



Recruitment & Retention: A Guide to Competitive Graduate Salaries

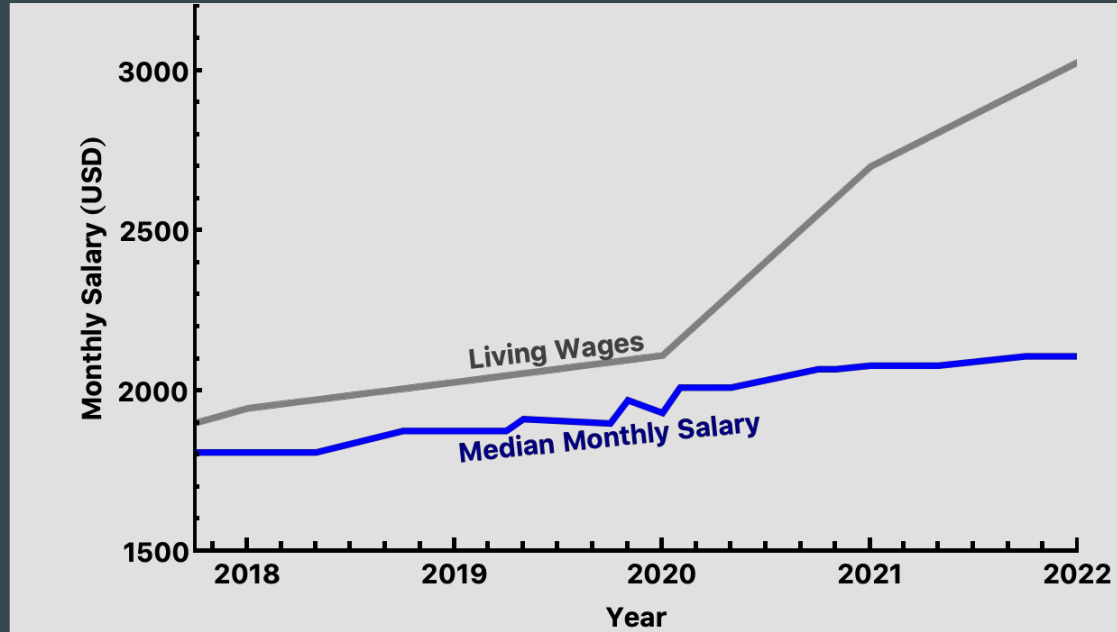
GTFF-UO Bargaining Session #12 (August 3, 2023)

GEs Deserve
DIGNITY



Eugene Cost of Living and GE salaries

Since our last contract was negotiated, what's considered a living wage in Eugene has risen by about 50%*



*As determined by the [MIT Living Wage calculator](#)

**Solving our recruitment problem:
How does UO compare to our peers?**



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Peer Institutions

Peer Institutions

University of Oregon benchmarks itself across various domains including retention and graduation, instruction, staffing, faculty salaries, and finances.
UO has identified three comparator groups for benchmarking:

- (1) Association of American Universities (AAU)* public institutions in the United States
- (2) Eight national comparators selected from among AAU public institutions*
- (3) Eight regional comparators selected from among public research universities in Western states

Type

Public AAU Comparators (domestic only, N = 37) ▼

Peer Institutions

UO's identified Peers:

- 8 Regional Comparators
- 8 National Comparators
- **37 AAU Public Universities**

