

## **FINANCING GRADUATE EDUCATION TASK FORCE**

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## Executive Summary

Graduate education is a distinctive feature of the educational programs of the University of Minnesota, and excellence in graduate education is the hallmark of a great University. No other institution of higher education in the State, public or private, has the responsibility or mission for this mission-critical piece of higher education. The graduates of the University of Minnesota's graduate programs meet critical talent and highly-educated workforce needs across a wide variety of key economic and related sectors, and advance basic and applied research and technology transfer in the state, nation and world. The quality of the University of Minnesota's research depends not only on its faculty, but also on the University's ability to attract the brightest graduate students to work with them.

The current financial situation and outlook is that the University of Minnesota is caught between dramatically decreasing state revenue and rapidly rising costs for virtually all goods and services including graduate education. The University has met its financial needs partly through raising tuition and other fees and partly through internal reallocations and cost savings. It is apparent that this extreme financial pressure will continue for the foreseeable future, necessitating changing methods of operations of many of the University's functions. Thus, against this austere background, the Financing Graduate Education Task Force attempts in this report to provide guidance on the future financing options for graduate education at the University of Minnesota.

There are many misunderstandings concerning financing of graduate education; whether or not Minnesota is competitive with peer institutions in fellowships, research and teaching assistantships (RA or TA) salaries, fringe benefits and workloads. Questions have been raised about whether our programs are efficient or productive. This report attempts to put facts together to provide a reality check that the University of Minnesota is reasonably competitive with peer institutions, but that changes could be made to improve our complete mission.

The Task Force believes the University of Minnesota must choose to maintain high quality programs and work toward achieving this goal through a combination of processes. There is neither a single nor an immediate solution to the problem of adequately financing graduate education at the University of Minnesota. Adequate financial support for graduate education is best achieved through a combination of approaches, which are outlined below.

### Recommendations of the Task Force

1. Request \$5 million annually in the biennial request for graduate fellowships, the money to be granted on the condition that it will be matched by private donations. (\$5 million is equivalent to the payout on a \$100 million endowment) This can be justified by attracting and retaining more talent in the state, directly benefiting the Minnesota economy. The University's research and graduate education efforts are—along with education of health professionals—the activities most valued by Minnesota citizens according to a recent survey conducted by University Relations.
2. Undertake a major fundraising campaign, in the colleges and centrally, for graduate fellowships to match the anticipated legislative appropriation (Recommendation 1).

3. Use the compact process, and similar internal collegiate processes, to examine and adjust the balance between expenditures on graduate education and other expenditures, in light of college and institutional priorities and capacities.
4. All units should also review the appropriate number of students in their graduate programs. Right-sizing of graduate programs should be driven not just by needs for TAs and RAs, but also by availability of jobs for graduates. Some aspects of right-sizing might include:
  - a. Encourage graduate programs to review their plans for admissions, in light of the appropriate size of the program. A smaller program, with fewer but higher-quality and better-supported graduate students, may be a wiser choice for some programs.
  - b. In a few programs where graduate admissions are driven more by TA needs for large service courses than by the availability of high-quality students, consider using Teaching Specialists.
  - c. Encourage colleges and departments to reallocate money internally to support (or reduce support for) graduate education, in line with the priorities established by the units.
  - d. Increase the amounts of funding generated by research and training grants in those units that have the capacity. This strategy could support more RAs directly, and also provide more faculty salary support (from NIH grants), freeing other money that could then be available for graduate student support.
  - e. In cases where there are too few graduate students for the number of faculty, consider deferring faculty hiring and put the money (salary and startup) into graduate student support.
5. Urge graduate programs to significantly improve student time-to-degree and completion rates, thereby reducing each student's need for total years of support.
6. Close small, lower-quality graduate programs, or merge them with others to promote greater efficiency and student choice. Furthermore, the University should examine whether reallocations can be made from lower priority University activities or programs to support high priority graduate education programs, and consider consolidating small academic units to save administrative costs and minimize faculty and staff duplication.
7. Spread fringe benefit over- or under-recovery across a rolling three-year period, instead of collecting it all in one year, and be prepared to subsidize under-recovery of fringe benefits slightly after the fact, so as to avoid disruptive fiscal oscillations.
8. Minimize administrative time and expenses by simplifying procedures. Savings generated will be small per unit, but could be significant overall.
9. Form working groups under the aegis of the Provost and the Dean of the Graduate School and in cooperation with the collegiate deans, to move from the potential solutions listed to plans that can be consulted and implemented.
10. Establish a group to examine any significant institutional issues surrounding the financing of professional student education that the Provost feels have been left unaddressed.

It is all too easy to recommend that the University of Minnesota allocate more money for graduate education; but it is neither entirely practical nor responsible in these austere times. Nevertheless, it is critically important that graduate education be maintained through a strategic combination of allocating (reallocating) relatively more money, right-sizing programs, economizing operations, and developing productivity enhancements in a well orchestrated manner. Right-sizing is a term used in this context to mean adjusting programs to fit into the available budget while keeping critical programs strong. As such, some programs may grow while others may shrink or be eliminated. The Task Force members assert that graduate

education is a critical University function, necessary for national rankings, the regional economy, and our quality of life in Minnesota.

## **The Report: Financing Graduate Education at the University of Minnesota**

### **I. The Role of Graduate Education at the University of Minnesota:**

Graduate education is a distinctive feature of the educational programs of the University of Minnesota, and excellence in graduate education is the hallmark of a great University. A strong graduate program is essential to a strong research program. The quality of research at the University is the key to its national reputation. No other institution of higher education in the State, public or private, has the responsibility or mission for this mission-critical piece of higher education.

The graduates of the University of Minnesota's graduate programs meet critical talent and highly-educated workforce needs across a wide variety of key economic and related sectors, and advance basic and applied research and technology transfer in the state. Graduates take leadership positions in industry, business, and governmental agencies. In addition, they play an extremely important role in the state's education system as they assume faculty positions at the University of Minnesota as well as at other institutions of higher education in Minnesota. Many of the leaders of Minnesota's K-12 educational system are graduates of the university's graduate programs.

Graduate students also play a critical role within the University itself. The quality of the University of Minnesota's research depends not only on the brilliance of its researchers, but also on the University's ability to attract the brightest graduate students to work with them. The quality of teaching in undergraduate education depends not only on those professors, but also on the abilities of the graduate students who work with small sections. If we wish to remain a magnet for talent for the state of Minnesota, we need to maintain a strong graduate program. The teaching and research benefits of having strong graduate students are synergistic in that graduate students extend the teaching capability of excellent faculty, thereby allowing them more time to conduct research, as well as directly contributing to the research effort.

The University has worked hard to recruit top faculty, especially young faculty in cutting-edge fields. As these faculty approach tenure, they will become increasingly attractive to competing universities, especially those institutions that can provide better research infrastructure, including graduate student support. Providing strong support for funding graduate students is a key factor in the retention of top faculty. Furthermore, the money spent to hire graduate students as graduate teaching and/or research assistants provides support for the graduate students and supports the undergraduate teaching and research missions of the university.

