

Report of the Graduate Assistantship Support Task Force

February 2023

[Executive Summary](#)

[Introduction and Charge](#)

[Task Force recommendations](#)

- [1. Establish a formal and on-going commitment to meeting the cost of living for graduate assistants](#)
- [2. Continued study of the cost of living](#)
- [3. Phase in adjustments to raise minimum stipend to meet cost of living](#)
- [4. Provide an immediate adjustment to a minimum step level](#)
- [5. Cover comprehensive fees](#)
- [6. Expand summer funding opportunities](#)
- [7. Increase external funding support for graduate assistants](#)
- [8. Increase support for graduate students beyond stipend increases](#)

[Supporting material and cost calculations](#)

[Cost of Living](#)

[Cost Estimates for Raising Minimum Stipend Level](#)

[Adjusting Cost of Living to locations across Virginia](#)

[Recommendations on Continued Study and Commitment to Cost of Living](#)

[Annual Process](#)

[Further Investigation into Housing Costs for Graduate Students](#)

[Estimating the Cost of Living for Individual Students](#)

[Establishing Compensation Beyond the Minimum Cost of Living](#)

[Recommendation to include comprehensive fees in GA compensation](#)

[Benefit to Graduate Students:](#)

[Benefit to Graduate Programs](#)

[Benefit to Virginia Tech](#)

[Cost Estimates for Including Comprehensive Fees in Graduate Assistantship Packages](#)

[Funding for Nine and Twelve Months](#)

[Recommendations](#)

[External funding and philanthropy](#)

[Supporting student-initiated fellowships](#)

[Sharpening focus on endowed graduate assistantships](#)

[Increased support for graduate students beyond stipend increases](#)

[Affordable Housing](#)

[Health Insurance](#)

[Local Partnerships](#)

[Considerations for International Students](#)

[Improved Communication to Students](#)

[Appendix A: Task Force Charge](#)

[Appendix B: Estimated Costs for Raising Minimum Stipends](#)

[Appendix C: Estimated Costs for Covering Comprehensive Fees](#)

Executive Summary

The Graduate Education Task Force Report¹, released in November 2020, made several recommendations related to graduate teaching and research assistantship stipends. These recommendations made clear the importance of moving forward with a comprehensive analysis of graduate student financial support and formulation of a plan to advance the university's ability to recruit and adequately support top graduate students. In May 2022, Provost Cyril Clarke appointed the **Graduate Assistantship Support Task Force** to continue this work, recognizing that graduate students continue to express significant concerns that assistantships and benefits are often inadequate to support them and their families without incurring significant debt, with consequent negative impacts on mental health and equity. [from charge document]

Virginia Tech's Board of Visitors (BOV) annually sets the compensation for graduate assistants, and those reports from the BOV Finance and Resource Management Committee² acknowledge the importance of building a graduate compensation program that is competitive with those offered at comparable institutions. As our Task Force conducted its work, we were aware of reports across the country of graduate student workers successfully negotiating compensation plans to better meet or catch up with cost-of-living estimates³. Notably, both *Science*⁴ and *Nature*⁵ published articles in May 2022 (the same month our Task Force was charged) featuring the importance of engaging in work similar to the charge of the Graduate Assistantship Support Task Force at Virginia Tech.

The Task Force recommends that Virginia Tech (VT) administration commit to supporting all graduate assistants at a level consistent with the cost of living where students are residing and completing their academic programs. A commitment to meeting the costs of living will advance the research, instructional, and service components of Virginia Tech's land grant mission.

We give here abbreviated versions of the key Task Force recommendations; all recommendations are elaborated within the appropriate, subsequent report section. We recommend that VT:

1. Establish a formal and on-going commitment to meeting the cost of living for graduate assistants
2. Continue to study of the cost of living
3. Phase in adjustments to raise minimum stipend to meet cost of living
4. Provide an immediate adjustment to a minimum step level
5. Cover comprehensive fees
6. Expand summer funding opportunities
7. Increase external funding support for graduate assistants

¹ <https://graduateschool.vt.edu/numbers/task-force-reports/2020-grad-ed-task-force-rept.html>

² https://bov.vt.edu/assets/Attachment%20R_Approval%20of%202022-23%20Compensation%20for%20Graduate%20Assistants.pdf

³ <https://www-chronicle-com.ezproxy.lib.vt.edu/article/graduate-students-win-pay-raises-as-union-efforts-surge>

⁴ <http://doi.org/10.1126/science.caredit.add1421>

⁵ <https://doi.org/10.1038/d41586-022-01392-w>

8. Increase support for graduate students beyond stipend increases.

Introduction and Charge

On May 11, 2022, Executive Vice President and Provost Cyril Clarke and Dean of the Graduate School Aimée Surprenant appointed a Task Force to examine graduate student stipends at Virginia Tech (VT) and make recommendations for providing assistantship stipends and other financial support sufficient to cover cost-of-living and educational expenses and that minimizes educational debt. The full charge memo is included as Appendix A of this report. We list the membership of the Task Force below.

- Chair: Patricia Hammer, Associate Dean for Faculty Affairs and Graduate Studies
College of Science
- Representative from Graduate School leadership—William Huckle, Associate Dean,
Graduate School
- College dean's office representatives, one from humanities/social sciences and one from
sciences/engineering—Tom Ewing (CLAHS), Holly Matusovich (COE)
- Budget and finance representative—Tim Hodge
- Representative from OVPRI—Randy Heflin
- Representative from Cranwell International Student services—David Clubb
- Representative from the Department Heads Council— Saul Halfon (STS)
- GPSS President—Ben Beiter PhD Aerospace Engineering
- BOV graduate representative— Anna Buhle, MD program
- 5 graduate students nominated by the GPSS
 - Maruf Hoque PhD TBMH
 - Pooja Algikar PhD Electrical and Computer Engineering, NVC
 - Emily Burns PhD Higher Education
 - Leonard-Allen Quaye PhD Agricultural and Applied Economics
 - Kat Gray PhD English
- Faculty members nominated by the Faculty Senate from both humanities/social sciences
and sciences/engineering— Eric Kaufman (ALCE), Camillo Miriani (Physics)

Providing compensation to meet the cost of living recognizes the essential contributions of graduate assistants to every function of the university. Graduate assistants contribute to the research mission by serving as research assistants for faculty projects while also contributing to discovery through coursework, independent projects, and dissertations. The instructional activities of the university depend on graduate students who assist faculty, support undergraduate learning, and teach their own courses as instructors of record. The service mission of the university is furthered by graduate assistants who work in university programs as well as those engaged in outreach and public scholarship. The success of the university's mission of research, instruction, and outreach thus requires the intellectual efforts, mental

well-being, and physical capacities of graduate students. Despite this central role for graduate students, Table 3.5 of the Graduate Education Task Force report shows that Virginia Tech's minimum stipend is far below that of peer universities. Raising the stipend level is crucial to increasing the university's competitiveness for graduate students.

A commitment to meeting the cost of living fulfills Virginia Tech's obligation to serve (*Ut Prosim*) the community which includes graduate students and their family members. Graduate assistants should have funding sufficient to meet the necessities of daily life, including lodging, food, medical care, transportation, taxes, services, and other costs. The Task Force has identified the current cost of living for a single graduate student living in Blacksburg or the New River Valley as \$2,734 a month. A monthly stipend of this amount is the minimum amount that meets the cost of living. The methodology used in the calculation of this amount is based on a modification of the graduate student cost of attendance for a single graduate student published annually by the Office of University Scholarships and Financial Aid. The modification was informed by multiple sources, including multiple surveys conducted by the Graduate and Professional Student Assembly over the last several years, and external reports on housing costs, rates of inflation, and major expenses.

The estimated monthly cost of living of \$2,734 results in an annual cost of living of \$32,810. Because most graduate students on assistantships must meet the full costs for an entire year, Virginia Tech's commitment to a cost of living minimum is also a commitment to meeting the minimum for a full year. The Task Force thus recommends a wide range of steps be taken to ensure that graduate assistants have opportunities to earn the income necessary to meet the cost of living over the course of twelve months. In the absence of such opportunities, graduate students attempting to cover the costs of a full year on a salary that only includes nine months of support may make compromises with their wellbeing, thus undermining the university's commitment to providing the support appropriate for the important contributions of graduate assistants to the mission of the university. It should also be noted, however, that some graduate students choose to seek employment outside the university during the summer months.

The Task Force recognizes variation in the experiences and thus the cost of living for graduate students. The estimate of a monthly minimum is based on costs in Blacksburg and the New River Valley. Graduate students on assistantships at other locations in Virginia, including Roanoke, Richmond, and northern Virginia, face higher expenses, particularly for housing, food, transportation, and medical care. Graduate students who also support family members face additional costs, such as child care or more complex health care, particularly if families include children, elderly relatives, or individuals with greater needs. International graduate students must deal with limits on their ability to work outside the university, while also facing additional costs for transportation, visa services, and more. The recommendations of the Task Force are thus made with full awareness that many graduate students face additional expenses that require further attention in order to prevent them from disrupting, limiting, and constraining their capacity to contribute to the mission of the university.

The recommendations below should apply to all graduate assistants funded by Virginia Tech using Educational and General (E&G) funds. Many of these recommendations also apply to graduate research assistants funded by external grants. Even though the funding for graduate research assistants originates with external agencies, these recommendations will ensure that these students are also fully and equitably supported by the university during their program of study.

The Task Force recognizes the substantial cost for implementing the recommendations below. Further, the Task Force recognizes that the university has implemented across-the-board increases of 5% over the past two years with a similar increase planned for next year and provides full tuition remission for graduate students on assistantships. These measures are helpful and appreciated but are not sufficient to meet the goal of a minimum cost of living for all graduate assistants.

The recommendations below will increase the competitive position of Virginia Tech by providing incentives for recruiting and enrolling a diverse cohort of outstanding graduate students and supporting them through completion of their program of study. Applicants who receive multiple offers of admission and funding need to recognize that Virginia Tech's stipend levels and complete financial packages are competitive with the top graduate programs in their fields. Ensuring that funding packages offered to students are highly competitive will also demonstrate to faculty that the university values their commitment to training graduate students.

The action to compensate graduate students at a rate that meets the cost of living has naturally raised the question of other university populations' abilities to afford the cost of living in Blacksburg. Drawing on the same motivation that instigated this effort, the Task Force suggests that the university further its commitment to and support of all members of its community by starting a similar effort for university staff.