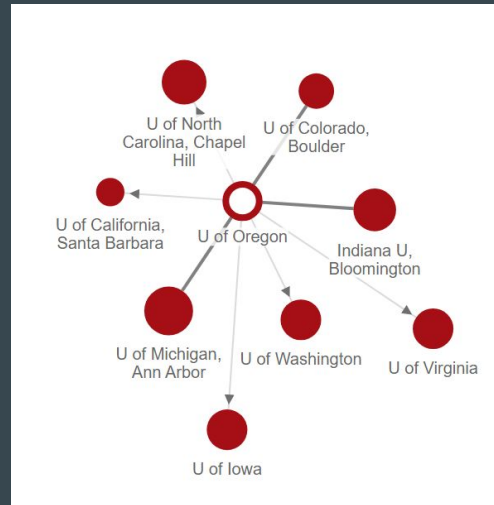
NOT INCLUDED

- 30 AAU Private Universities

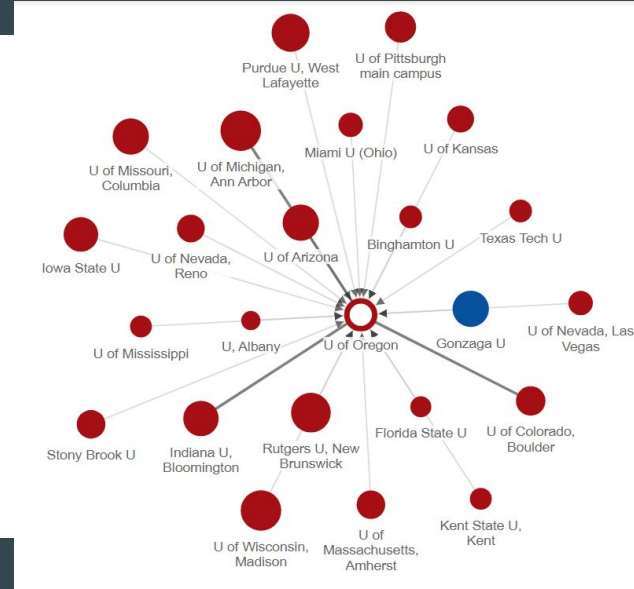
Department of Education: Integrated Postsecondary Education Data System (IPEDS) :

Universities submit data every year to IPEDS, and then, can select other universities to be benchmarked against in their Data Feedback report

UO's chosen schools (National Comparators)



Schools that chose UO as a peer



Peer Institutions

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Association of American Universities

[Article](#) [Talk](#)

From Wikipedia, the free encyclopedia

The **Association of American Universities (AAU)** is an organization of American [research universities](#) devoted to maintaining a strong system of academic [research](#) and education. Founded in 1900, it consists of 69 universities in the [United States](#) (both [public](#) and [private](#)) and two universities in [Canada](#). AAU membership is by invitation only and requires an affirmative vote of three-quarters of current members.

Minimum Salary

- UO sets university-wide minimum salaries for GEs. How many of our peers do the same?
- Imagine we're a prospective student considering UO and other schools. Let's compare the offered salaries and how expensive it is to live in these places.

Graduate Employee (GE) Salary and Benefits

MINIMUM GE SALARY (2022-23)	LEVEL I	LEVEL II	LEVEL III
9 Month Annual Base Rate (1.0 FTE)	\$35,010	\$39,551	\$41,762
0.20 FTE	\$777.99	\$878.91	\$928.05
0.25 FTE	\$972.49	\$1,098.64	\$1,160.07
0.30 FTE	\$1,166.99	\$1,318.37	\$1,392.08
0.35 FTE	\$1,361.49	\$1,538.09	\$1,624.09
0.40 FTE	\$1,555.99	\$1,757.82	\$1,856.11
0.45 FTE	\$1,750.49	\$1,977.55	\$2,088.12
0.49 FTE	\$1,906.08	\$2,153.33	\$2,273.73

MIT Living Wage Calculator

Living Wage | calculator

Articles

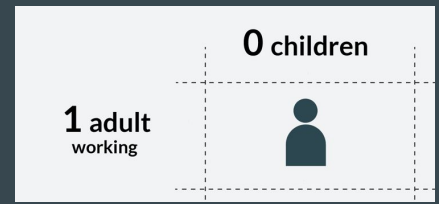
Methodology

FAQs

WHAT IS THE LIVING WAGE CALCULATOR?

Today, families and individuals working in low-wage jobs make too little income to meet minimum standards of living in their community. We developed the Living Wage Calculator to help individuals, communities, employers, and others estimate the local wage rate that a full-time worker requires to cover the costs of their family's basic needs where they live. Explore the **living wage** in your county, metro area, or state for 12 different family types below.

MIT's Living Wage Calculation



- **What is included in MIT's living wage calculation for an single individual household?**

The Living Wage Calculator estimates are based on the costs of *basic need* such as food, health care, housing, transportation, civic engagement, broadband, and other necessities.