Graduate education is conducted in a national market. The competition for the best and brightest graduate students is dependent on having the best and brightest faculty members and, conversely, faculty members are attracted to a university by the opportunity to participate in a strong graduate program. Another competitive factor, in addition to the quality of the faculty, is the support offered to the student, either as a fellowship or, more often, through an offer of employment as a graduate teaching or research assistant.

Graduate education is fostered by such actions as recruiting and retaining outstanding faculty in nationally ranked professions, improving internships and fellowships, enhancing infrastructure for research and scholarship, providing summer research fellowships for fields in which students rarely have research assistantships, enhancing professional development opportunities for students, developing creative new instruction models, and instituting faculty development programs. All of these actions increase the ability of the University of Minnesota to attract outstanding students, increase the likelihood of successful completion of a graduate degree and enhance the talent that is brought to Minnesota.

## **II. The Current Financial Situation at the University of Minnesota:**

The current financial situation and outlook is that the State of Minnesota has dramatically reduced the appropriation to the University of Minnesota. Simultaneously, rising costs for nearly all goods and services have placed considerable stress on the University's budget. Costs of new facilities, personnel, health care, technology, energy, legal services, and debt service are rising rapidly. Seeking to ease financial pressures, the University has met its budgetary needs partly through raising tuition and other fees and partly through internal reallocations and cost savings. Against this background, the Financing Graduate Education Task Force attempts in this report to provide guidance on the future financing of graduate education at the University of Minnesota.

## **III. Key Findings and Recommendations:**

Clearly, graduate education is a priority for the University of Minnesota. However, directing resources to this priority has been a challenge. The University (along with its partners in the State) needs to sustain a substantial commitment in support of graduate education. The recent dramatic increase in tuition and fringe benefit rates has driven up costs and has impaired our ability to offer an adequate number of competitive graduate student fellowship packages. It also has strained collegiate and departmental budgets, which have not kept pace with inflation or increased costs. And it may have had an adverse impact on the financial competitiveness of our grant requests to external funding institutions.

More resources should be devoted to the most important graduate education programs through a thoughtful and rigorous combination of obtaining more total funding from the State, from federal research grants, and from private donations; reallocating internal resources from lower priorities to give graduate education support commensurate with its high priority importance to our mission; reviewing our policies and practices to ensure that our existing resources for graduate support are used as effectively as possible with a minimum of bureaucracy; reviewing our existing graduate programs for quality, centrality, and efficiency; and regularly reviewing our competitive position in recruiting graduate students to each of our graduate programs, as well as our placement records for students who complete those programs.

The University needs to optimize the utilization of central resources available for graduate education. The University will make decisions on where it should continue to provide support based on the other funding sources for the programs (e.g., graduate student tuition, grants and contracts, endowments), the costs of the programs (e.g., costs of instruction, administration, student support) and the collateral purposes served by the programs (e.g., research, teaching assistance, stature and intellectual vitality of the unit) in light of the criteria in the Strategic Planning Document. Those criteria are centrality to mission; quality, productivity and impact; uniqueness and comparative advantage; enhancement of academic synergies; demand and resources; efficiency and effectiveness; and development and leveraging of resources. Therefore,

each graduate program should be reviewed to determine whether it is operating at the optimum size in light of the criteria in the University's strategic planning process, program quality and need, and the resources available to support the program. Measures for evaluation of graduate programs are listed in Appendix 5. Most of these data are already collected by the Graduate School; they should be used more regularly and systematically to evaluate and allocate support to graduate programs.

To build greater understanding and support in the State of the importance of graduate students and graduate education, the University should strive to better articulate the ways in which our graduates meet critical talent and workforce needs across a wide variety of key economic and related sectors. The University can better articulate the role of graduate and professional education in advancing basic and applied research and technology transfer, and the important role that graduates play in the state's education system (at the undergraduate level at the University of Minnesota, as faculty in other institutions of higher education in Minnesota, and in providing graduate training to K-12 educators). Legislative efforts and private fundraising efforts can be supported by appropriate public relations strategies surrounding the importance of graduate education.

#### **IV. The Essence of the Problem and the Scope of our Considerations:**

Graduate and professional students and their programs reside in very different contexts within the University. It is important to understand that any set of issues and solutions will impact some units and students directly, some indirectly, and some not at all. This report does not attempt to address every issue in every program. The University had 16,305 students pursuing post-baccalaureate degrees or certificates in fall 2003. These students were enrolled across 53 different degree programs and 20 recognized certificate programs. Every college on the Twin Cities and Duluth campuses has graduate or professional students, with the exception of General College. In total, these students paid over \$150 million in tuition (or the tuition was paid on their behalf), just under 40% of the total tuition collected by the University in 2003-04.

Approximately 10,000 of the 16,000 graduate and professional students are formally admitted by the Graduate School. The other 6,000 are in professional programs in Law, Medicine, Dentistry, and the like, but also in large degree programs such as the Masters of Education and Masters of Business Administration. Slightly fewer than 7,200 students are pursuing an M.A., M.S., or Ph.D., meaning a majority of our post-baccalaureate students are seeking a wide variety of other degrees and certificates.

Likewise, collegiate units operate in very different environments. More traditional graduate school colleges such as CLA and CBS hire many graduate students, have most of their students in M.A., M.S., or Ph.D. programs, but are not highly dependent on tuition from these students. Tuition paid by or on behalf of these students generally makes up 10-25% of a college's overall O&M budget in these types of colleges. Other schools, such as the Medical School, Carlson School of Management, and Education and Human Development, also hire a significant number of graduate students, but have a variety of programs both within and outside of the Graduate School. These schools might secure between 35-60% of their O&M budget from tuition from post-baccalaureate students. While these colleges compete on a national scale for the best graduate students, they may also have programs that are highly competitive in local and regional markets, and may have different tuition pressures, student expectations, and hiring patterns.

We have construed our charge to focus primarily on the issues surrounding the approximately 4,000 to 5,000 graduate and professional students who are employed by the University and paid by various types of funding or who receive fellowships. As a result of their employment or of receiving a fellowship, these students receive tuition and health benefits through the graduate student fringe benefit pool. In fiscal year 2003-04, the University spent over \$111 million in salary and fringe benefits on these student employees. It should be noted that there are 11,000 to 12,000 other graduate and professional students who are not employed by the University as graduate assistants, most of whom do not receive University support for tuition or health benefits.<sup>1</sup> There are financial issues involving these students, as well; we do not address them here, other than to point out the serious burden that increasing tuition and fees places on these students, and the adverse impact this burden may have on our ability to recruit them and on their future ability to contribute to the State.

The Task Force has addressed the issues raised by the rapidly rising fringe benefit rates for graduate assistants. In one sense, this is a very simple problem: tuition rates and health insurance costs, both of which are funded by the University through fringe benefit charges for graduate students who are also graduate student employees, have risen faster than departmental and collegiate budgets. The increase in tuition rates -- one of the solutions to the University's budget problems of the past few years -- has produced unintended consequences in the form of increased costs for the associated fringe benefits for graduate student employees.

Below is a table showing salary and fringe expenditures on graduate assistants over the past five fiscal years in CUFS objects 7005 (salaries) and 7102 (fringe). This table represents all funds, sponsored and non-sponsored. It does not include expenditures on graduate fellowships.