Task Force recommendations

1. Establish a formal and on-going commitment to meeting the cost of living for graduate assistants

The Task Force recommends that the Dean of the Graduate School, the Provost, the President, and the Board of Visitors make a formal and on-going commitment to meeting the cost of living for graduate assistants. The cost of living should be calculated each year in response to current economic conditions, and the university should update its commitment to meeting these costs in ways that provide necessary reassurance to enrolled and prospective students. A commitment to meeting the cost of living should be communicated to the university community annually

through venues such as the President's State of the University address, the Provost's weekly messages, the Graduate School Bulletin, and the public sessions of Board of Visitors meetings. This commitment should also be posted visibly on the graduate school's website for consideration by applicants to graduate programs at Virginia Tech.

2. Continued study of the cost of living

The Task Force recommends a regular process for tracking the cost of living through a committee which includes representatives from the Graduate School, the Graduate and Professional Student Senate, the Commission on Graduate and Professional Studies, the Financial Aid Office, and the Budget Office. This group should meet regularly to examine current data about cost of living and review projections for future changes. Recognizing that graduate students are making a commitment of multiple years when they begin programs of study, these estimates should include projections of likely changes for a time horizon of at least five years. This committee should regularly report to the Commission on Graduate and Professional Student Affairs (CGPSA) and the Commission on Graduate and Professional Student Studies and Policies (CGPS&P) regarding current and future estimates of changes in the cost of living. This committee should regularly consider the needs of communities of graduate students such as international students, parents, care-givers for vulnerable family members, and student residents across Virginia.

3. Phase in adjustments to raise minimum stipend to meet cost of living

The Task Force recommends the university adopt a phased plan as necessary to increase stipend levels to ensure that all graduate assistants receive the cost of living minimum, currently at \$2,734 per month. This change would eliminate steps 1-18 in the current compensation program and provide graduate students with additional resources necessary to ensure their well-being as they fulfill their commitments in support of the mission of the university. Graduate research assistants funded by grants should have their stipends increased by comparable amounts with funding coming from grants or other external sources as well as internal sources as necessary. Note that this monthly stipend amount includes the need to pay comprehensive fees and would need to be adjusted if recommendation #5 is implemented. Cost scenarios developed by the Task Force are detailed later in this report. While the minimum cost of living is currently estimated to be \$2,734 per month, this figure shall be updated annually as stated in Recommendation #2.

4. Provide an immediate adjustment to a minimum step level

Recognizing the significant cost and planning necessary for implementation of Recommendation #3, the Task Force recommends that the university raise the minimum stipend

level for Fall 2023 to \$2,400 per month (currently step 14). This change would eliminate steps 1-13 in the current compensation program beginning Fall 2023. It is essential that immediate action be taken in order to provide graduate assistants currently in the most vulnerable positions with financial resources necessary to improve their well-being. Ideally, the university should raise the minimum monthly stipend to the full cost of living of \$2,734 a month (currently step 19) as fast as possible. The change in minimum stipend level would apply to state-funded graduate assistants as well as graduate research assistants funded by external grants. Effective immediately, current principal investigators should adjust budgets for graduate research assistants at the current step 14 if possible and/or seek university funds to make up the differential as appropriate. In all new grant proposals, principal investigators should budget using at least the minimum stipend level to ensure capacity to fulfill this recommended change in the future. Costs for this adjustment are detailed later in the report.

5. Cover comprehensive fees

The Task Force recommends that the university, beginning in Fall 2023, include payment of comprehensive fees as part of the standard assistantship package, along with stipend, tuition, and mandatory fees. This change would balance the equitable approach of raising the minimum stipend with an approach that would benefit all graduate students equally. Graduate programs would benefit greatly because funding offers would be more competitive with other universities. The Task Force recommends that the Provost and President, in consultation with the Graduate School and budget office, submit a proposal to the Board of Visitors to approve the inclusion of comprehensive fees as part of the standard compensation package offered to graduate assistants. If the recommended action cannot be accomplished immediately, phased cost scenarios are detailed later in the report. Note that the monthly stipend calculation in recommendation #3 above does include the need to pay comprehensive fees and would need to be reduced if this recommendation is implemented.

6. Expand summer funding opportunities

The Task Force strongly recommends that the university find ways to fund all graduate students over the summer. This recommendation recognizes that most graduate students need support for a full year and that stretching a nine-month assistantship to cover twelve months creates burdens, inequities, and vulnerabilities. Options for meeting this goal should include a mix of higher stipends, extended assistantships, hourly wage positions, teaching opportunities, research fellowships, support for campus programs, and other kinds of work, for all students who desire it. International students who are not eligible to work outside the university should be prioritized in making summer work decisions and allocations. Increasing nine-month stipends above the minimum cost of living can provide the income necessary for graduate students to cover their costs of living over an entire year. Increasing stipends from nine to twelve months

can also help students to meet this need. Graduate research assistants funded by external grants should be supported for a full year, if there is capacity, either on a twelve-month assistantship or a nine-month assistantship and wages in the summer. Summer research fellowships with philanthropic funding could support students over the summer to pursue their own research, thus advancing them towards degree completion and furthering their professional development, as well as increasing scholarly productivity of the university.

7. Increase external funding support for graduate assistants

The Task Force recommends additional and expanded measures to support graduate students pursuing external funding to support their studies and research. Securing external fellowships and grants provides graduate students with professional benefits, networking opportunities, and additional resources. Increasing funding for graduate students raises the profile of graduate programs, increases recruitment, and advances university goals. Support for graduate students seeking external funding should include workshops on grant writing, administrative support for programs, departments and colleges, and efforts to publicize the success of students in securing this recognition for the excellence of their scholarly activities. The university should also establish a mechanism to assist those students on external fellowships who become disadvantaged with respect to tuition, health insurance, or other benefits. Increased support from philanthropic sources could provide additional funding for graduate students to advance their professional and scholarly objectives.

8. Increase support for graduate students beyond stipend increases

The Task Force recommends that the university invest in additional ways to support graduate students that do not involve direct stipend increases but still contribute toward a total compensation commensurate with the cost of living. This includes both investments that lower the cost of living for graduate students, as well as policy and procedure changes that do not involve monetary resources.

Supporting Material and Cost Calculations

Cost of Living

Cost of living in an area can be hard to determine. The Task Force considered several different methods to estimate the cost of living for graduate students on an assistantship. First, the Graduate Student Assembly (now GPSS) put out a Cost of Living Survey in 2021-2022⁶. This survey set out to identify the *minimum cost of living for one graduate student*. From 754 completed responses, the survey found an average minimum monthly cost of living for all students of \$2,136. However, the limited scope of the survey did not include many costs - for example, textbook cost and out-of-pocket medical expenses. Further, 72% of survey respondents reported they were barely making the minimum to live and pay basic monthly expenses each month. Second, the MIT Living Wage Calculator⁷, which informed the resolution and subsequent establishment of this Task Force, is another estimate of cost of living. The MIT Living Wage Calculator uses aggregate public data to define an average cost of living in municipal areas across the country. In Montgomery County, the average cost of living for one adult with no children is \$36,179 per year. This data, however, is aggregate and not specific to graduate students and the Task Force excluded this from its analysis. Third and finally, the Task Force considered and adopted as a basis for its work the graduate student Cost of Attendance (COA)⁸ published every year by the Office of Financial Aid at VT. The COA is the estimated cost of a single graduate student attending VT for an academic year (9 months, mid-August to mid-May).

The Task Force adopted the following methodology for determining the cost of living for graduate students:

1. Remove tuition from the COA, as tuition is covered for all students on assistantships.
2. Remove loan fees from the COA as they will not be required for students not taking out loans.
3. Add a cost of \$762 per year for health insurance for students. The total cost for the student health insurance plan for the 2022-2023 academic year is \$3,276 per person⁹. On an assistantship, the university covers 88% of the student's plan, leaving a cost of \$393.12 on the student. There is an additional cost for the dental plan of \$369.24 per person for the 2022-2023 academic year¹⁰.
4. Adjust the cost of housing from \$1,177.33 per month in the COA to \$1,065.00. The housing cost included in the graduate student COA is calculated by the Office of Financial Aid under the assumption that a graduate student lives alone with no roommates. The short duration of the Task Force prevented the group from gathering

⁶ <https://gpss.vt.edu/advocacy/2020-2021-advocacy/2021-cost-of-living-survey-results.html>

⁷ <https://livingwage.mit.edu/counties/51121>

⁸ <https://finaid.vt.edu/graduate-students/cost-of-attendance-coa.html>

⁹ <https://risk.controller.vt.edu/studentmedicalinsurance/aetna-medical-insurance-information.html>

¹⁰ <https://risk.controller.vt.edu/studentmedicalinsurance/aetna-dental-insurance-information.html>

data on how many graduate students live alone and how many have roommates. Given that some graduate students live with roommates, the Task Force decided to average the cost of single and double rooms in the Graduate Life Center at Donaldson Brown Hall¹¹, VT's only on-campus graduate housing.

5. Take into account federal and state taxes on assistantships. Virginia state tax for earning over \$17,000 is \$720+5.75% of excess over \$17,000. Federal income tax for an assistantship bracket would be \$1,027 plus 12% of the amount over \$10,275. For an income of \$30,000, after a deduction of \$8,000, Virginia state income tax would be \$1,007¹². Federal income tax, after a deduction of \$12,950 would be \$1,840.50 for a total of \$2,848¹³.

Finally, the Cost of Attendance number needs to be adjusted to cover 12 rather than 9 months. For example, the cost of \$9,585 included below for room in the adjusted COA is for 9 months. This converts to a monthly cost of \$1,065, which must be paid by graduate students for 12 months. The cost of books/supplies included below in the COA is for 12 months as no books are required during the summer months. This converts to a monthly cost of \$92, which must be paid by graduate students for 12 months.

	Academic Year Cost of Living	Monthly COL for 12 months
Fees	\$2,494	\$208
Room	\$9,585	\$1065
Board	\$4,828	\$536
Books/Supplies	\$1,100	\$92
Personal	\$3,600	\$400
Transportation	\$1,588	\$132
Health Insurance	\$762	\$63
Taxes	\$2,848	\$266
Total		\$2,734

Table 1: Estimated Cost of Attendance

¹¹ <https://housing.vt.edu/contracts/rates.html>

¹² <https://taxfoundation.org/publications/state-individual-income-tax-rates-and-brackets/>

¹³ <https://taxfoundation.org/2022-tax-brackets/>

This would result in a yearly cost of living of $\$2,734 \times 12 = \$32,810$ (Table 1).