- **Do the living wage estimates include a reasonable amount of savings and leisure expenditures or go beyond a subsistence wage?**

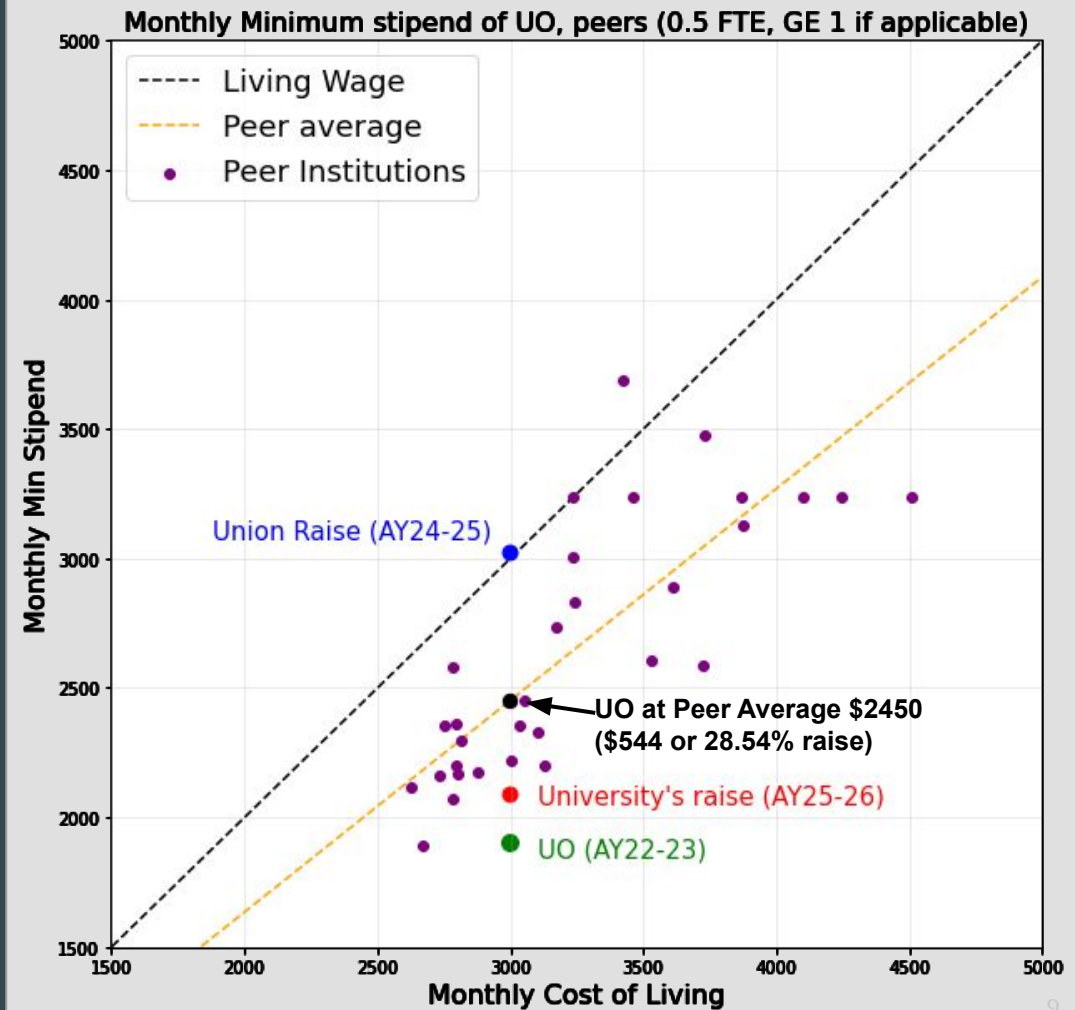
No, the living wage currently does **not factor in savings, leisure expenditures, emergency expenses**, or other cost categories beyond basic needs such as eating out at a restaurant or meals that aren't prepared at home; leisure time, holidays, or unpaid vacations; or savings, retirement, and other long-term financial investments.