System-Wide	FY1999-2000	FY2000-01	FY2001-02	FY2002-03	FY2003-04
Salary	\$56,931,039	\$61,545,335	\$64,599,420	\$ 67,944,034	\$ 68,853,068
Fringe	\$20,953,874	\$24,049,816	\$33,174,347	\$ 40,512,020	\$ 42,835,464
Total	\$77,884,913	\$85,595,151	\$97,773,767	\$108,456,054	\$111,688,532

Period 14 (end-of-year) totals, from CUFS/data warehouse

Total expenditures on salaries have increased 20.9% over the past five years. Over the same time period, expenditures on fringe benefits (including the tuition benefit) have increased 104%!

## V. How the Present System Works

University of Minnesota support for graduate students who are employed as Research Assistants or Teaching Assistants (RAs or TAs) includes partial or full tuition payment. Those employed for more than 5 hours per week (12.5% time) during the semester receive a tuition benefit for that semester that is double the percentage of employment time. Thus a 25% time RA or TA receives 50% tuition coverage and a 50% RA or TA receives 100%. The cost of this program is borne by a fringe benefit charge; for the 2004-05 year, the employing unit pays a fixed amount per hour to this fringe pool for every hour a graduate assistant works; their actual tuition is then paid out of that pool. Non-resident graduate assistants employed 25% or more also receive a waiver of the non-resident portion of their tuition; this waiver is not booked in the accounting system as either a charge to the pool or as tuition revenue. Graduate assistants employed more than 25% time also receive subsidized health insurance. The cost of this subsidy is paid from a fringe benefits pool

<sup>1</sup> Some students who are not employees or receiving fellowships are, however, receiving scholarships or other forms of aid. Some may be receiving direct payment of their tuition, health insurance costs, U of M fee, or other costs.

and is funded by the employing unit as a percentage of the actual salary, together with other fringe benefit costs, such as Social Security and Medicare taxes. The fringe pool charges are levied against all RA and TA salaries, whether or not the particular individual is receiving a particular benefit. The charging rate for the present year is \$10.39 per hour to cover the tuition benefit program plus 14% of the salary to support the health insurance and other programs. Tuition and health benefits for recipients of Graduate School Fellowships are paid directly by the Graduate School rather than as part of the fringe benefit pool. The cost implications are parallel to those for the fringe benefit pool.

## **VI. Three Interconnected Problems**

On closer examination, we find that there are distinct, but interconnected problems. They require separate presentation.

1. Research assistants (RAs). The University has approximately 2,100 research assistants, for which the University spent \$37.9 million in salary and \$21.7 million in fringe all-funds – sponsored and non-sponsored. Nearly two-thirds of the funding for RA compensation (\$38.0 million of \$59.6 million) - comes from grants and contracts; about 18% (\$10.8 million) comes from O&M and State Special funding. The remaining compensation comes from a mixture of sources, including private donations, endowment income, foundations, and business and industry. The concerns about RAs are raised largely by the Principal Investigators (PIs) who hold the research grants, and are concerned about competitiveness and about their ability to hire enough RAs within their grant budgets.
  - a. Some PIs, particularly in the biological sciences, feel that our fringe benefit costs make their grant applications financially uncompetitive. Our investigation finds this concern is not substantiated and that our rates overall for a 10 month appointment are comparable to those at other Big 10 institutions and lower than at most major private research institutions. However, there may be some differences with respect to summer tuition and other details that make our overall rates higher.
  - b. Other PIs with longer term grants that do not include adequate inflationary adjustments to cover the substantial increases find that they must reduce the numbers of research assistants or otherwise reallocate their expenditures. A similar concern is expressed by those who face funding caps in grant applications, who cannot fund the number of RAs whom they need to employ to get the research accomplished. In addition, some funding agencies are now capping the total amount the agency will pay for a graduate assistant salary and/or fringe; some agencies specifically will not pay tuition.
  - c. Some granting agencies will not allow direct charges for tuition. This means that the cost of the tuition fringe must come from non-sponsored accounts—difficult in this era of dwindling departmental support.
2. Teaching assistants (TAs). The University employs approximately 2,250 teaching assistants for which the University spent \$27.7 million in salary and \$19.5 million in fringe all-funds – sponsored and non-sponsored. Over 95% of their funding comes from O&M funds (\$45.1 million out of a total of \$47.2 million). These individuals provide

valuable instructional service to the undergraduate curriculum. However, their costs have risen faster than available resources. To take only one example: In CLA, allocations to the collegiate O & M budget have increased 30% over 4 years, but costs for a steady number of TAs have risen by 60% because of rapidly rising fringe rates. Across the University, units have responded to this pressure in different ways. Some have decreased the number of TA positions, placing more work on fewer individuals (and thus reducing financial support for graduate students); others have held the number of positions relatively constant by keeping salary levels at the minimum to help to offset increasing fringe costs; and still others have squeezed other departmental expenditures or collapsed faculty positions to support TA costs. The basic problem for TA support is the level of O&M support for the units.

Note that an additional \$4.9 million was spent in FY2004 on administrative fellows, legal project assistants, and other types of graduate assistantships throughout the University. Though not examined in detail, these positions are also funded primarily with O&M funds, and we suspect the issues surrounding these student appointments are very similar to those found for TAs in general.

3. Graduate fellowships. There is a variety of fellowship programs: The Graduate School awards about 130 fellowships to the most highly qualified candidates for graduate study, including stipend, tuition, and health benefits. These competitive fellowships are essential to obtaining a class of entering students of the quality that we expect. Individual graduate programs also award fellowships from funds provided by Graduate School block grants and from departmental funds (largely O&M, supplemented with private funds). The combined Graduate School budget for its direct fellowships and for block grants is \$5.7 million. Over the past 5 years, the number of students who could be fully supported through the direct fellowships and the block grants has fallen by more than 25%, from 253 to 187. (Total fellowship expenditures, including departmental sources, are about \$8.2 million.) The basic problem with graduate fellowship funding is the level of O&M and endowment income to support the program. Some other Big 10 universities with which we compete have twice the amount of fellowship support from institutional funds.

Appendix 6 examines these three sources of support from a related point of view. It notes that determining the number of graduate assistants and their pay rates is a very decentralized process, in which a vast majority of the decisions on number of graduate assistants and their compensation are made at the faculty, department, and college level, where these investments are necessarily weighed against other academic investments and priorities.

Private funds, professional association funds, and other miscellaneous sources also provide some support in the forms of scholarships, prizes, travel grants, and so on. In addition, direct payment of some costs (e.g., graduate student travel, books, and laboratory supplies) may be provided in some cases. These sources of support are welcome, and certainly help to augment the three major categories of TA-ships, RA-ships, and fellowships. However, they are typically smaller, one-time amounts.

In the sections that follow and in the appendices, we discuss the historical development of this problem over the past decade, and some of the financial and technical aspects of the problem. We then make our recommendations. We note here, however, that there are no quick fixes to this problem. Graduate education needs greater financial support, both through funds channeled through the Graduate School and through funds directed to departments. We do recommend

some minor technical changes, but they would only serve as a palliative against volatility and would not solve the fundamental issue of meeting the rapidly rising fringe benefit rate.