Correlating to the VT Graduate Student Pay Scales: this monthly stipend of \$2,734 is ensured at step 19. Note that being a graduate student is a multi-year commitment, so each student faces the above cost of living every month for the full year. Graduate assistants who are only paid at the above monthly rate for 9 months out of the year would not have their cost of living for the year met. This recommendation goes hand-in-hand with recommendation #6 focused on providing work opportunities for graduate students for a full 12 months.

The Task Force recognizes that the adjustment to \$2,734 would incur a significant cost to the university and may require a phased-in approach. However, in response to the graduate student survey and feedback from graduate students on the Task Force, it is clear that students are struggling to cover basic costs, such as textbooks and necessary medical care. Therefore, the Task Force recommends an immediate minimum adjustment for AY 23-24. From the \$2,135 average reported on the survey, the Task Force estimates an additional \$300 is needed resulting in a minimum monthly stipend of \$2,400 beginning in Fall 2023. This stipend amount is ensured at step 14. It is noted here that raising the minimum stipend is the approach that targets the greatest benefit towards those students who currently have the largest financial need.

Cost Estimates for Raising Minimum Stipend Level

The Office of Analytics and Institutional Effectiveness used the 2022-23 Full-Time Graduate Monthly Stipend Compensation Guide and graduate student enrollment data from Fall 2022 to estimate the cost of raising the minimum stipend level. These costs are outlined by both fund sources and by college in the tables below .

In Fall 2022, there were a total of 3031 graduate students compensated according to steps 1-18. The monthly cost of moving all of these students to step 19, which guarantees a monthly wage of at least \$2,734, is \$997,983 per month, of which \$358,959 is from sponsored programs. This translates to a cost of \$11,975,797 if all students move to 12-month assistantships and \$8,981,848 if all students remain on 9-month assistantships. The breakdown of cost by fund type and by college is shown below (Table 2 and Table 3).

		cost to move all students in steps 1-18 to step 19		
college	# of students steps 1 - 18	by month	12 month	9 month
AAD	52	\$32,270	\$387,242	\$290,431

CALS	342	\$120,880	\$1,450,558	\$1,087,918
CLAHS	334	\$128,933	\$1,547,201	\$1,160,401
CNRE	131	\$62,374	\$748,486	\$561,365
COE	1391	\$454,203	\$5,450,436	\$4,087,827
COS	559	\$139,845	\$1,678,141	\$1,258,606
CVM	58	\$19,783	\$237,400	\$178,050
IntColl	145	\$24,096	\$289,147	\$216,861
PCOB	19	\$15,599	\$187,186	\$140,390
Total	3031	\$997,983	\$11,975,798	\$8,981,848

Table 2: Breakdown of cost for \$2,734 recommended stipend, by college.

	cost to move all students in steps 1-18 to step 19		
Fund	by month	12-month	9-month
208 Educational & General	\$608,063	\$7,296,759	\$5,472,569
Agency 229	\$3,831	\$45,974	\$34,481
Auxiliary Enterprises	\$21,766	\$261,192	\$195,894
Sponsored Programs	\$358,959	\$4,307,507	\$3,230,630

Other	\$5,364	\$64,365	\$48,274
Total	\$997,983	\$11,975,798	\$8,981,848

Table 3: Breakdown of cost for \$2,734 recommended stipend, by fund source.

In Fall 2022, there were a total 1663 graduate students compensated according to steps 1-13. The monthly cost of moving all of these students to step 14, which guarantees a monthly wage of at least \$2,400 is \$215,414 per month, of which \$61,467 is through sponsored programs. This translates to a cost of \$2,584,965 if all students move to 12-month assistantships and \$1,938,723 if all students remain on 9-month assistantships. The breakdown of cost by fund type and by college is shown below (Table 4 and Table 5).

		cost to move all students in steps 1-13 to step 14		
college	# of students steps 1 - 13	by month	12-month	9-month
AAD	51	\$16,099	\$193,193	\$144,895
CALS	249	\$27,202	\$326,421	\$244,815
CLAHS	207	\$39,980	\$479,757	\$359,818
CNRE	110	\$23,351	\$280,210	\$210,158
COE	841	\$73,072	\$876,862	\$657,647
COS	153	\$19,509	\$234,110	\$175,582
CVM	18	\$4,925	\$59,097	\$44,323
IntColl	16	\$1,546	\$18,557	\$13,917

PCOB	18	\$9,730	\$116,758	\$87,569
Total	1663	\$215,414	\$2,584,965	\$1,938,723

Table 4: Breakdown of cost for \$2,400 minimum stipend, by college.

	cost to move all students in steps 1-13 to step 14		
Fund	by month	12-month	9-month
208 Educational & General	\$137,552	\$1,650,618	\$1,237,964
Agency 229	\$1,103	\$13,238	\$9,929
Auxiliary Enterprises	\$13,204	\$158,448	\$118,836
Sponsored Programs	\$61,467	\$737,606	\$553,204
Other	\$2,088	\$25,054	\$18,791
Total	\$215,414	\$2,584,965	\$1,938,723

Table 5: Breakdown of cost for \$2,400 minimum stipend, by fund source.

The tables in Appendix B also show a step-by-step cost breakdown. For example, the spreadsheet shows the number of students by college in each step and the (monthly) cost by college and fund type for moving all students in steps 1 through k to step k+1. The 12-month and 9-month costs are then determined by multiplying the monthly cost by 12 and 9 respectively.

Note that implementation of Recommendation #5, the recommendation to cover comprehensive fees would affect the methodology presented here. Specifically, the fees would be removed from the COL estimate, thereby reducing the monthly COL. This would translate into a different

monthly stipend step minimum of \$2,526, which would be ensured at step 16. Thus, the associated costs would be those incurred in moving all graduate students currently in steps 1-15 to step 16, as indicated in the spreadsheet.

Adjusting Cost of Living to locations across Virginia

The Cost of Attendance, and therefore the resulting Cost of Living for graduate students at each campus varies. In the DC area campus, the housing costs in the COA increase to \$1,800/month, while the fees decrease to \$28/month. In the same way as above, this would result in a monthly cost of living for students paid for 12 months of \$3,290/month, which matches step 28. In the Roanoke area, the costs are estimated to be the same as Blacksburg costs, with the exception of the VetMed College, where students are responsible for additional fees as well as insurance costs related to their schoolwork. At other locations around Virginia, these costs can vary even more; however, there is no COA for these locations currently. The student population at all these campuses together is less than the Blacksburg Campus, but the different costs these students face should be taken into account when determining the cost of living for each student. This is why the Task Force has recommended that established stipends be “consistent with the cost of living where students are residing and completing their academic programs.”

Recommendations on Continued Study and Commitment to Cost of Living

Annual Process

The Task Force recommends that a small group be convened annually to update the cost of living estimate for graduate students over time. The process they follow should match the methodology outlined above: Beginning with the COA that is defined each year, removing the tuition and loan fees, and then adding the health insurance, housing, and tax costs, just like this year, but updated to match the costs for that academic year. The first implementation of this approach should be during the 23-24 academic year in preparation for Fall 2024.

Further Investigation into Housing Costs for Graduate Students

In addition to the process stated above, the Task Force has identified housing costs for graduate students as an area that deserves further study. Exact housing costs for graduate students is hard to define. Housing costs in the graduate COA is ~\$1,177 per month. This is calculated as the cost for a student living alone with no roommates. An alternative number for the cost of housing is obtained from the Undergraduate Off-Campus Cost of Attendance which is \$7,200, or \$800 a month. This cost does assume living with roommates and sharing the housing cost as appropriate among roommates. The housing cost does include utilities as well as internet. This number, however, is not expected to capture costs seen by graduate students at the university. Indeed, this number does not capture the costs of the only on-campus housing available to graduate students, which is in the Graduate Life Center at Donaldson Brown. The room cost for this housing is ~\$1,222/month for a single room and ~\$908/month for a two-bedroom. Furthermore, in Fall 2022, the GPSS conducted a housing survey to understand the real housing costs seen by graduate students at VT. The preliminary data, at ~400 respondents, show that the average housing cost for students is \$1,026/month. After removing outliers and only considering those supported on assistantships (371 respondents) the average cost of housing seen is \$972/month.

In the absence of a definitive number, the Task Force estimated housing costs for this year as the average cost of housing in the Graduate Life Center at Donaldson Brown (\$1,065/month). The Task Force also recommends that the university establish a future task force on affordable housing for graduate students. There is already work being done on this with the GPSS and the housing survey mentioned above. Support would be investment of time and resources to that task force, as well as the consideration of putting resources behind the findings of that task force. The group continuing to look into cost of living should work with such a task force to define a more accurate and sustainable process for estimating that cost every year.

Estimating the Cost of Living for Individual Students

An additional limitation to the Cost of Living Estimate carried out by this Task Force is that it is an average estimate of the minimum costs it takes to live as a graduate student at VT, and it does not capture additional costs that are often faced by individual students. Such costs might include students with spouses or other dependents or students with costly medical conditions. The estimate also does not cover students with significantly lower costs, such as those with support from spouses or families. The charge of the Task Force, however, was to consider average support for an individual graduate student. As such, the Task Force believes that this is the best estimate for an individual student that we can derive at this time. The costs defined here are shared by all students. However, we do not have an estimate of how many students in our population have costs that significantly differ from this COL, and therefore cannot predict how accurate it is. The group continuing to look at COL should investigate these matters further in order to define a cost of living estimate that is representative of the graduate student population at VT rather than the minimum for attending the university.

