/15_1_32.html
 - Evaluation requirements
- ❑ Employment of Student Research Assistants - 1.3.4.2
 - http://www.unt.edu/policy/UNT_Policy/volume1/1_3_4_2.html
 - Responsibilities and supervision



Policy Changes/Considerations

(cont')

- ❑ Health Insurance Policy for International Students - 18.1.7
 - http://www.unt.edu/policy/UNT_Policy/volume3/18_1_7.html
 - Mandatory insurance requirements
- ❑ Graduate Fellowship/Research Assistantship Load Specifications - 18.3.13
 - http://www.unt.edu/policy/UNT_Policy/volume3/18_3_13.html
 - Minimum course enrollment
- ❑ Out-of-State Tuition Waiver/Teaching Fellows, Teaching Assistants, Research Assistants and Dependents
 - http://www.unt.edu/policy/UNT_Policy/volume2/2_2_16_1.html
 - Definitions of graduate student classifications (GSA excluded)



Next Steps

- ❑ Incorporating feedback from colleges
- ❑ Developing pay and HR structure
- ❑ Follow-up meetings with colleges and chairs
- ❑ Implementation Spring 2010