## **VII. The Most Important and Strategic Problems**

The budget for the University of Minnesota has been sharply reduced by the State of Minnesota, resulting in severe direct and indirect pressure on all academic and non-academic financial systems. Since graduate education requires strong departments, recent budget cuts have had a profoundly negative effect on academic departments, which in turn have had a profoundly negative effect on graduate students, TA-ships, RA-ships and fellowships.

1. Tuition has gone up for both graduates and undergraduates to compensate for decreases in state funding, but graduate students are not eligible for state financial aid to offset increased tuition.
2. Fringe fluctuations, due to annual over- or under-estimation of rates needed for full recovery, and rapid and sometimes unpredictable increases in tuition rates and health care costs are alarming to PIs because multi-year grants are too inelastic to absorb rapid increases in tuition and health insurance. Tuition and fringes sometimes have had to be covered or supplemented by other unit funds, which have also suffered financial stresses.
3. For colleges and departments, the increase in fringe costs has strained budgets. Budget additions have not kept pace with this aspect of costs. In addition, the U of M central tax on tuition revenues means that employing a TA who gets the tuition benefit is no longer a zero-sum exercise, but instead is an added cost to the unit. This may mean, among other things, that some units pay TAs at the base and work them increasingly hard, which may lessen a units' competitive position.
4. Grad School Fellowship and Diversity of Views and Experiences (DOVE) Fellowship funds have not kept pace with the cost of fellowships, so the number of fellowships that can be offered—important to attract the best students—has gone down substantially.
5. External fellowships increasingly do not come with adequate cost-of-education allowances to cover tuition, health, and fees. The difference generally comes from Graduate School Fellowship funds or other funds provided by the unit. Furthermore, endowments that support graduate fellowships are providing lower returns and growing at a slower pace than in past years.
6. Managing graduate student support resources has become increasingly complex, as various programs of funding have unique restrictions and policies. Departmental chairs, directors of graduate study, and unit administrators struggle to stay current with these rules. Packages of support for graduate students are frequently pieced together from several different sources; much staff and faculty time is involved in creating and implementing these packages and in explaining them to the graduate students.
7. Multi-year packages of support are needed to recruit and retain the very best graduate students in the most competitive programs. Decreases in funding, increases in costs, and changing rules have increased the level of uncertainty; many units are reluctant to offer multi-year packages because they cannot confidently predict how they will meet the conditions of those packages in the coming years.

## **VIII. What are some possible solutions?**

It is easy to recommend that the University of Minnesota allocate more money for graduate education; but it is neither entirely practical nor responsible for this committee to make this

recommendation under current fiscal realities. Nevertheless, it is critically important that graduate education be maintained through a strategic combination of allocating (reallocating) relatively more money, right-sizing programs, economizing operations, and developing productivity enhancements in a well orchestrated manner. Right-sizing is a term used in this context to mean adjusting programs to fit into the available budget while keeping programs strong. As such, some programs may grow while others may shrink or be eliminated. All senior University administrators realize that graduate education is a critical University function, necessary for national rankings, the regional economy, and our quality of life in Minnesota.

### **Major Recommendations:**

There is neither a single nor an immediate solution to the problem of financing graduate education. Graduate student support is best obtained through a combination of approaches.

1. Request \$5 million annually in the biennial request for graduate fellowships, the money to be granted on the condition that it will be matched by private donations. (\$5million is equivalent to the payout on a \$100 million endowment.) This can be justified by attracting and retaining more talent in the state, directly benefiting the Minnesota economy. The University's research and graduate education efforts are—along with education of health professionals—the activities most valued by Minnesota citizens according to a recent survey conducted by University Relations

Of the various financial challenges that face graduate education at the University of Minnesota, the one that seems most likely to garner help from the state is matching money for fellowships. Fellowships respond directly to the argument that the University is a magnet for talent, since fellowships are used to attract the best students in national and international competition with other research universities. The fellowship money goes to the student, not to the institution, which is in accord with an increasingly popular philosophy about support for higher education. The need for additional fellowship money is clear, since our existing fellowship funds have lost about 1/3 of their purchasing power relative to ten years ago, and several of our Big 10 competitors have double or more the amount of fellowship funding that we have.

The idea of matching private fellowship donations with state money has a successful precedent in the 21st Century Fund, in which about \$45 million of University revenue from an anti-AIDS drug has been matched by private donations in about four years. The President has proposed matching private donations with state funds for an on-campus football stadium, so a state-private matching strategy for fellowships is not novel.

We propose that the University's biennial request include \$5 million recurring annually for graduate fellowships, with the assumption that this will be matched by the income from a \$100 million privately-raised endowment after 10 years. This fund-raising goal seems feasible, given the precedent of the 21st Century Fund. A total of \$10 million per year in fellowships, at the \$25,000 current stipend, tuition, and fees, corresponds to 400 new fellowships, which would provide an enormous boost to our ability to attract top graduate students to Minnesota.

2. Undertake a major fundraising campaign, in the colleges and centrally, for graduate fellowships to match the anticipated the legislative appropriation described in Recommendation 1.
3. Use the compact process, and similar internal collegiate processes, to examine and adjust the balance between expenditures on graduate education and other expenditures, in light of college and institutional priorities and capacities.
4. All units should also review the appropriate number of students in their graduate programs. Right-sizing of graduate programs should be driven not just by needs for TAs and RAs, but also by availability of jobs for graduates. Some aspects of right-sizing might include:
  - a. Encourage graduate programs to review their plans for admissions, in light of the appropriate size of the program. A smaller program, with fewer but higher-quality and better-supported graduate students, may be a wiser choice for some programs.
  - b. In a few programs where graduate admissions are driven more by TA needs for large service courses than by the availability of high-quality students, consider using Teaching Specialists.
  - c. Encourage colleges and departments to reallocate money internally to support (or reduce support for) graduate education, in line with the priorities established by the unit.
  - d. Increase the amounts of funding generated by research and training grants in those units that have the capacity. This strategy could support more RAs directly, and also provide more faculty salary support (from NIH grants), freeing other money that could then be available for graduate student support.
  - e. In cases where there are too few graduate students for the number of faculty, consider deferring faculty hiring and put the money (salary and startup) into graduate student support.
5. Urge graduate programs to significantly improve student time-to-degree and completion rates, thereby reducing each student's need for total years of support. Consider setting a maximum number of years for graduate assistant support appropriate to each program, thereby encouraging prompt completion.
6. Close small, lower-quality graduate programs, or merge them with others to promote greater efficiency and student choice. Furthermore, the University should examine whether reallocations can be made from lower priority University activities or programs to support high priority graduate education programs, and should consider consolidating small academic units to save administrative costs and minimize faculty and staff duplication.
7. Spread fringe benefit over- or under-recovery across a rolling three-year period, instead of collecting it all in one year, and be prepared to subsidize under-recovery of fringe benefits slightly after the fact, so as to avoid disruptive fiscal oscillations.
8. Minimize administrative time and expenses by simplifying procedures. Savings generated will be small per unit, but could be significant overall.
9. Form working groups under the aegis of the Provost and the Dean of the Graduate School and in cooperation with the collegiate deans, to move from the potential solutions listed to plans that can be consulted and implemented.
10. Establish a group to examine any significant institutional issues surrounding the financing of professional student education that the Provost feels have been left unaddressed.