Establishing Compensation Beyond the Minimum Cost of Living

In order to further minimize educational debt, increase the competitiveness of VT graduate student stipends, and provide compensation responsive to the cost of living, the Task Force recommends that the continuation group should establish an aspirational goal of an average stipend amount beyond the minimum cost of living. Extending compensation beyond the cost of living would allow students to cover non-routine and unexpected expenses and would buffer against identified and unidentified inaccuracies in the calculated cost of living. In VT's efforts to recruit top talent for graduate programs, it is essential that prospective graduate students know compensation covers and even slightly exceeds the cost of living in Blacksburg. Finally, increasing stipend averages would further minimize the educational debt that many current graduate students find necessary to cover income shortfalls. The exact amount of this aspirational goal should reflect broader university priorities, but even a small increase beyond the minimum cost of living would have a drastic impact on the experience of graduate students. This determination should also be informed by comparisons to minimum stipends offered at selected peer universities. For reference, this year Duke University is increasing its minimum graduate stipend from \$34,660.00 to \$38,600.00¹⁴. University of Pennsylvania also just raised their minimum from \$30,547 to \$38,000¹⁵. Graduate students at the University of California, Berkeley, a peer institution, receive a minimum of \$34,000 per year for five years. Additionally, Cornell University, increased their minimum 12-month doctoral stipends for 2023-2024 to \$43,326.¹⁶ The Task Force recognizes that university-to-university comparison of graduate student stipends is difficult and requires additional information related to comprehensive fees,

¹⁴ <https://www.dukechronicle.com/article/2022/09/duke-graduate-school-stipend-increase-financial-support-durham-rising-living-cost>

¹⁵ <https://penntoday.upenn.edu/news/penn-announces-largest-one-time-increase-minimum-phd-stipend>

¹⁶ <https://news.cornell.edu/stories/2023/02/graduate-student-stipends-increase-8-2023-24>

health care coverage/benefits and cost of living for graduate students at these peer and aspirational institutions.

Recommendation to include comprehensive fees in GA compensation

The Task Force recommends that the university include payment of comprehensive fees as part of the standard assistantship package, along with stipends, tuition, and mandatory fees. This change would result in positive outcomes for graduate students, graduate programs, and Virginia Tech, as detailed below.

Benefit to Graduate Students

Graduate students would markedly benefit by retaining the amount owed for comprehensive fees, a total of \$2,376 for 2022-2023. This amount is approximately 11% of the average stipend (9 month) across the university. In other words, graduate assistants would be able to retain a month of salary to use for other expenses. This recommendation directly addresses one of the primary concerns of the resolution passed by the Graduate and Professional Student Senate, the Commission on Graduate Student Policies, and University Council which is the urgency of providing graduate students with financial resources needed to meet living costs.

The change would benefit all graduate assistants equally as well as continue to address the issues of equity among graduate assistants by providing relatively more benefits to students earning lower stipends. Because comprehensive fees are a set amount for all graduate students, the impact is proportionally greater for students earning lower stipends: the cost of comprehensive fees is 125% of a monthly salary for a student earning \$1,900 a month (\$17,100 for 9 months), 100% for a student earning \$2,375 a month (\$21,275 for 9 months), and 80% for a student earning \$3,000 a month (\$27,000 for 9 months).

Benefit to Graduate Programs

Graduate programs would benefit because funding offers would be more competitive with other universities. Under current guidelines, most graduate applicants receive an offer letter with the amount of the stipend and a commitment to pay tuition and mandatory fees. Under current guidelines, applicants with offers from multiple universities who ask if the comprehensive fees could be included as part of their compensation are, in most cases, told that this is not possible. Graduate programs would be in a more competitive position relative to other universities if assistantship offers included commitment to pay all fees rather than the current practice of obligating students to pay comprehensive fees.

Benefit to Virginia Tech

A decision to include comprehensive fees in assistant compensation packages would communicate the university's commitment to ensuring that graduate students can meet the cost of living in the communities where they are studying and working. This decision would, in effect, provide an increase of approximately 10% in the amount of funds graduate students have to meet living costs, thus advancing toward the goal of providing students with a livable income. This decision can be combined with other measures recommended by the Task Force, including increasing the minimum stipend level, increases in stipends above the minimum, additional opportunities for earning income in the summer, and other measures, thus ensuring that the Task Force is meeting the charge of improving the well-being of graduate students.

This change demonstrates responsiveness to the unique needs and circumstances of graduate students: first, addressing the fact that comprehensive fees must be paid at the start of the semester, which means that graduate assistants owe a debt to the university before they even receive their first paycheck, and second, assuming the cost of fees (such as the athletic fee and recreation sports fee) that may be peripheral to graduate students' roles at the university. Although the first issue is partially addressed by the option of requesting a payment plan, including the comprehensive fees in the assistantship package is a more equitable and sustainable approach.

Including comprehensive fees in the compensation package would also apply to graduate research assistants funded by external grants, thus requiring an increase in these costs. Comprehensive fees could be included in the tuition charged to the grant, which would result in an increase of about 10% in this single budget item. If a grant is supporting a graduate research assistant for one full year with an estimated total direct cost of \$48,000 for stipend and tuition, including comprehensive fees is an additional 4% in this budget item. Because tuition is not included in the modified total direct costs, it would not result in additional indirect costs for the grant budget.

Cost Estimates for Including Comprehensive Fees in Graduate Assistantship Packages

The estimated university annual cost of this recommendation to include comprehensive fees as part of the standard graduate assistantship package is \$8.4 million in FY24 by the Office of Budget and Financial Planning. This cost by fund source is: \$4.87 million in the Educational & General (E&G) program, \$3.36 million in externally sponsored programs, and \$0.2 million in all other programs (auxiliary enterprises, Agency 229, etc.). To the extent that the Comprehensive Fee escalates, these cost estimates would increase by the same percentage. Several phased (multi-year implementation) scenarios were developed by the Office of Budget and Financial Planning. Table 6 below summarizes the E&G costs for these scenarios.

Estimated E&G Cost to Cover Comprehensive Fees in Graduate Tuition Remission						
Time period	FY24	FY25	FY26	FY27	FY28	FY29
1 Year	\$4,867,828	Escalation	Escalation	Escalation	Escalation	Escalation
2 Year	\$2,433,914	\$2,579,949	Escalation	Escalation	Escalation	Escalation
3 Year	\$1,622,609	\$1,719,966	\$1,821,703	Escalation	Escalation	Escalation
4 Year	\$1,216,957	\$1,289,974	\$1,366,278	\$1,445,998	Escalation	Escalation
5 Year	\$973,566	\$1,031,980	\$1,093,022	\$1,156,798	\$1,223,418	Escalation
6 Year	\$811,305	\$859,983	\$910,852	\$963,999	\$1,019,515	\$1,077,494

Table 6: Estimated E&G Cost to Cover Comprehensive Fees in Graduate Tuition Remission

Additional details related to associated costs to externally sponsored programs and other programs (auxiliary enterprises, Agency 229, etc.) is available in Appendix C.

Given that the current tuition remission budgets of externally sponsored grants and contracts do not plan for the cost of the comprehensive fee, a thoughtful process is needed to facilitate resource planning. For example, proposal budget assumptions would need to include this new cost so that subsequent proposals could plan for this new cost level. Existing grant & contract budgets may need to rebudget for the cost or identify strategies for voluntary cost sharing, if the budget on a grant or contract could not accommodate the cost. Adding the comprehensive fee to the remission program would be on top of tuition and E&G fees.

Funding for Nine and Twelve Months

Full year (12 month) assistantships provide more income for graduate students to cover the cost of living during an entire year. In most cases, graduate students' living costs are the same over the summer as during the academic year, which means they must either stretch a 9 month stipend over 12 months or seek additional employment in summer months. International students face particular challenges if their visa situation prohibits employment outside of Virginia Tech.

Graduate assistant positions funded by Virginia Tech should be extended to summer months for work done in support of instruction, research, or other university activities. The Task Force recognizes that the instructional needs of the university are significantly reduced during summer months, but beyond this type of work, graduate students may be eligible for Virginia Tech employment in the summer, including conducting research or working for the university in other capacities. Graduate students in certain fields may find summer positions which advance their professional and scholarly activities; however, these opportunities may be limited in some fields. Graduate research assistants funded by external grants are more likely to be employed for 12 months. Summer research assistants may be supported with a graduate research assistant position, with tuition if necessary, or may be supported in an hourly wage position. These positions should be open to international as well as domestic students. Graduate students are eligible for wage positions or may be employed to teach summer courses as adjuncts after they graduate.

Graduate Program Directors should find ways to support graduate students seeking employment in the summers by allocating funds from departments, directing students to available opportunities at Virginia Tech, and providing resources for students seeking employment or internships outside the university. The estimated costs for moving from 9-month assistantships at the current step level distribution to 12-month assistantships with all students at or above the minimum monthly COL stipend is outlined above. Fellowships which provide income for graduate students to do their own research in the summer are an ideal solution, as this approach provides financial support while advancing students toward degree completion and a successful start to a professional career.

Recommendations

Recognizing that, in most cases, graduate students need support for a full year and that stretching a nine month assistantship to cover twelve months creates burdens, inequities, and vulnerabilities, the Task Force makes the following recommendations:

1. Graduate research assistants funded by external grants should be supported for a full year, as much as possible, either on a 12-month assistantship or a 9-month assistantship and wages in the summer.

2. Graduate Program Directors are encouraged to find ways to fund graduate students over the summer, including extended assistantships, hourly wages, and other kinds of work at Virginia Tech, following procedures for student workers.
3. International students who are not eligible to work outside the university should be prioritized in summer work decisions and allocations.
4. Summer research fellowships with philanthropic funding could support students pursuing their own research over the summer, thus advancing them towards degree completion and furthering their professional development.
5. The Graduate School will prioritize using Foundation funds for summer support. It has already worked to re-allocate a portion of the Cunningham Fund to needs-based summer funding fellowships of \$7,500 each for Summer 2023. With current fund availability, we anticipate funding 25 of these each summer. The Graduate School will actively fundraise by adding the Cunningham Fund to advancement materials and specifically identifying it as a needs-based summer fellowship.

External funding and philanthropy

The current Task Force grew, in part, out of a strong recommendation from the Graduate Education Task Force (GETF, 2020) to increase graduate student stipends. The following two recommendations repeat and emphasize two other key recommendations of the GETF. The groundwork for these efforts has been laid but much work is left to be done.