Minimum Salary Results

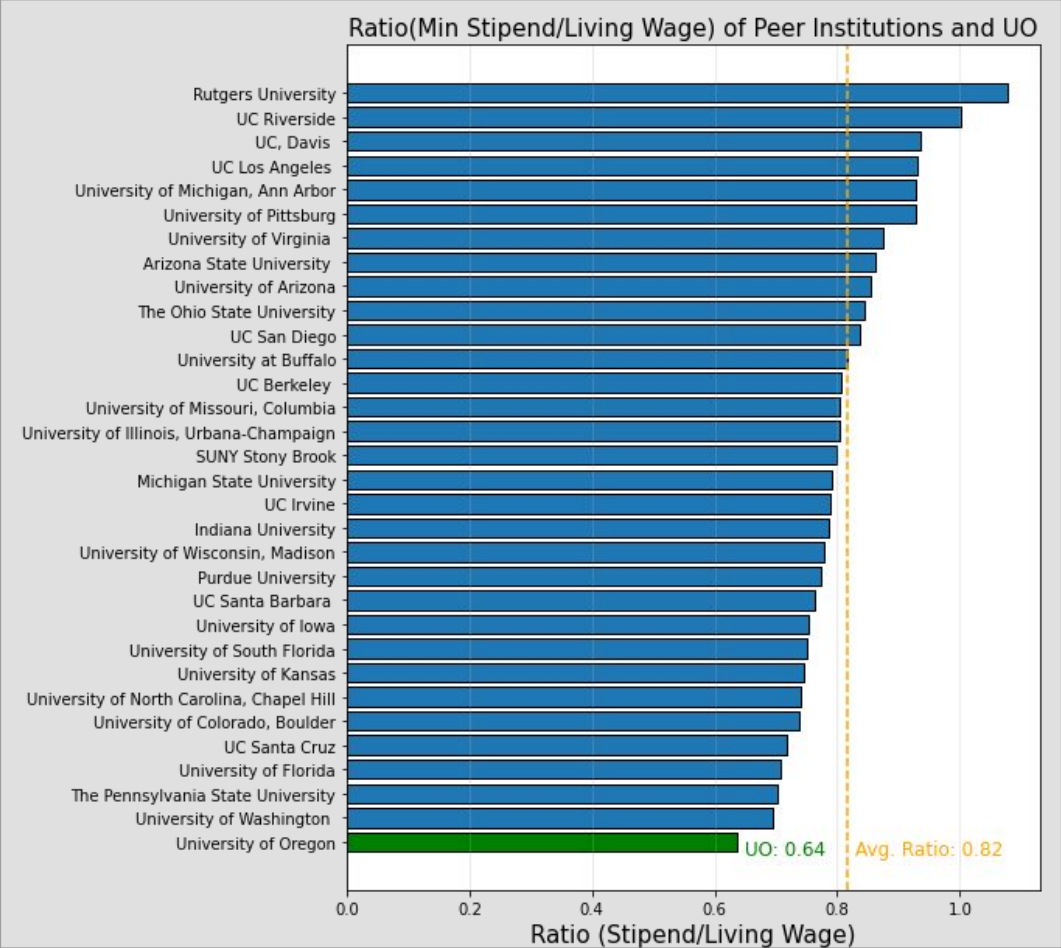
We found data for 31 Public AAU Universities, includes:

- All 8 National Comparators
- 5 of 8 Regional Comparators
- 14 schools that identify UO as a peer

Note: Salaries are set to monthly 0.5 FTE stipends, using only GE I when applicable to put everyone on the same scale

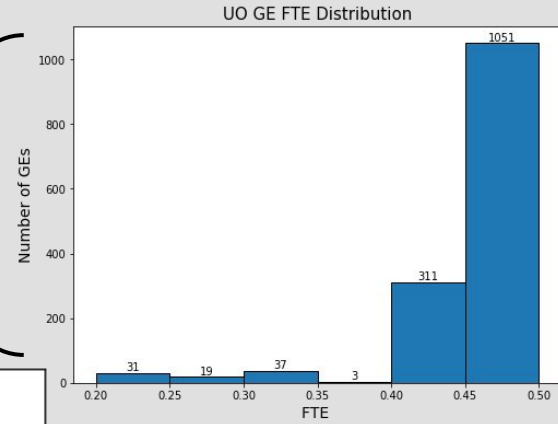


What percent of a living wage is being met?