In summary, the solution to adequately supporting excellent support graduate education is complex under the current circumstances. The long term state support for higher education has not kept pace with inflation or rising costs, the Higher Education Price Index (HEPI). In addition, in recent years very substantial reductions in funding have occurred. In response, the University of Minnesota must reevaluate its position, choosing to maintain quality programs and achieving this goal through a combination of processes.

## **APPENDIX MATERIALS**

APPENDIX 1: The Cost of Graduate Fellowships at the University of Minnesota

APPENDIX 2: Enrollments, Costs and Expenditures by Object Codes.

APPENDIX 3: Graduate Student Salaries and Benefits by Funding Source

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APPENDIX 1

The Cost of Graduate Fellowships

University of Minnesota

## **THE COST OF GRADUATE FELLOWSHIPS**

### **UNIVERSITY OF MINNESOTA GRADUATE SCHOOL**

#### **Introduction**

The cost of supporting graduate students through Graduate School-funded non-service fellowship support has risen dramatically at the University of Minnesota in the past ten years, largely due to sharply increased tuition and health care costs. Yet Graduate School Fellowship stipend levels have risen only modestly. [See **Attachment #1a**, Graduate School academic-year fellowship costs, 1991-2006.]

#### **Background**

The Graduate School Fellowship program began in the mid-1970s with a grant from the Bush Foundation, and a challenge to the University to provide recurring funds for the fellowship support of its top incoming graduate students. By the mid-1980s, the University had secured state funds of around \$4 million for recurring fellowship support. For a time, this fund was adjusted upwards annually, pegged to two indicators: tuition increases and academic salary increases. These annual adjustments were discontinued in the early 1990s, at which point the fund had increased to approximately \$4.7 million. Then, the fund actually went down slightly in the mid-1990s. It was increased to its current level, \$5.7 million, through inflationary adjustments that Dean Maziar was able to obtain between 1999 and 2002. The most dramatic fellowship cost increases — i.e., in tuition and health insurance — have actually occurred since then. [See **Attachment #1b**, which shows the resulting loss of purchasing power over the 1991-2006 time period.]

#### **Description of All-University Graduate School Fellowship Program**

The fellowship program includes Graduate School Fellowships (GSF) for incoming students, and Doctoral Dissertation Fellowships (DDF) for candidates for the PhD degree.

**GSF** — The purpose of the GSF program is to assist directly in the recruitment of outstanding students into our PhD programs by providing the incentive of an academic-year merit fellowship, coupled with future support by the nominating program. The GSF includes an academic-year stipend, tuition, and health insurance through the graduate assistant plan. Most are one-year offers. A small number of two-year awards are offered to nominees who are highly ranked by the faculty fellowship committee. These Fellows are able to take the second year of the award in their 2<sup>nd</sup>, 3<sup>rd</sup>, or 4<sup>th</sup> year of study.

**DDF** — The purpose of the DDF program is to give outstanding final-year PhD candidates an opportunity to complete the dissertation within the next academic year by devoting full-time effort to the research and writing of the dissertation. The award includes an academic-year stipend, tuition for thesis credits, and health insurance through the graduate assistant plan.

**Nominating Procedures for GSF and DDF:** Each graduate program is allotted a nomination number by the Graduate Fellowship Committee. The total number of nominations to be distributed among programs is about 500, with individual allotments varying from one to twenty. Each program decides how to divide the number of nominations they are allotted between the GSF and DDF competitions (late-January and mid-March deadlines respectively).

**Selection of Recipients:** The review of nominations is conducted by the Graduate Fellowship Committee, composed of sixteen faculty members from across the University. Four members drawn from different disciplines independently review and rate each nomination. Thus, with diverse panels in which all reviewers have an equal voice in the final decision, the nomination material (especially in the case of the DDF) must be accessible to all individuals. [See **Attachment #2**, 2003-04 committee list.]

**Fellowship offers** — GSF offers are made in late February. Far more offers are made each year than funds available, on the assumption that a certain percentage of offers will be turned down (historically, about 33% of GSF offers are accepted). Thus, all awards are first-choice offers, with no alternate awards. The number of DDFs is decided each year in late

spring and is adjusted up or down depending on how much funding remains after GSF acceptances are known (deadline April 15). For 2004-05, the percentage of GSF offers accepted was unusually high (38% vs. 31% for 2003-04), so DDF awards were fewer than originally anticipated. [See **Attachments #3a** (2003-04) and **#3b** (2004-05), GSF and DDF outcomes.]

*All-University nature of the competitions* — These two competitions are all-University in nature, with reviewers selecting the top nominees, regardless of the major field. The number of GSF offers and DDF awards for an individual graduate program, therefore, can vary considerably from year to year, as offers/awards flow to the disciplines that field the most outstanding individual applicants in a given year.

Nomination allotments, referred to earlier, are reviewed and adjusted annually. In considering the number of nominations a major field is allotted for these two competitions, the fellowship committee judges the relative size and quality of the program, along with the program's aggregated four-year record of participation and level of success in the competitions. In the case of the GSF, Minnesota's highest quality graduate programs are vying with other top major research universities for the best students. Thus, for purposes of allotting nomination numbers, the committee does not regard it negatively if a majority of a graduate program's GSF offers are not accepted. Rather, the committee recognizes that being able to win and offer a large number of GSFs, in and of itself, strengthens the hand of high-quality programs. Though most highly sought-after students choose a graduate school based on whom they wish to study with, the GSF can sometimes tip the balance in the University's favor.

### **Current Fellowship Costs**

In 1995-96, the cost of a Graduate School Fellowship offered to incoming first-year recruits was approximately \$16,400. By the year 2005-06, the cost will have risen to an estimated \$30,500. This total increase in costs is due largely to sharp increases in tuition and health care. The stipend of \$11,200 in 1995-96 will have risen by 56%, to \$17,500, by 2005-06. Tuition during this time frame, on the other hand, will have risen by an estimated 130%, from \$4,350 to an estimated \$10,000. [Note: The new "University fee" is now included in fellowship tuition costs.] Health care will have increased by over 200%.

Because of the recent dramatic rise in fellowship costs, *and no increases* to the fellowship budget in several years, the 2004-05 budget for the GSF and DDF programs was increased by shifting funds away from block grant support (described below), in order to support a total of about **130** fellowship awards (i.e., about 80 GSFs and 50 DDFs). This compares to about **115** awards in 2003-04. Without additional funds, rising costs again will effectively reduce the total number of fellowships to only **115** in 2005-06.

### **Other Graduate School Sources of Graduate Student Support:**

**Block Grants and Tuition Fellowships (BG & TF)** — With the recommendation of the Graduate Fellowship Committee, through a subcommittee of faculty members from across the University, the Graduate School allocates a significant share of the fellowship budget directly to graduate programs for their discretionary use in providing partial or full academic year or summer stipends and partial or full tuition. Allocations are made for two years and staggered so that each year half the programs' Directors of Graduate Studies (DGSs) submit reports describing their prior BG/TF use in improving the graduate program, in order to justify a future allocation. In evaluating these reports, the fellowship committee judges whether to make changes in the allocation and to what extent. Unlike the GSF/DDF programs, which outcome for an individual program can vary greatly from year to year as described earlier, the fellowship committee in general makes subtler shifts in individual BG/TF allocations. This constancy has kept BG/TF funds from wide annual fluctuations, thus giving DGSs a certain sense of stability. Nonetheless, during the Yudof years, considerable funds were gradually shifted into well-defined high-priority areas, such as molecular biology and digital technology.