Supporting student-initiated fellowships

VT is second to last among our peers (defined in that report as the fourteen land grant universities that are ranked higher than VT in the global rankings, as well as nearby North Carolina State) in terms of student-initiated grants, for a variety of reasons (see p. 53-57 of the GETF Report). We are making progress, particularly in the health sciences. NIH individual fellowship awards went from 2 in 2017 to 9 in 2022, an increase of about \$280,000 per year. However, we still lag behind—UVA, for example, has 48 active NIH-funded individual or institutional pre/postdoctoral NIH training grants as of 2022. To support and encourage student-initiated fellowships, the Task Force makes the following recommendations:

- Encourage departments to make fellowship applications an expectation for each student.
- Provide enhanced preparation resources centrally as well as in the colleges by creating a fellowship hub, offering workshops, and improving communication about online and other resources.
- Provide financial assistance to make up for lost tuition/fees and insurance subsidies for students who become financially disadvantaged by accepting fellowships.

- Develop a user-friendly tool to search for fellowships and a list of currently available fellowships.

Sharpening focus on endowed graduate assistantships

The Graduate School is working with Advancement to identify realistic fundraising targets and to insert endowed assistantships into discussions with colleges.

A planning document will be completed by the end of 2023. In the meantime, here are some concrete suggestions and commitments to include in the plan:

- As noted above, the Graduate School will re-allocate a portion of the Cunningham Fund to needs-based summer funding fellowships of \$7,500 each. With available funds, we anticipate funding 25 of these each summer. In addition, we will actively fundraise for that fund by adding it to our advancement materials and specifically identifying it as a needs-based summer fellowship.
- The Graduate School will also assist in fundraising for The Market at VT, as 83% of its clients are graduate students and 70% of them are international students, indicating substantial need.
- The Graduate School will develop a communication plan about existing fellowships for external stakeholders.
- The Graduate School will work with Advancement and the colleges to obtain new endowed fellowships.

Increased support for graduate students beyond stipend increases

The goal of the Task Force is to find ways to support graduate students on assistantships commensurate with the local cost of living. The main focus of the report so far has been to raise the compensation level that graduate students receive. An alternative or additional approach is to find ways to lower the cost of living for graduate students. Below, we make recommendations for cost-effective ways to lower expenses for all graduate students.

Affordable Housing

Of all cost of living expenses presented, housing remains the most burdensome to graduate students. The Department of Housing and Urban Development (HUD) defines affordable

housing as housing in which the occupant is paying no greater than 30% of their gross income for all required housing expenses (utilities, insurance, rent, etc.). The preliminary results of the Graduate and Professional Housing Survey (2022-2023) reveal that graduate students are currently paying nearly **50%** of their average monthly income on housing-related expenses. Housing presents a key source of stress for graduate students as well, with 78% of respondents to the housing survey reporting that they feel stressed at least 'half of the time' about the cost of housing. The narrative data support that this negatively impacts students' ability to contribute to the university. Recommendation #3 of the Task Force helps to address these concerns. The monthly housing cost (\$1,065) in the monthly cost of living minimum (\$2,734) established by the Task Force accounts for approximately 39% of the gross income.

Housing costs continue to rise in Blacksburg. In the six months from March 2021 to September 2022, housing expenses in Blacksburg are estimated to have increased by about 7.5%, and the rate at which rent is increasing is also rising. Housing thus presents a key area for university intervention. Accordingly, the Task Force recommends that the university include in its prioritization strategy a plan for exploring more affordable, accessible, and sustainable housing for VT graduate students. This could be done in support of, and with the guidance of, a future task force on housing for graduate students (as mentioned above). On-campus or close-to-campus affordable housing offered as a part of the total compensation package for graduate assistantships would lower the overall cost of living for students on assistantships.

Health Insurance

The health insurance plan currently includes additional out-of-pocket expenses for students: prescriptions, vision, dental, specific situations, conditions, etc. Thus, the Task Force recommends that Virginia Tech explore negotiating a more comprehensive health insurance plan which would benefit graduate students. Both The University of California, Berkeley and The Pennsylvania State University, peer institutions, provide graduate students with vision and dental insurance as part of their health insurance coverage. Since these peer institutions have health insurance contracts that cover vision and dental, graduate recruitment offers would be more competitive if Virginia Tech followed suit.

Local Partnerships

By identifying graduate students as a group that needs low income assistance, the university could partner with additional local businesses or organizations to provide goods and services to graduate students at a lower cost. Additionally these sorts of efforts could inspire more

philanthropic investment and alumni donations. The university already has some services for low-income students. For example, The Market at VT provides food to food-insecure students, but The Market faces many funding challenges and typically has a waitlist. The Task Force recommends expanding these services by creating local partnerships to allow current university services to better meet graduate student needs.

Considerations for International Students

The Task Force recognizes that many international graduate students face unique financial pressures. International graduate students seeking F-1 student visa classification must present to the university reliable documentation that they have financial resources adequate to meet expenses while studying at the university. Currently, Cranwell International Center uses the Cost of Attendance (COA) developed by the Office of University Scholarships and Financial Aid as the basis for the International Graduate Student Cost of Attendance, with adjustments to include the required health insurance. This budgeting does not include an estimated cost of transportation. According to the Task Force's estimation, this adjustment results in a monthly stipend lower than the actual cost of living. Furthermore, any international graduate student who receives a full graduate assistantship, regardless of the step, meets the federal requirements for documenting financial resources adequate to meet expenses while enrolled at Virginia Tech, even though many stipend steps are below the cost of living. Thus, many international graduate students on assistantships enter Virginia Tech under the false assumption that they have adequate financial resources when they do not. For example, the Virginia Tech Food Access and Security Study conducted in Fall 2019 confirmed that many international graduate students experienced food insecurity prior to the start of the pandemic. The Market of Virginia Tech, which gives "support to students currently experiencing food insecurity," gathered data in 2021 that suggests food insecurity persists for international graduate students. During the Fall 2021 semester, 78 (68%) of the 115 students using The Market were international graduate students and 25 (64%) of the 39 students on the waitlist were international graduate students. The Task Force recommendation to raise the minimum stipend mitigates this issue for international graduate students.

International graduate students are also limited in summer work opportunities, which are essential for extending a 9-month assistantship into a 12-month assistantship. Per immigration laws, international students have only the following summer work options:

- They may travel to their home country and work there. This incurs travel costs.
- They may work at Virginia Tech in a summer wage or assistantship position. These opportunities are limited.
- They may work in a paid summer internship only if they have lived in the United States for one full year before the internship. Unique to international students is that the internship must be related to their academic curriculum. One way to ensure this is for international graduate students to enroll in a one-credit hour summer course that helps

(and allows) them to find a paid internship related to the graduate program. In this case, international students would incur tuition costs (see below for a way to eliminate this barrier).

Additionally, many international graduate students live with their international spouses and/or other family members and dependents who cannot legally work in the United States. This causes additional financial stress on the graduate student and their family.

With these challenges and concerns in mind, the Task Force strongly encourages the university leadership to implement the following changes as part of recommendation #9:

1. Change the summer internship course to a zero credit course (implementation in process to be completed by Fall 2024).
2. Establish specific resources and/or work opportunities for international students over the summer.
3. Make clear in admittance offer letters that summer funding for all graduate students is competitive and not guaranteed.
4. Create a list of summer jobs to which international graduate students may apply.
5. Provide support for international graduate students' efforts to find paid summer internships related to their academic work (e.g., help with networking, advertise opportunities for internships, etc.)
6. Work with donors to create an emergency assistance fund specifically for international students, who need unexpected support to prosper at Virginia Tech (e.g., medical bills for self or dependants, etc.). International graduate students who stay in the United States over the summer should qualify to apply for this funding regardless of summer course enrollment.
7. Update the Cranwell International Center's website to include detailed information regarding on-campus employment policies for students with F-1 and J-1 visas. (e.g. University of Michigan's On-Campus Employment for F-1/J-1 Students)¹⁷.
8. Offer regular and ongoing educational workshops for international graduate students focused on challenges unique to this population.

Improved Communication to Students

All graduate students seeking assistantships, but especially prospective students, should have a clear statement of what benefits they will receive, how much they will be paid, and whether summer support is available if needed. Ideally, this should be available to students before they apply or upon being sent their acceptance letter. This could be improved further by departments offering multi-year contracts for the typical duration of a program. Providing multi-year funding to graduate students and clearly sharing this information to prospective students would give graduate students the stability they need to spend their time and energy on their studies and

¹⁷ <https://internationalcenter.umich.edu/students/f1-students>

contribute to their departments. Departments should take on the administrative burden of matching students with funding opportunities, rather than students having to search for funding every year or even every semester. Additionally, for those on assistantship, a stipend management course could be made available to all first year students. This could be through an existing professional development class or through an additional program sponsored by Student Affairs.

Appendix A: Task Force Charge

The Report of the Graduate Education Task Force, released in November 2020, made the following recommendations relating to Graduate Teaching and Research Assistantship Stipends:

1. Increase the minimum assistantship stipend rate to match the minimum rates of Virginia Tech's aspirational peers (i.e., the top 14 United States land-grant universities in the 2020 Times Higher Education (THE) World University Rankings).
2. Annually compare graduate stipend rates to our peers at the discipline level and create incentives for colleges to increase stipend rates, as appropriate, to be competitive (this could be incorporated into the dashboard used to measure department/program performance).
3. The Graduate School should develop standard phrasing for use by departments to properly convey their intention to employ graduate students for multiple year periods, subject to reasonable constraints (academic progress, job performance, funding availability, need for position).

These recommendations underscore the importance of moving forward with a comprehensive analysis of graduate student financial support at Virginia Tech and formulation of a plan to advance the university's ability to recruit and adequately support top research-focused graduate students—particularly at the PhD level. Graduate students have expressed significant concerns that assistantships and benefits are often inadequate to support them and their families without incurring significant debt with consequent negative impacts on mental health and equity.

Recognizing that enhancing financial support of graduate students would involve reallocation of funding from other programmatic needs and that graduate students receive assistance from a variety of university and extramural sponsors and donors, the Provost and Dean of the Graduate School are appointing and charging a Task Force to review Virginia Tech's research-based graduate education programs and draft recommendations for further enhancement. This Task Force will operate through consensus-based decision making, particularly the 'Consensus-Minus-One' model outlined in the American Heart Association's Mission Lifeline to ensure that all voices are represented and heard equitably and that conflicts are resolved productively.