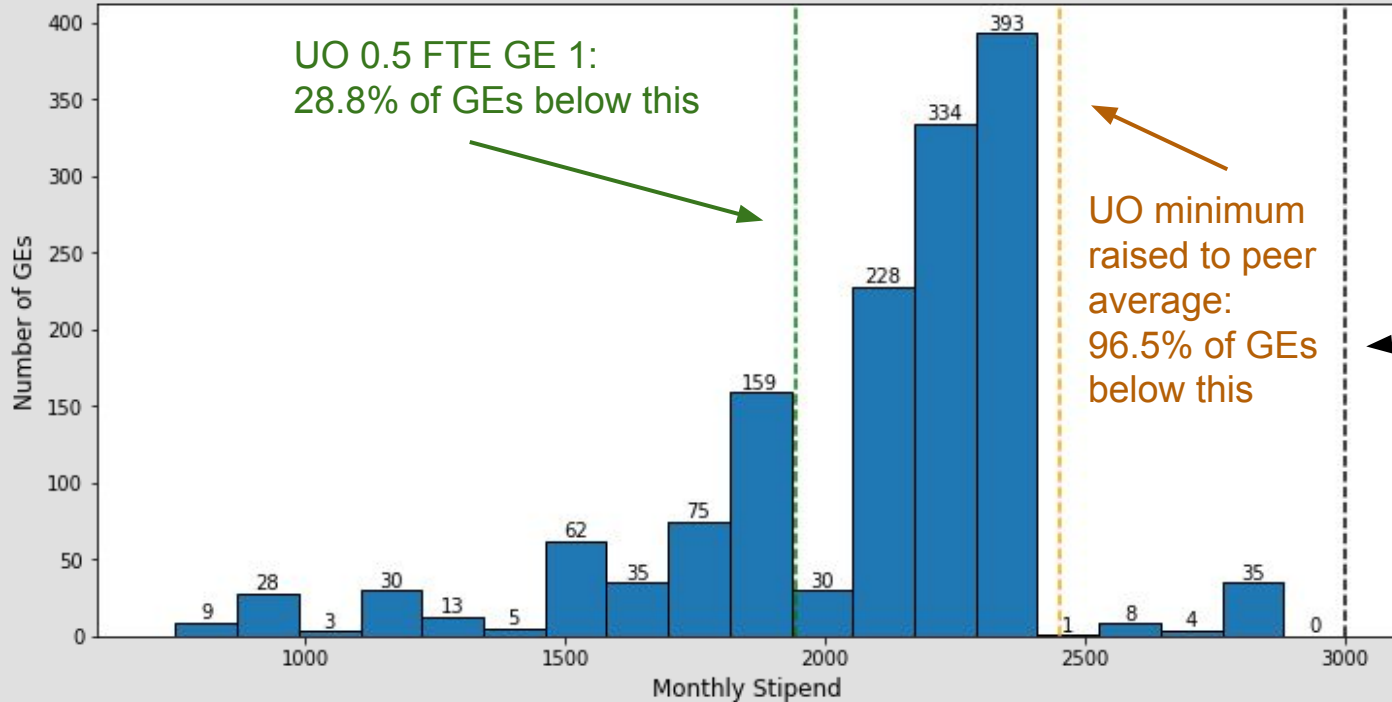


Where do our GEs fall?

- 94% of GEs are at or above 0.40 FTE
- 72% of GEs are at or above 0.45 FTE
- 55% of GEs are at 0.49 FTE



Monthly Stipends of UO GEs



UO 0.5 FTE GE 1:
28.8% of GEs below this

UO minimum
raised to peer
average:
96.5% of GEs
below this

Eugene living wage:
100% of GEs below this

But what about people above the minimum?