For 2004-05, BG and TF funds were reduced from \$3.3 million to \$3.0 million. These funds were shifted to the GSF/DDF budget so that the number of GSFs and DDFs could be offered at a reasonable level (i.e., at **130** fellowships), as described above. For 2005-06, BG and TF funds will need to be reduced by 20%, to \$2.4 million, shifting \$600,000 into GSF/DDF programs, in order to maintain the GSF/DDF programs at **130**, assuming no other recurring state funds are forthcoming. [See **Attachments #4a** (2003-04) and **#4b** (2004-05), BG and TF awards. *Graduate programs not on the list receive no funds.*]

**Endowed Fellowships** — The Graduate School administers the awards from endowed fellowships, which income is derived largely from wills and trusts. Approximately 30-40 are awarded annually, with stipends ranging from \$3,000 to \$16,000; some awards include tuition and health insurance. Most awards are made on the recommendation of small *ad hoc* faculty committees. The number of awards is necessarily tied to investment income, which recently has decreased. Also, the number of awards varies from year to year because individual named awards cannot be made until sufficient income is accumulated. For example, the Shevlin Fellowship, worth \$25,500 in 2003-04, will not be offered again until the fund has grown to the required support level. [See **Attachment #5**, endowed fellowship awards and **Attachment #2**, *ad hoc* committee membership.]

**DOVE Fellowships** — The Graduate School provides a modest amount of support for incoming students from under-represented groups in the form of DOVE (Diversity of Views and Experience) Fellowships, at the same level of support as the GSF. The current annual budget is \$300,000.

**National Science Foundation Fellowships** — Three-year NSF Fellowships provide an annual 12-month stipend, plus costs for required tuition *and fees*. The stipend has risen sharply, to \$30,000 for 2004-05. Approximately 40 NSF Fellows will be in residence in 2004-05. The institutional allowance per NSF Fellow remains at \$10,500, which is now insufficient to cover Fellows' academic year costs. It is estimated that the average tuition/fees cost per Fellow in 2004-05 will exceed \$12,500, with the Graduate School fellowship budget having to cover the shortfall. Thus, optional charges, such as summer tuition or non-required fees, can no longer be covered.

In addition, because the NSF Fellowship is a 3-year award, departments must support students during the other 2+ years of the degree program, putting enormous pressure on departments to increase their stipend support from other funds during the students' non-NSF years. It also adds a subtle pressure to departments to increase the support for all other students in the program.

Here is recent history of NSF Fellowship award amounts:

<b>NATIONAL SCIENCE FOUNDATION FELLOWSHIP — COST HISTORY</b>		
<b><u>Year</u></b>	<b><u>NSF Stipend</u></b>	<b><u>NSF Cost of Allowance</u></b>
1995-96	\$14,400	\$ 8,600
1996-97	\$14,400	\$ 8,600
1997-98	\$15,000	\$ 9,500
1998-99	\$15,000	\$ 9,500
1999-00	\$15,000	\$10,500
2000-01	\$16,800	\$10,500
2001-02	\$18,000	\$10,500
2002-03	\$21,500	\$10,500
2003-04	\$27,500	\$10,500
2004-05	\$30,000	\$10,500

**3M Science & Technology Fellowships** — Twelve four-year 3M Fellowships are awarded annually. Graduate programs (selected by the Graduate School dean and relevant collegiate deans) choose the incoming recipients, with attention to fields of interest to 3M. Each award provides \$25,000 in the first year to cover partial stipend, tuition, and health insurance, with an \$8,000 stipend in the 2<sup>nd</sup> through 4<sup>th</sup> year to augment the program's 50% graduate assistantship. Thus, ultimately 48 students will be supported annually.

**21<sup>st</sup> Century Fund** — The Graduate School established the 21st Century Graduate Fellowship Endowment with revenues derived from the license of the discovery of Carbovir to the Glaxo-Wellcome company. This endowment fund matches, on a dollar-for-dollar basis, the payout of newly established fellowship endowments of \$25,000 or greater which have been created to support Graduate School students in any field across the University. The Endowment is anticipated to reach \$50 million in principal, eventually generating a maximum matching pool of \$2.5 million each year. In FY05, matches totaling just over \$1 million will be provided to more than 200 different fellowship funds across the University.

**Graduate School General Research Advisory Committee (GRAC) and Biomedical Research Advisory Committee (BRAC) Research Funds** — Much Graduate School Grant-in-Aid money goes to support Research Assistants. For 2004-05, Graduate School research grant funds for RA costs will total an estimated \$1 million, just over 40% of total grant funds. This provides support for about 45 academic-year half-time RAs.

**External Awards** — With the assistance of faculty committees, the Graduate School administers the application and nomination process for a number of external awards, such as the Luce Scholarship, and the Fulbright and DAAD Scholarships. Many doctoral students conducting international dissertation research seek support through the latter two programs. [See **Attachment #2**, committee membership.]

**Other Institutions**

Estimates of fellowship support budgeted in the graduate schools at CIC institutions ranges from \$1.5 million to \$26 million (per unofficial draft of University of Illinois survey completed in January 2001). The universities responding included Illinois (Urbana and Chicago), Indiana, Iowa, Michigan, Michigan State, Minnesota, Ohio State, Penn State, Purdue, and Wisconsin. Only five institutions, including Minnesota, use a substantial amount of the funds for tuition. Here is the distribution of fellowship dollars budgeted to the graduate colleges at these institutions, in order of amount (in millions):

# 1	\$1.5	# 5	\$3.3	# 9	\$5.7
# 2	\$2.2	# 6	\$4.1	#10	\$5.9
# 3	\$2.7	# 7	\$4.8	#11	\$26.0
# 4	\$2.8	# 8	\$5.7		

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**Summary—Current Graduate School Fellowship Budget Situation:**

In summary, to mitigate the dramatic decline in purchasing power of the GSF/DDF fellowship budget, the Graduate School has had to shift funds from BG and TF funds and into GSF/DDF support in 2004-05, as described earlier. Assuming no increase in the recurring fellowship budget, the Graduate School will again reduce BG and TF funds in the fall 2004 round of decisions for 2005-06, by 20%, to shore up the GSF/DDF programs for 2005-06.

**Recommendations:**

- To be able to compete more effectively — and more aggressively — for outstanding graduate students, the University must be able to offer more all-University multi-year awards that provide fully competitive stipends, plus full tuition and health insurance. For example, all 75-80 first-year GSFs could be two-year awards instead of one-year (with the second year of the award to be taken in the Fellow's 2<sup>nd</sup>, 3<sup>rd</sup>, or 4<sup>th</sup> year). Some smaller set of the awards could be three-year awards (over five years), per the NSF model. This ultimately would cost at least an additional \$2.5 million annually based on 2005-06 projected costs. An increase in graduate fellowship funds must become a priority for internal reallocation or for the next legislative session.
- To stop the dramatic loss in fellowship purchasing power, the University must return to the practice of annually increasing the Graduate School fellowship fund based on some realistic cost formula, such as increases in academic salaries, tuition, and health insurance. Had such a practice still been in place, for 2004-05 the share of the fellowship budget expended on stipends would have been increased by 2.5%, the share for tuition by 12.7%, and the share for health insurance at 7% — a total increase for 2004-05 over 2003-04 of well over \$500,000.
- Finally, the Graduate School should embark on a fund-raising campaign to increase the number of endowed fellowships that would be available to students in a broad range of fields, to be matched by the 21<sup>st</sup> Century Fund.





**UNIVERSITY OF MINNESOTA GRADUATE SCHOOL  
FACULTY FELLOWSHIP COMMITTEES, 2003-04**

**Graduate School Fellowship Committee — GSF, DDF, BG & TF:**

Jeff Apland, Applied Economics  
Dan Dahlberg, Physics & Astronomy  
Doug Ernie, Elect & Computer Engineering, *Chair*  
Jeannette Gundel, Linguistics  
Satish Gupta, Soil, Water & Climate  
Katherine Klink, Geography  
Kathie Krichbaum, Nursing  
Joseph Labuz, Civil Engineering  
Alon McCormick, Chemical Eng & Materials Sci

Sheila McNally, Art History  
Karen Mesce, Entomology & Neuroscience  
Claudia Neuhauser, Ecology, Evolution & Behavior  
Neil Olszewski, Plant Biological Sciences  
Steve Ruggles, History  
Tom Stoffregen, Kinesiology  
Diane Tedick, Curriculum & Instruction  
Donna Whitney, Geology & Geophysics

**Ad Hoc Student Fellowship Committees — International (DAAD, Fulbright, Luce):**

Rick Asher, Art History  
Paul Bloom, Soil, Water & Climate  
Francie Cuthbert, Conservation Biology  
Donald Dengel, Kinesiology  
C. Randy Fletcher, Psychology  
Peter Graham, Soil, Water & Climate

Kaaren Grimstad, German, Scandinavian & Dutch  
David Lipset, Anthropology  
Gary Muehlbauer, Agronomy & Plant Genetics  
Jim Stout, Geology & Geophysics  
Eric Weitz, History  
Peter Wells, Anthropology

**Ad Hoc Student Fellowship Committees — Endowed Fellowships, Research Grants, “Best Dissertation” Awards:**

F. Ronald Akehurst, French & Italian  
Gene Allen, Int'l Programs  
Christopher Bingham, Statistics  
Nicki Crick, Child Development  
Ed Cushing, Ecology, Evolution, & Behavior  
Douglas Ernie, Electrical & Computer Engineering  
Ann Fallon, Entomology  
C. Randy Fletcher, Psychology  
David Grayson, Music  
Allen Isaacman, History  
Rob King, Applied Economics  
David Knoke, Sociology  
Nita Krevans, Classical & Near Eastern Studies  
Frances Lawrenz, Educational Psychology  
Joan Liaschenko, Nursing

Patrizia McBride, German, Scandinavian & Dutch  
Philip Pardey, Applied Economics  
Lawrence Que, Chemistry  
David Rapp, Educational Psychology  
David Samuels, Political Science  
Naomi Scheman, Philosophy  
Kathleen Sellew, Int'l Programs  
Peter Southern, Microbiology, Immun & Cancer Bio.  
Marla Spivak, Entomology  
Jim Stout, Geology & Geophysics  
Timothy Walseth, Pharmacology  
Ann Waltner, History  
Arthur Walzer, Rhetoric & Sci & Tech Comm  
Jacquelyn Zita, Women's Studies

2003-04 GRADUATE SCHOOL FELLOWSHIP OUTCOMES, and other Graduate School-administered Awards, by College and by P & R

P&R Group	Coll	Program	Graduate School Fellowships						Doctoral Dissertation Fellowships				#DOVE	#NSF	#3M	Named Fellowships Supported by Endowed Income, Gifts, & other Miscellaneous Sources	
			Total #GSF Noms	# 1-yr offers	# 2-yr offers	Total # 1-yr Accepts	# 2-yr Acpts	# remaining for DDF	# actual DDF Noms	Total # DDF Awards							
B	AG	Animal Science	0								1	0	-				
B	AG	Applied Plant Sciences	3	1			1			5	2	2	1				Brand, Anderson, Crosby, Dossdall, DocEdDisResGrant
B	M/CBS	Biochem, Mol/Bio, Biophy	5	2	1		0	0		6	2	2	0				
B	UMD	Biology/UMD	1	0						-	-	-	-				
B	NR	Conservation Biology	6	4			1			3	3	3	0				Dossdall Fellowship, DocEdDisResGrant, Crosby
B	CBS	Ecology/Zoology	11	7	1		5	0		3	3	3	2		3		DocEdDisResGrant(2)
B	AG	Entomology	0							4	4	4	3				Anderson Fellowship
B	AG	Food Science	0							3	0	0	-				
B	CALA	Landscape Arch	2	0						-	-	-	-				
B	PHM	Med Chemistry	1	1			0			1	1	1	0				
B	M/CBS	Micro, Immuno, & C Bio	5	1				0		2	0	0	-				
B	VM	Mol Vet Biol	1	0						1	1	1	1				
B	M/CBS	Mol, Cell, Dev Bio & Gen	1					0		2	2	2	1				
B	NR	Natural Resources Mng	4	4			2			1	1	1	0				
B	MED	Neurosci	5	4	1		0	0		5	4	4	1		1		Dossdall Fellowship, Woman's Club Fellowship
B	AG	Nutrition	0							2	0	0	-				
B	PHM	Pharmaceutics	0							2	2	2	1				
B	MED	Pharmacology	3	1				0		0	0	0	-		1		Crosby Fellowship
B	CBS	Plant Bio Sci	2	2				0		2	1	1	1				
B	AG	Plant Pathology	1	0						0	0	0	-				
B	AG	Soil Sci	1	0						1	1	1	0				
B	AG	Toxicology	-							1	0	0	-			1	
B	VM	VetMed	0							1	0	0	-				
B	NR	Wildlife Conservation	0							2	2	2	1				
ED/P	CLA	Comm Dis	3	1			1			0	0	0	-				
ED/P	CLA	Psych	16	6	1		3	0		1	1	1	1		1		Miller Fellowship
ED/P	ED	Curriculum & Instruct	1	0						3	1	1	1				
ED/P	ED	Child Psych	8	5	1		0	0		3	3	3	2		6		Miller Fellowship(2), Wallace Fellowship
ED/P	ED	EdAdPA	0							1	1	1	0		1		
ED/P	ED	Kinesiology	0							1	0	0	-				
ED/P	ED	EdPsych	8	2				1		1	1	1	0				Miller Fellowship
ED/P	ED	Work, Commun & Family	0							1	0	0	-				
ED/P	UMD	CommSci/UMD	0							-	-	-	-				
HS	MED	Biomedical Science	-							1	0	0	-				
HS	MED	Clinical Lab Sci	-							-	-	-	-				
HS	MED	Health Informatics	0							1	1	1	0				
HS	MED	Hist of Med	0							1	0	0	-				
HS	MED	Rehab Sci	0							2	1	1	0				
HS	N	Nursing	1	0						4	4	4	1		1		DocEdDisResGrant
HS	PHM	Social & Admn Pharm	0							2	1	1	0				
HS	PH	Biostatistics	0							3	2	2	0		1		
HS	PH	Environmental Hlth	0							1	1	1	1				
HS	PH	Epidemiol	0							1	0	0	-				Shevlin Fellowship