The Task Force will be chaired by a senior administrator in an academic college who has direct oversight of graduate education, and its membership will include the following content experts, student and faculty representatives:

- A representative from Graduate School leadership
- 2 college dean's office representatives, one from humanities/social sciences and one from sciences/engineering

- A budget and finance representative
- A representative from OSP or OVPRI
- A representative from Cranwell International Student services
- A representative from the Department Heads Council
- The GPSS President
- The BOV graduate representative
- 8 graduate students nominated by the GPSS from at least 3 colleges and at least 2 different residency statuses who will represent a wide variety of disciplines and relevant experiences, from which 5 members are selected by the chair in collaboration with the GPSS president.
- 4 faculty members nominated by the Faculty Senate from both humanities/social sciences and sciences/engineering, from which 2 members are selected from their respective disciplinary areas by the chair in collaboration with the Faculty Senate President.

The Task Force will be charged as follows:

- Review the analysis and findings contained in the 2020 Report of the Graduate Education Task Force and update as necessary.
- Draft a report and recommendations for providing assistantship stipends and other financial support sufficient to cover cost of living and educational expenses and that minimizes educational debt. This report will be submitted to the Provost and Dean of Graduate School before being reviewed by the Board of Visitors.
- The report and recommendations should address:
 - The cost of implementing any recommendations and proposals for phased implementation of a funding plan;
 - strategies for increasing extramural support for graduate students;
 - strategies for increasing philanthropic resources and utilizing innovative budgeting strategies to reduce institutional costs;
 - the manner in which equity could be addressed across different types of assistantships and funding sources;
 - the special circumstances relevant to international students, including actual cost of living and federal requirements that those on F and J visas verify that they have funds available to pay for their education, living and other expenses;
 - any potential impact of the funding plan on graduate student enrollment; and
 - A process for the continued monitoring of how the cost of living for graduate students changes over time and maintaining an appropriate stipend amount.

A report with recommendations that represents a consensus among Task Force members shall be submitted to the Provost and Dean of the Graduate School by December 31st, 2022.

Appendix B

2022-23 Graduate Student Compensation

Step	Total Stipend		
	Monthly		
Step 1	\$1,679	-	\$1,679
Step 2	1,680	-	1,743
Step 3	1,744	-	1,805
Step 4	1,806	-	1,867
Step 5	1,869	-	1,928
Step 6	1,930	-	1,993
Step 7	1,994	-	2,054
Step 8	2,055	-	2,118
Step 9	2,120	-	2,179
Step 10	2,180	-	2,244
Step 11	2,245	-	2,302
Step 12	2,305	-	2,363
Step 13	2,366	-	2,429
Step 14	2,431	-	2,490
Step 15	2,492	-	2,554
Step 16	2,555	-	2,616
Step 17	2,617	-	2,676
Step 18	2,678	-	2,742
Step 19	2,743	-	2,804
Step 20	2,805	-	2,864
Step 21	2,867	-	2,928
Step 22	2,930	-	2,986
Step 23	2,988	-	3,050
Step 24	3,051	-	3,114
Step 25	3,115	-	3,176

<< minimum step for Fall 2023

<< minimum step for COL

Step	Total Stipend		
	Monthly		
Step 26	3,177	-	3,237
Step 27	3,238	-	3,304
Step 28	3,305	-	3,363
Step 29	3,365	-	3,425
Step 30	3,426	-	3,489
Step 31	3,490	-	3,549
Step 32	3,550	-	3,612
Step 33	3,614	-	3,675
Step 34	3,676	-	3,736
Step 35	3,738	-	3,798
Step 36	3,799	-	3,861
Step 37	3,862	-	3,923
Step 38	3,924	-	3,986
Step 39	3,987	-	4,050
Step 40	4,051	-	4,109
Step 41	4,110	-	4,175
Step 42	4,177	-	4,236
Step 43	4,238	-	4,298
Step 44	4,299	-	4,362
Step 45	4,363	-	4,423
Step 46	4,424	-	4,488
Step 47	4,490	-	4,547
Step 48	4,548	-	4,612
Step 49	4,613	-	4,673
Step 50	4,674	-	4,736

Appendix B

Title: Graduate Assistantships - Analysis of Moving the Minimum Monthly Pay up
Purpose: Understand the possible cost/expenditure related to raising the minimum stipend threshold
Assumptions:
 Term Fall 2022
 Population Students with full-time assistantship after excluding fellowship 3287
 Students whose stipend is less than \$2,743 3031
 Students whose stipend is greater than \$2743 256

Number of Students for Each Step

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19
minimum	50	\$1,680	\$1,744	\$1,806	\$1,869	\$1,930	\$1,994	\$2,055	\$2,120	\$2,180	\$2,245	\$2,305	\$2,366	\$2,431	\$2,492	\$2,555	\$2,617	\$2,678	\$2,743
maximum (Less than)	\$1,680	\$1,744	\$1,806	\$1,869	\$1,930	\$1,994	\$2,055	\$2,120	\$2,180	\$2,245	\$2,305	\$2,366	\$2,431	\$2,492	\$2,555	\$2,617	\$2,678	\$2,743	\$2,804
Num. of students	6	2	22	4	44	20	26	42	59	129	260	572	477	542	294	206	248	78	3031
													1663						

Number of Students by Fund Source (FTE*Fund Percent)

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Total
208 Educational & General	5.00		16.00	1.00	34.00	16.00	19.50	15.00	45.00	77.00	171.30	319.11	288.82	326.23	161.75	125.99	151.64	25.00	1798.34
Agency 229								2.00		1.00	0.50	2.00		4.00					9.50
Auxiliary Enterprises		2.00	4.00	3.00	9.00	4.00		1.00	1.00				2.00		2.00				28.00
Sponsored Programs	1.00		2.00		1.00		5.50	21.00	13.00	50.00	87.64	248.89	184.68	210.87	129.68	80.01	95.36	53.00	1183.63
Other							1.00	3.00		1.00	0.56	2.00	1.50	0.90	0.57			1.00	11.53
Total	6	2	22	4	44	20	26	42	59	129	260	572	477	542	294	206	248	78	3031

Cost to raise the minimum stipend threshold

	to Step 2	to Step 3	to Step 4	to Step 5	to Step 6	to Step 7	to Step 8	to Step 9	to Step 10	to Step 11	to Step 12	to Step 13	to Step 14	to Step 15	to Step 16	to Step 17	to Step 18	to Step 19
208 Educational & General	\$ 5.00	\$ 325.00	\$ 1,051.30	\$ 2,405.80	\$ 4,886.90	\$ 9,251.90	\$ 13,693.49	\$ 20,093.92	\$ 28,013.50	\$ 40,633.90	\$ 55,709.69	\$ 85,486.18	\$ 137,551.52	\$ 204,058.55	\$ 294,389.19	\$ 389,082.58	\$ 492,071.84	\$ 608,063.25
Agency 229								\$ 37.08	\$ 157.08	\$ 288.08	\$ 468.20	\$ 745.70	\$ 1,103.20	\$ 1,446.70	\$ 2,045.20	\$ 2,634.20	\$ 3,213.70	\$ 3,831.20
Auxiliary Enterprises		\$ 2.00	\$ 272.00	\$ 749.00	\$ 1,550.00	\$ 2,958.00	\$ 4,300.00	\$ 5,795.00	\$ 7,176.00	\$ 8,736.00	\$ 10,176.00	\$ 11,640.00	\$ 13,204.00	\$ 14,790.00	\$ 16,502.00	\$ 18,238.00	\$ 19,946.00	\$ 21,766.00
Sponsored Programs	\$ 1.00	\$ 65.00	\$ 139.74	\$ 328.74	\$ 543.74	\$ 799.74	\$ 1,233.15	\$ 2,365.12	\$ 4,617.78	\$ 8,763.50	\$ 15,915.93	\$ 31,343.34	\$ 61,467.13	\$ 101,840.25	\$ 156,688.31	\$ 217,269.97	\$ 284,431.47	\$ 358,958.94
Other							\$ 55.00	\$ 285.08	\$ 525.08	\$ 822.08	\$ 1,123.76	\$ 1,561.70	\$ 2,087.87	\$ 2,647.40	\$ 3,282.28	\$ 3,934.96	\$ 4,614.49	\$ 5,363.75
Total Monthly Cost	\$ 6.00	\$ 392.00	\$ 1,463.04	\$ 3,483.54	\$ 6,980.64	\$ 13,009.64	\$ 19,281.64	\$ 28,576.20	\$ 40,489.44	\$ 59,243.56	\$ 83,393.58	\$ 130,776.92	\$ 215,413.72	\$ 324,782.90	\$ 472,906.98	\$ 631,159.70	\$ 804,277.50	\$ 997,983.14
Total 9-month cost	\$ 54.00	\$ 3,528.00	\$ 13,167.36	\$31,351.86	\$62,825.76	\$117,086.76	\$173,534.76	\$257,185.80	\$364,404.96	\$533,192.04	\$ 750,542.22	\$1,176,992.28	\$1,938,723.48	\$2,923,046.10	\$4,256,162.82	\$5,680,437.30	\$7,238,497.50	\$ 8,981,848.26
Total 12-month cost	\$ 72.00	\$ 4,704.00	\$ 17,556.48	\$41,802.48	\$83,767.68	\$156,115.68	\$231,379.68	\$342,914.40	\$485,873.28	\$710,922.72	\$1,000,722.96	\$1,569,323.04	\$2,584,964.64	\$3,897,394.80	\$5,674,883.76	\$7,573,916.40	\$9,651,330.00	\$11,975,797.68

Cost of moving everyone in step 1 to step 2

Cost of moving everyone in step 1 & 2 to step 3

Cost of moving everyone in step 1,2,3 to step 4

	cost to move all students in steps 1-13 to step 14		
Fund	by month	12-month	9-month
208 Educational & General	\$137,552	\$1,650,618	\$1,237,964
Agency 229	\$1,103	\$13,238	\$9,929
Auxiliary Enterprises	\$13,204	\$158,448	\$118,836
Sponsored Programs	\$61,467	\$737,606	\$553,204
Other	\$2,088	\$25,054	\$18,791
Total	\$215,414	\$2,584,965	\$1,938,723

	cost to move all students in steps 1-18 to step 19		
Fund	by month	12-month	9-month
208 Educational & General	\$608,063	\$7,296,759	\$5,472,569
Agency 229	\$3,831	\$45,974	\$34,481
Auxiliary Enterprises	\$21,766	\$261,192	\$195,894
Sponsored Programs	\$358,959	\$4,307,507	\$3,230,630
Other	\$5,364	\$64,365	\$48,274
Total	\$997,983	\$11,975,798	\$8,981,848

