



To: George Dixon, Vice-President, Academic & Provost
 From: Beth Jewkes, Chair, Graduate Student Support Advisory Committee
 cc: Members of the Graduate Student Support Advisory Committee
 Sarah Hadley, Director of Finance
 Date: 19 December 2017
 Subject: 2018/2019 Graduate Student Financial Support

The Graduate Student Support Advisory committee (GSSAC)** considers the TA rate, RA rates, and this year, is recommending the minimum level of PhD support. GSSAC met on 21 November 2017 and 19 December 2017 and recommends unanimously to increase the minimum PhD funding, the RA and TA rates all by 1.75%. The rationale for this recommendation can be found in the attached documents, which were prepared and given to the GSA for their consideration after the 19 November 2017 meeting.

Specifically GSSAC recommends:

Recommendation 1: That the 2017/2018 recommended RA rate for masters students (\$39.66) be increased 1.75% to \$40.35 for 2018/2019, effective May 1, 2018. This corresponds to \$6456 per term.

Recommendation 2: That the 2017/2018 TA rate of \$31.90 per hour be increased 1.75% to \$32.46 per hour for 2018/2019, effective May 1, 2018. This corresponds to \$5193 per term.

	2017/2018 Actual			2018/2019 Recommended		
	Per term*	Per Month	Per Hour	Per term*	Per Month	Per Hour
Masters RA	6345	1586.25	39.66	6456	1614.00	40.35
TA	5104	1276	31.90	5193	1298.33	32.46

* assuming 10 hours per week for 16 weeks.

Minimum Level of PhD funding:

GSSAC also considered this year how to harmonize the PhD RA rate normally decided upon by GSSAC, and the minimum level of PhD funding, normally decided upon through other decision mechanisms. GSSAC noted the following:

- The 2017/2018 PhD RA rate set by GSSAC last year is \$45.62 per hour, which corresponds to \$7299 per term (assuming 10 hours per week for 16 weeks). Finance publishes **the term rate** on its website: <https://uwaterloo.ca/finance/compensation-rates>
- The 2017/2018 minimum level of PhD funding is \$22,647, which corresponds to \$7459 per term, an amount higher than the GSSAC recommends.

GSSAC seeks to harmonize the two rates by:

- increasing the 2017/2018 minimum level of PhD funding by 1.75% from \$22,647 to \$23,043, thus increasing the associated level of funding from \$7549 to \$7681 per term.
- Using the \$7681 figure in our recommendation for PhD RA funding per term. This will result in Finance publishing a term rate that corresponds to 1/3 the minimum level of PhD funding.
- In doing this, the figures published on the Finance web page will increase from \$7299 (based on former GSSAC rates) to \$7681 (now based on 1/3 minimum level of PhD funding). The *apparent* increase is about 5%, but in reality, the increase is only 1.75% because the former GSSAC rates had to be topped up to the minimum level of PhD funding anyhow.

Recommendation 3: That the 2018/2019 minimum level of PhD funding be increased 1.75% from \$22,647 to \$23,043, effective May 1, 2018.

Recommendation 4: That the 2018/2019 RA for PhD students be increased from \$7299 to \$7681 per term, effective May 1, 2018. The 2018/2019 rate corresponds to \$23,043 per year. This recommendation harmonizes

Summary of recommendations:

	2017/2018 Actual			2018/2019 Recommended		
	Per term*	Per Month	Per Hour	Per term	Per Month	Per Hour
PhD RA	7299	1824.75	45.62	7681	1920.28	48.01
Masters RA	6345	1586.25	39.66	6456	1614.00	40.35
TA	5104	1276	31.90	5193	1298.33	32.46

* assuming 10 hours per week for 16 weeks.

****Committee Membership 2017/2018**

Beth Jewkes (chair)	Christiane Lemieux	Jeff Casello (resource)
Mel Knox (secretary)	Robert Lemieux	Jennifer Kieffer (resource)
Robert Bruce	Max Salman	Alan Starr (resource)
Bruce Hellinga	Christopher van Bommel	Susan Tighe (resource)

Response from provost: