January 29, 2015

To: Dean Karen Klomparens
   UCGS

Fr: UCGS Subcommittee on Employment and Mentoring

Re: Recommendation for compensation for RA and TE

The UCGS Subcommittee on Employment and Mentoring was convened to deliberate and recommend to UCGS compensation for Research Assistants (RAs) and Teaching Excluded Assistants (TEs) for 2015-16.

We recommend a 3% increase in stipend pay which is in accordance with recent years recommendations. While we also discussed and reviewed potential changes to health care coverage, based on material that was presented to our subcommittee no change is being recommended at this time. We do, however, strongly urge the exploration of an increase to the tuition waiver credits to better support RAs and TEs. Even within our small committee we noted that while the views on the tuition waiver vary greatly, it is clearly a major concern for graduate students from certain programs. Improvements in the accounting system that track credit usage among different degrees, along with a careful review of requirements within and at different stages of individual graduate degree programs could have major benefits in forging a way forward that will maximize the utilization of resources.

In a competitive compensation climate, a targeted increase in the number of credits associated with the tuition waiver will better align us with our CIC peers, aid in time to degree, foster programs’ abilities to develop innovative educational models, and result in differentiated and more refined approaches to questions of compensation specifically, and the recruitment, retention, and matriculation rates of graduate students, generally.