



UNIVERSITY OF
WATERLOO

To: Ian Orchard, Vice-President, Academic & Provost
From: Beth Jewkes, Chair, Graduate Student Support Advisory Committee
Cc: Members, Graduate Student Support Advisory Committee
Jane Manson, Director of Finance
Date: 30 March 2016
Subject: 2016/17 – Graduate Student Financial Support

The Graduate Student Support Advisory Committee (GSSAC)* considers the TA rate, compensation for RAships, and distribution of additional funds across TA Support, UW Graduate Scholarships and Millennium Bursaries. GSSAC met on December 17, 2015, March 4 and March 22, 2016 and recommends the following:

1. **Graduate Student Support.** Increase graduate student support by \$401,000 in total, effective May 1, 2016 with all \$401,000 directed towards TA's and Graduate Experience Awards. GSSAC is not recommending an increase in the Graduate Scholarship or Millennium Bursary funds.

Rationale: This is aligned with the salary increases of 1.95% for faculty and staff.

2. **TA Rate.** Increase the TA rate for 2016/2017 to \$31.43 per hour, effective May 1, 2016.

Rationale: This is aligned with the faculty and staff salary negotiation increase of 1.95%.

3. **RAships.** Increased the recommended RA rate for 2016/17 by 1.95% from \$38.33 per hour to \$39.07 per hour at the masters level, and from \$44.09 per hour to \$44.95 per hour at the doctoral level, effective May 1, 2016.

Rationale: These rates are a voluntary guideline. They follow decisions made in previous years whereby RA rate increases follow TA rate increases.

Issues of Concern to GSSAC:

It has been some 20 years since GSSAC was formed. Its processes have evolved somewhat, but have not changed sufficiently to reflect a more complex graduate student funding environment. Based on an examination of GSSAC history, the ad-hoc manner in which minimum levels of PhD funding have been decided in recent years, and the new NRAM budget model, GSSAC feels it would be useful to have its role reviewed vis a vis all graduate student funding decisions. GSSAC would therefore like to make the following recommendation:

Recommendation: That the provost request a review of decision-making roles and responsibilities around all forms of graduate student support.

The following decisions are of interest to GSSAC, but may not encapsulate all matters the provost may wish to explore in a review:

- TA pay rates, standard TA workload (hours/term);
- whether the current graduate experience award (GEA) is achieving its original intent and if its use should be continued (this may become a moot point with NRAM unless GEAs are otherwise implemented).
- RA pay rates;
- minimum funding levels for PhD students;
- the potential of a minimum funding level for research masters students; and
- how budgets for needs-based and scholarship funds are established and increased.

Members of GSSAC would welcome the opportunity to provide input to the review.

Response from provost:

I appreciate the work of the committee and approve the recommendations 1, 2 & 3 overleaf.

I am supportive of a review of graduate support from all funding sources & will engage the AP Grad in this
Jan Clark

**University of Waterloo
Graduate Student Support
Allocation Worksheet**

Available Funds	2016/17
Estimated TA Expenditures Increase	20,569,000
Total Available Funds for 2016/17	401,000

Based on actual 2014/15 Expenditures (TA and Sessional and Graduate Experience Awards).
1.95% Enter % increase

You can distribute funds by setting an increase for the TA funds in panel 1, row A OR by distributing funds in Panel B to the UW Graduate Scholarship and/or Millennium Bursary with the remaining funds to be used for the TA fund increase.

Panel 1		Panel 2	
Proposed TA Pot Increase	1.95%	Graduate Scholarship Pot	UW Graduate Scholarship
Amount available to TA and experience funds	401,000	Proposed Increase	0.0%
One-third A for Graduate Experience Awards	133,670	2014-15 Increase	2,530,109
Two-third A for TA funds	267,330		Millennium Bursary
Remaining for distribution to scholarship and bursary funds	0		0.0%
Total	401,000		515,000

Panel 3		Panel 4	
Allocations	2014-15 Budget	Proposed Increase from Panel 1	Total Increase 2015/16
UW Graduate Scholarship	2,530,109	-	-
Millennium Bursary	515,000	-	-
	sum not not exceed		Percent Increase 0.00%
	D		2015/16 Budget 2,530,109
			515,000

Panel 4	
Total Increase:	
TA Pot Increase	401,000
Graduate Scholarship Pot Increase	-
Total	401,000

2012/13 TA rate	\$ 28.50	(\$27.70 * 2.888%)
2013/14 TA rate	\$ 29.25	(\$28.50*2.63%)
2014/15 TA rate	\$ 30.15	(\$29.25*3.070%)
2015/16 TA rate	\$ 30.83	(\$30.15*2.35%)
2016/17 TA rate	\$ 31.43	(\$30.83*1.0195)

- Notes:**
- The Available Funds section is based on final TA expenditures for 2013/14, including the graduate experience awards and the proposed increase discussed at GSSAC.
 - The TA pot amount is that to be allocated to the TA rate increase and graduate experience award (previously called the TA scholarship).
 - The 2013/14 scholarship and bursary amounts shown are the current budgets for these funds.
 - The GSA members need to advise on the actual allocations preferred and can make the changes, as appropriate to the proposed increases.

If you have any questions, please contact Jennifer Keiffer, IAP, (j2kieffer@uwaterloo.ca) Ext 33989