Peer Physics Programs

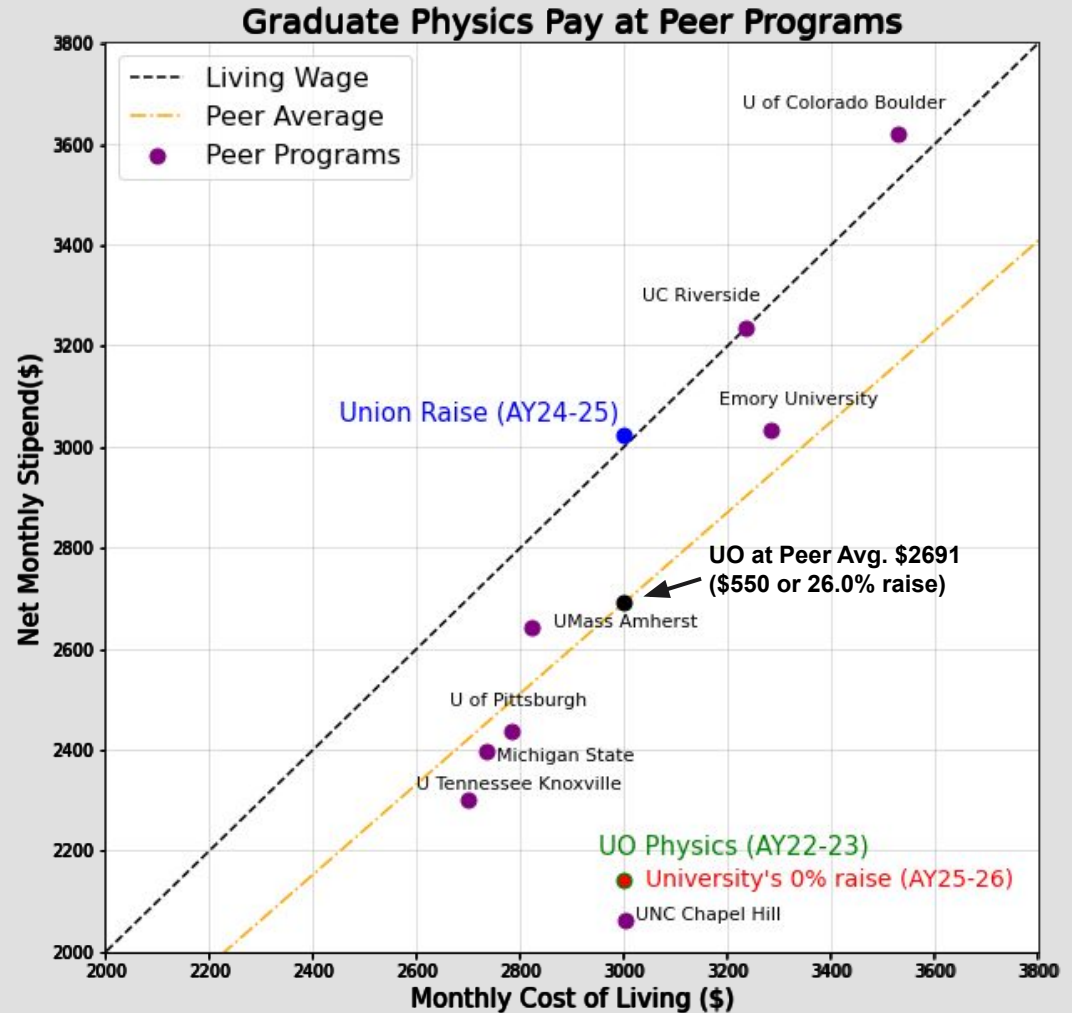
- In 2022, a survey of physics graduate students found a large number were considering leaving the program due to financial issues.
- Physics compiled data on what they identified as peer physics programs, and this was presented to CAS as an argument for physics needing a raise.
 - This included stipends, students fees, and insurance costs.
- CAS's response: **no raises so close to bargaining**

Peer Physics Programs

Physics Department Peer Institutions Stipend Comparisons						
School	Stipend (12 mo.)	Stipend (monthly)	Insurance coverage	Insurance (monthly)	Annual Fees	Net monthly stipend
U of Colorado Boulder	\$43,860.00	\$3,655.00	91%	\$35.78	\$0.00	\$3619.22
UC Riverside	\$38,833.00	\$3,236.08	100%	\$0.00	\$0.00	\$3236.08
UMass Amherst	\$34,257.00	\$2,854.75	95%	\$29.22	\$2221.00	\$2640.45
UNC Chapel Hill	\$24,755.00	\$2,062.92	100%	\$0.00	\$0.00	\$2062.92
Michigan State	\$28,756.00	\$2,396.33	100%	\$0.00	\$0.00	\$2396.33
University of Pittsburgh	\$29,220.00	\$2,435.00	100%	\$0.00	\$0.00	\$2435.00
U Tennessee Knoxville	\$29,333.33	\$2,444.44	100%	\$0.00	\$1745.00	\$2299.03
Emory University	\$36,373.00	\$3,031.08	100%	\$0.00	0	\$3031.08
Average	\$34,092.20	\$2,841.02				\$2715.01
U Oregon	\$26317.00	\$2193.00	95%	\$37.05	\$180.00	\$2140.95
UO / Avg	0.77	0.77				0.79

Physics Peers Results

- 93 GEs making Physics
~6% of the bargaining unit
- Physics GEs are among
53% of GEs making
above the minimum rates
- The university's initial
proposal leaves 32% of
GEs with NO raise over
the next 3 years



Diversity, Equity, and Inclusion: A Wage Issue

“Differences in family wealth and loan aversion—may result in a scenario in which financial factors are especially relevant in the application decisions of prospective Black and Latinx students. By providing a tuition waiver, competitive stipend, and health insurance, a graduate fellowship program may therefore prove especially attractive to Black and Latinx applicants”

- Ecton, W. G., et al. (2021). “If You Fund Them, Will They Come? Implications From a PhD Fellowship Program on Racial/Ethnic Student Diversity”

Conclusion