Appendix B

Number of Students for Each Step by College

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Total
AAD	0	0	0	1	13	1	15	0	2	2	5	5	7	1	0	0	0	0	52
CALS	0	0	2	0	0	0	0	12	6	15	17	156	41	37	16	8	29	3	342
CLAHS	0	0	9	1	14	4	4	6	31	18	29	17	74	31	47	6	37	6	334
CNRE	1	0	0	0	11	10	0	6	1	25	16	31	9	16	1	0	3	1	131
COE	1	0	4	1	5	1	5	11	10	37	158	305	303	308	120	56	46	20	1391
COS	0	0	0	0	0	0	0	6	7	31	30	40	39	115	80	120	44	47	559
CVM	0	2	0	1	1	1	1	1	1	0	1	9	0	27	10	2	1	0	58
IntColl	0	0	0	0	0	0	0	0	1	0	3	9	3	6	20	14	88	1	145
PCOB	4	0	7	0	0	3	1	0	1	1	1	0	1	1	0	0	0	0	19
Total	6	2	22	4	44	20	26	42	59	129	260	572	477	542	294	206	248	78	3031

Cost to Eliminate Step (Cost to raise the minimum stipend threshold) by College

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18
AAD				\$ 33.00	\$ 419.00	\$ 1,352.00	\$ 2,282.00	\$ 4,232.00	\$ 6,067.50	\$ 8,277.50	\$ 10,452.50	\$ 13,020.50	\$ 16,099.44	\$ 19,218.14	\$ 22,494.14	\$ 25,718.14	\$ 28,890.14	\$ 32,270.14
CALS			\$ 56.00	\$ 182.00	\$ 304.00	\$ 432.00	\$ 554.00	\$ 1,077.56	\$ 2,090.56	\$ 3,779.56	\$ 6,029.40	\$ 12,280.64	\$ 27,201.72	\$ 42,714.78	\$ 60,931.86	\$ 79,713.86	\$ 98,811.82	\$ 120,879.82
CLAHS			\$ 271.20	\$ 871.20	\$ 1,909.30	\$ 3,701.30	\$ 5,557.30	\$ 7,930.30	\$ 11,499.54	\$ 16,891.66	\$ 22,459.66	\$ 30,329.52	\$ 39,979.74	\$ 53,322.30	\$ 70,232.62	\$ 87,998.06	\$ 107,336.06	\$ 128,933.44
CNRE	\$ 1.00	\$ 65.00	\$ 127.00	\$ 190.00	\$ 816.00	\$ 2,224.00	\$ 3,566.00	\$ 5,073.00	\$ 6,813.00	\$ 9,016.34	\$ 12,304.34	\$ 16,767.84	\$ 23,350.84	\$ 30,198.84	\$ 38,191.84	\$ 46,065.84	\$ 53,858.84	\$ 62,373.84
COE	\$ 1.00	\$ 65.00	\$ 168.00	\$ 514.50	\$ 955.50	\$ 1,696.50	\$ 2,499.50	\$ 3,998.50	\$ 5,983.10	\$ 9,695.76	\$ 16,131.26	\$ 34,244.36	\$ 73,071.86	\$ 128,456.28	\$ 203,392.28	\$ 282,776.00	\$ 364,573.00	\$ 454,203.00
COS								\$ 12.00	\$ 418.00	\$ 2,340.00	\$ 5,226.20	\$ 11,241.08	\$ 19,509.14	\$ 31,179.74	\$ 52,107.88	\$ 75,980.46	\$ 105,717.84	\$ 139,845.10
CVM		\$ 2.00	\$ 126.00	\$ 285.00	\$ 498.00	\$ 818.00	\$ 1,178.00	\$ 1,633.00	\$ 2,083.00	\$ 2,603.00	\$ 3,124.00	\$ 3,754.76	\$ 4,924.76	\$ 6,177.68	\$ 9,081.68	\$ 12,534.34	\$ 16,013.34	\$ 19,783.34
IntColl									\$ 14.90	\$ 79.90	\$ 143.38	\$ 578.38	\$ 1,546.38	\$ 2,685.30	\$ 4,447.84	\$ 7,168.16	\$ 14,712.62	\$ 24,095.62
PCOB	\$ 4.00	\$ 260.00	\$ 714.84	\$ 1,407.84	\$ 2,078.84	\$ 2,785.84	\$ 3,644.84	\$ 4,619.84	\$ 5,519.84	\$ 6,559.84	\$ 7,522.84	\$ 8,559.84	\$ 9,729.84	\$ 10,829.84	\$ 12,026.84	\$ 13,204.84	\$ 14,363.84	\$ 15,598.84
Total	\$ 6.00	\$ 392.00	\$ 1,463.04	\$ 3,483.54	\$ 6,980.64	\$ 13,009.64	\$ 19,281.64	\$ 28,576.20	\$ 40,489.44	\$ 59,243.56	\$ 83,393.58	\$ 130,776.92	\$ 215,413.72	\$ 324,782.90	\$ 472,906.98	\$ 631,159.70	\$ 804,277.50	\$ 997,983.14

college	# of students steps 1 - 13	monthly cost	12-month cost	9-month cost
AAD	51	\$16,099	\$193,193	\$144,895
CALS	249	\$27,202	\$326,421	\$244,815
CLAHS	207	\$39,980	\$479,757	\$359,818
CNRE	110	\$23,351	\$280,210	\$210,158
COE	841	\$73,072	\$876,862	\$657,647
COS	153	\$19,509	\$234,110	\$175,582
CVM	18	\$4,925	\$59,097	\$44,323
IntColl	16	\$1,546	\$18,557	\$13,917
PCOB	18	\$9,730	\$116,758	\$87,569
Total	1663	\$215,414	\$2,584,965	\$1,938,723

college	# of students steps 1 - 18	monthly cost	12-month cost	9-month cost
AAD	52	\$32,270	\$387,242	\$290,431
CALS	342	\$120,880	\$1,450,558	\$1,087,918
CLAHS	334	\$128,933	\$1,547,201	\$1,160,401
CNRE	131	\$62,374	\$748,486	\$561,365
COE	1391	\$454,203	\$5,450,436	\$4,087,827
COS	559	\$139,845	\$1,678,141	\$1,258,606
CVM	58	\$19,783	\$237,400	\$178,050
IntColl	145	\$24,096	\$289,147	\$216,861
PCOB	19	\$15,599	\$187,186	\$140,390
Total	3031	\$997,983	\$11,975,798	\$8,981,848

Appendix C

Scenarios to Expand Graduate Tuition Remission to Cover the Comprehensive Fee

E&G Cost to Cover Comprehensive Fees in Graduate Tuition Remission							
Phase In Time period	FY23	FY24	FY25	FY26	FY27	FY28	FY29
1 Year	\$4,867,828	Escalation	Escalation	Escalation	Escalation	Escalation	Escalation
2 Year	\$2,433,914	\$2,579,949	Escalation	Escalation	Escalation	Escalation	Escalation
3 Year	\$1,622,609	\$1,719,966	\$1,821,703	Escalation	Escalation	Escalation	Escalation
4 Year	\$1,216,957	\$1,289,974	\$1,366,278	\$1,445,998	Escalation	Escalation	Escalation
5 Year	\$973,566	\$1,031,980	\$1,093,022	\$1,156,798	\$1,223,418	Escalation	Escalation
6 Year	\$811,305	\$859,983	\$910,852	\$963,999	\$1,019,515	\$1,077,494	Escalation

Sponsored Program Graduate Tuition Remission Escalation Rate Forecast (assuming 3% tuition increase and 3% comp fee increase)

Phase In Time period	FY23	FY24	FY25	FY26	FY27	FY28	FY29
1 Year	19.6%	Escalation	Escalation	Escalation	Escalation	Escalation	Escalation
2 Year	11.3%	10.7%	Escalation	Escalation	Escalation	Escalation	Escalation
3 Year	8.5%	8.3%	8.0%	Escalation	Escalation	Escalation	Escalation
4 Year	7.2%	7.0%	6.9%	6.7%	Escalation	Escalation	Escalation
5 Year	6.3%	6.2%	6.1%	6.0%	5.9%	Escalation	Escalation
6 Year	5.8%	5.7%	5.6%	5.6%	5.5%	5.4%	Escalation

Existing OSP Escalation <https://osp.vt.edu/resources/rates/salary-wage-tuition-escalation.html>
 3% 3% 3% 3% 3% 3% 3%

Appendix C

Expand Graduate Tuition Remission to Cover the Comprehensive Fee

As of August 25, 2022

		<i>Note escalation of a fully established program</i>				
		FY23	FY24	FY25	FY26	FY27
COMP FEE Cost						
# assistantships		3,428	3,428	3,428	3,428	3,428
Comp fee	3%	\$ 2,377	\$ 2,448	\$ 2,522	\$ 2,597	\$ 2,675
		<u>8,148,356</u>	<u>8,392,807</u>	<u>8,644,591</u>	<u>8,903,929</u>	<u>9,171,046</u>
Comp Fee phase out rate	100%		100%	100%	100%	100%
Remission Award for Comprehensive Fee			\$ 2,448	\$ 2,522	\$ 2,597	\$ 2,675
OSP Remission Assumption-Current Escalation		\$ 14,706	\$ 15,147	\$ 15,602	\$ 16,070	\$ 16,552
			3%	3%	3%	3%
OSP Remission Assumption-Revised Escalation		\$ 14,706	\$ 17,595	\$ 18,123	\$ 18,667	\$ 19,227
			20%	3%	3%	3%
Assistantship (Stipend) Funding Source						
E&G		58%				
Sponsored		40%				
Other		2%				
		<u>100%</u>				
Total Cost by Fund Source						
E&G		-	4,867,828	5,013,863	5,164,279	5,319,207
Sponsored		-	3,357,123	3,457,836	3,561,571	3,668,419
Other (aux, etc)		-	167,856	172,892	178,079	183,421
Total Cost		-	<u>8,392,807</u>	<u>8,644,591</u>	<u>8,903,929</u>	<u>9,171,046</u>
Incremental Cost by Fund Source						
E&G		-	4,867,828	146,035	150,416	154,928
Sponsored		-	3,357,123	100,714	103,735	106,847
Other (aux, etc)		-	167,856	5,036	5,187	5,342
Total Cost		-	<u>8,392,807</u>	<u>251,784</u>	<u>259,338</u>	<u>267,118</u>

Appendix C

Expand Graduate Tuition Remission to Cover the Comprehensive Fee

As of August 25, 2022

		<u>FY23</u>	<u>FY24</u>	<u>FY25</u>
COMP FEE Cost				
# assistantships		3,428	3,428	3,428
Comp fee	3%	\$ 2,377	\$ 2,448	\$ 2,522
		<u>8,148,356</u>	<u>8,392,807</u>	<u>8,644,591</u>
Comp Fee phase out rate	50%		50%	100%
Remission Award for Comprehensive Fee			\$ 1,224	\$ 2,522
OSP Remission Assumption-Current		\$ 14,706	\$ 15,147	\$ 15,602
Escalation			3%	3%
OSP Remission Assumption-Revised		\$ 14,706	\$ 16,371	\$ 18,123
Escalation			11%	11%
Assistantship (Stipend) Funding Source				
E&G		58%		
Sponsored		40%		
Other		2%		
		<u>100%</u>		
Total Cost by Fund Source				
E&G		-	2,433,914	5,013,863
Sponsored		-	1,678,561	3,457,836
Other (aux, etc)		-	83,928	172,892
Total Cost		<u>-</u>	<u>4,196,403</u>	<u>8,644,591</u>
Incremental Cost by Fund Source				
E&G		-	2,433,914	2,579,949
Sponsored		-	1,678,561	1,779,275
Other (aux, etc)		-	83,928	88,964
Total Cost		<u>-</u>	<u>4,196,403</u>	<u>4,448,188</u>

Appendix C

Expand Graduate Tuition Remission to Cover the Comprehensive Fee

As of August 25, 2022

		<u>FY23</u>	<u>FY24</u>	<u>FY25</u>	<u>FY26</u>
COMP FEE Cost					
# assistantships		3,428	3,428	3,428	3,428
Comp fee	3%	\$ 2,377	\$ 2,448	\$ 2,522	\$ 2,597
		<u>8,148,356</u>	<u>8,392,807</u>	<u>8,644,591</u>	<u>8,903,929</u>
Comp Fee phase out rate	33%		33%	67%	100%
Remission Award for Comprehensive Fee			\$ 816	\$ 1,681	\$ 2,597
OSP Remission Assumption-Current		\$ 14,706	\$ 15,147	\$ 15,602	\$ 16,070
Escalation			3%	3%	3%
OSP Remission Assumption-Revised		\$ 14,706	\$ 15,963	\$ 17,283	\$ 18,667
Escalation			9%	8%	8%
Assistantship (Stipend) Funding Source					
E&G		58%			
Sponsored		40%			
Other		2%			
		<u>100%</u>			
Total Cost by Fund Source					
E&G		-	1,622,609	3,342,575	5,164,279
Sponsored		-	1,119,041	2,305,224	3,561,571
Other (aux, etc)		-	55,952	115,261	178,079
Total Cost		-	<u>2,797,602</u>	<u>5,763,061</u>	<u>8,903,929</u>
Incremental Cost by Fund Source					
E&G		-	1,622,609	1,719,966	1,821,703
Sponsored		-	1,119,041	1,186,183	1,256,347
Other (aux, etc)		-	55,952	59,309	62,817
Total Cost		-	<u>2,797,602</u>	<u>2,965,458</u>	<u>3,140,868</u>

Appendix C

Expand Graduate Tuition Remission to Cover the Comprehensive Fee

As of August 25, 2022

		<u>FY23</u>	<u>FY24</u>	<u>FY25</u>	<u>FY26</u>	<u>FY27</u>
COMP FEE Cost						
# assistantships		3,428	3,428	3,428	3,428	3,428
Comp fee	3%	\$ 2,377	\$ 2,448	\$ 2,522	\$ 2,597	\$ 2,675
		<u>8,148,356</u>	<u>8,392,807</u>	<u>8,644,591</u>	<u>8,903,929</u>	<u>9,171,046</u>
Comp Fee phase out rate	25%		25%	50%	75%	100%
Remission Award for Comprehensive Fee			\$ 612	\$ 1,261	\$ 1,948	\$ 2,675
OSP Remission Assumption-Current		\$ 14,706	\$ 15,147	\$ 15,602	\$ 16,070	\$ 16,552
Escalation			3%	3%	3%	3%
OSP Remission Assumption-Revised		\$ 14,706	\$ 15,759	\$ 16,862	\$ 18,018	\$ 19,227
Escalation			7%	7%	7%	7%
Assistantship (Stipend) Funding Source						
E&G		58%				
Sponsored		40%				
Other		2%				
		<u>100%</u>				
Total Cost by Fund Source						
E&G		-	1,216,957	2,506,931	3,873,209	5,319,207
Sponsored		-	839,281	1,728,918	2,671,179	3,668,419
Other (aux, etc)		-	41,964	86,446	133,559	183,421
Total Cost		-	<u>2,098,202</u>	<u>4,322,295</u>	<u>6,677,946</u>	<u>9,171,046</u>
Incremental Cost by Fund Source						
E&G		-	1,216,957	1,289,974	1,366,278	1,445,998
Sponsored		-	839,281	889,638	942,260	997,240
Other (aux, etc)		-	41,964	44,482	47,113	49,862
Total Cost		-	<u>2,098,202</u>	<u>2,224,094</u>	<u>2,355,651</u>	<u>2,493,100</u>

Appendix C

Expand Graduate Tuition Remission to Cover the Comprehensive Fee

As of August 25, 2022

		<u>FY23</u>	<u>FY24</u>	<u>FY25</u>	<u>FY26</u>	<u>FY27</u>	<u>FY28</u>
COMP FEE Cost							
# assistantships		3,428	3,428	3,428	3,428	3,428	3,428
Comp fee	3%	\$ 2,377	\$ 2,448	\$ 2,522	\$ 2,597	\$ 2,675	\$ 2,756
		<u>8,148,356</u>	<u>8,392,807</u>	<u>8,644,591</u>	<u>8,903,929</u>	<u>9,171,046</u>	<u>9,446,178</u>
Comp Fee phase out rate	20.0%		20.0%	40.0%	60.0%	80.0%	100.0%
Remission Award for Comprehensive Fee			\$ 490	\$ 1,009	\$ 1,558	\$ 2,140	\$ 2,756
OSP Remission Assumption-Current		\$ 14,706	\$ 15,147	\$ 15,602	\$ 16,070	\$ 16,552	\$ 17,048
Escalation			3%	3%	3%	3%	3%
OSP Remission Assumption-Revised		\$ 14,706	\$ 15,637	\$ 16,610	\$ 17,628	\$ 18,692	\$ 19,804
Escalation			6%	6%	6%	6%	6%
Assistantship (Stipend) Funding Source							
E&G		58%					
Sponsored		40%					
Other		2%					
		<u>100%</u>					
Total Cost by Fund Source							
E&G		-	973,566	2,005,545	3,098,567	4,255,366	5,478,783
Sponsored		-	671,425	1,383,135	2,136,943	2,934,735	3,778,471
Other (aux, etc)		-	33,571	69,157	106,847	146,737	188,924
Total Cost		-	<u>1,678,561</u>	<u>3,457,836</u>	<u>5,342,357</u>	<u>7,336,837</u>	<u>9,446,178</u>
Incremental Cost by Fund Source							
E&G		-	973,566	1,031,980	1,093,022	1,156,798	1,223,418
Sponsored		-	671,425	711,710	753,808	797,792	843,736
Other (aux, etc)		-	33,571	35,586	37,690	39,890	42,187
Total Cost		-	<u>1,678,561</u>	<u>1,779,275</u>	<u>1,884,521</u>	<u>1,994,480</u>	<u>2,109,341</u>

Appendix C

Expand Graduate Tuition Remission to Cover the Comprehensive Fee

As of August 25, 2022

		<u>FY23</u>	<u>FY24</u>	<u>FY25</u>	<u>FY26</u>	<u>FY27</u>	<u>FY28</u>	<u>FY29</u>
COMP FEE Cost								
# assistantships		3,428	3,428	3,428	3,428	3,428	3,428	3,428
Comp fee	3%	\$ 2,377	\$ 2,448	\$ 2,522	\$ 2,597	\$ 2,675	\$ 2,756	\$ 2,838
		<u>8,148,356</u>	<u>8,392,807</u>	<u>8,644,591</u>	<u>8,903,929</u>	<u>9,171,046</u>	<u>9,446,178</u>	<u>9,729,563</u>
Comp Fee phase out rate	16.7%		16.7%	33.3%	50.0%	66.7%	83.3%	100.0%
Remission Award for Comprehensive Fee			\$ 408	\$ 841	\$ 1,299	\$ 1,784	\$ 2,296	\$ 2,838
OSP Remission Assumption-Current		\$ 14,706	\$ 15,147	\$ 15,602	\$ 16,070	\$ 16,552	\$ 17,048	\$ 17,560
Escalation			3%	3%	3%	3%	3%	3%
OSP Remission Assumption-Revised		\$ 14,706	\$ 15,555	\$ 16,442	\$ 17,368	\$ 18,335	\$ 19,345	\$ 20,398
Escalation			6%	6%	6%	6%	6%	5%
Assistantship (Stipend) Funding Source								
E&G		58%						
Sponsored		40%						
Other		2%						
		<u>100%</u>						
Total Cost by Fund Source								
E&G		-	811,305	1,671,288	2,582,139	3,546,138	4,565,653	5,643,147
Sponsored		-	559,520	1,152,612	1,780,786	2,445,612	3,148,726	3,891,825
Other (aux, etc)		-	27,976	57,631	89,039	122,281	157,436	194,591
Total Cost		-	<u>1,398,801</u>	<u>2,881,530</u>	<u>4,451,964</u>	<u>6,114,031</u>	<u>7,871,815</u>	<u>9,729,563</u>
Incremental Cost by Fund Source								
E&G		-	811,305	859,983	910,852	963,999	1,019,515	1,077,494
Sponsored		-	559,520	593,092	628,174	664,827	703,114	743,099
Other (aux, etc)		-	27,976	29,655	31,409	33,241	35,156	37,155
Total Cost		-	<u>1,398,801</u>	<u>1,482,729</u>	<u>1,570,434</u>	<u>1,662,067</u>	<u>1,757,784</u>	<u>1,857,748</u>