**2003-04 GRADUATE SCHOOL FELLOWSHIP OUTCOMES, and other Graduate School-administered Awards, by College and by P & R**

P&R Group	Coll Program	Graduate School Fellowships						Doctoral Dissertation Fellowships				Named Fellowships Supported by Endowed Income, Gifts, & other Miscellaneous Sources		
		Total #GSF Noms	# 1-yr offers	# 2-yr offers	Total # 1-yr Accepts	# 2-yr Apts	# remaining for DDF	#actual DDF Noms	Total # DDF Awards	#DOVE Fellows	#NSF Fellows	#3M Fellows		
HS	PH	Health Services Res	2	1		0		0	0					
LLA	CLA	American Studies	4	1	1	0	0	4	4	1				Stout F, Leonard F(2), Class of 1890 F, DocDissResG
LLA	CLA	Art	3	1		1		-	-	0				
LLA	CLA	Art History	0					3	3	0				
LLA	CLA	Asian Lang & Lit	0					1	0	-				
LLA	AG	Rhetoric&SciTech	0					2	0	-				
LLA	CLA	Classics	0					2	1	0				
LLA	CLA	ComplLit & CSDS	2	0				4	4	2				Leonard Fellowship, DocDissIntlResGrant(3)
LLA	CLA	English	6	4	1	3	0	6	6	2				Stout Fellowship, DocDissResGrant
LLA	CLA	ESL	1	0				-	-					
LLA	CLA	French	2	1				4	3	0				DeWitt Fellowship, Leonard Fellowship
LLA	CLA	Germanic Studies	4	1				4	2	0				
LLA	CLA	Linguistics	1	0				1	1	1				DocDissResGrant
LLA	CLA	Music	4	3	1	2	0	6	1	0				DocDissIntlResGrant
LLA	CLA	Spanish & Portuguese	2	1				0	0	-				
LLA	CLA	Theatre	2	1				3	0	-				
LLA	HE	DesignHousApp	0					1	0	-				
PS	AG	Biosystems & Ag Engineer	-					-	-					
PS	CALA	Architecture	3	1		1		-	-					Torske Klubben Fellowship
PS	IT	Aero Eng	3	0				4	2	1				
PS	IT	Astrophysics	6	2		0		0	0	-				
PS	IT	Biomed Engineer	4	2	1	1	0	3	3	2				2
PS	IT	ChemEng	14	11	2	0	0	8	8	2				3
PS	IT	Chemical Physics	1	0				0	0	-				
PS	IT	Chemistry	17	11	3	1		3	3	1				3
PS	IT	Civil Eng	5	3		0		4	4	1				Dosdall F, Kunze F, DocDissResGrant
PS	IT	CompEngineer	3	2		1		-	-					
PS	IT	Comp& Info Sci	8	4		2		2	2					Torske Klubben Fellowship
PS	IT	Control Sci	-					-	-					
PS	IT	EE	7	3		1		5	5	2				1
PS	IT	Geology&Geophysics	6	4		1		2	2	0				Norway/U of M Fulbright Exchange Scholarship
PS	IT	Hist of Sci&Tech	3	2		2		2	2	1				Johnston Fellowship
PS	IT	MaterialsScience	3	2		0		4	4	2				DocDissResGrant
PS	IT	Mathematics	5	2	1	1	0	10	4	1				2
PS	IT	Mechanical Eng	8	5		0		7	6	2				Torske Klubben Fellowship
PS	IT	Microbial Engineering	-					-	-					
PS	IT	Physics	9	4	1	1	0	6	5	1				1
PS	IT	Statistics	5	1	1	1	1	2	0					Johnston Fellowship
PS	IT	Water Res Sci	2	0				1	1	0				Howard Fellowship, Crosby Fellowship
PS	UMD	Chemistry/UMD	1	0				-	-					
PS	UMD	Geology/UMD	0					-	-					



2004-05 GRADUATE SCHOOL FELLOWSHIP OUTCOMES, and other Graduate School-administered Awards, by College and by P & R

P&R Group	Coll Camps	Program	Graduate School Fellowships					Doctoral Dissertation Fellowships					#DOVE Fellows	#NSF Fellows	#3M Fellows	Named Fellowships Supported by Endowed Income, Gifts, & other Miscellaneous Sources	
			Total #GSF Noms	# 1-yr offers	# 2-yr offers	Total # 1-yr Accepts	#2-yr Acps	#remaining for DDF	#actual DDF Noms	Total # DDF Awards	Total # Awards						
B	AG	Animal Science	0														
B	AG	Applied Plant Sciences	2	1		1			5	5	4	0					
B	M/CBS	Biochem, MolBio, Biophy	6	4		0			5	4	2				4		
B	UMD	Biology UMD	-														
B	NR	Conservation Biology	7	5		3			2	2	2	2					Brand, Crosby, Women'sC
B	CBS	Ecology/Zoology	11	8	3	3	1		3	3	3	2					Anderson(2), Crosby, Torske Klubben
B	AG	Entomology	1	1		0			3	3	1						
B	AG	Food Science	3	1		0			0	-	-						
B	CALA	Landscape Arch	3	0					-	-	-						
B	PHM	Med Chemistry	1	0					1	1	0						
B	M/CBS	Micro, Immuno, & C Bio	5	2		0			2	2	2	1					
B	VM	Mol Vet Biol	0	-					2	2	0						Kunze
B	M/CBS	Mol Cell, Dev Bio & Gen	5	4		0			2	2	2	0					
B	NR	Natural Resources Mng	4	3		1			1	1	0						
B	MED	Neurosci	7	4	1	1			3	3	3	0					
B	AG	Nutrition	2	1		1			0	-	-						
B	PHM	Pharmacutics	0	-					2	2	1	0					
B	MED	Pharmacology	2	2		1			1	1	1	0					
B	CBS	Plant Bio Sci	2	1		1			2	2	2	0					Anderson, Crosby(2)
B	AG	Plant Pathology	1	0		0			1	1	0						
B	AG	Soil Sci	1	1		0			1	1	1	0					
B		Toxicology	-						1	0	0						
B	NR	Wildlife Conservation	0	-					2	2	2	1					
ED/P	ED	Child Psych	8	7	1	4			3	3	3	2					Miller
ED/P	CLA	Comm Dis	1	0					2	1	0						
ED/P	UMD	CommSci/UMD	-							-							
ED/P	ED	Curriculum & Instruct	2	1		1			2	2	0						
ED/P	ED	EdADPA	0	-					1	1	0						
ED/P	ED	EdPsych	8	3		1			0	-							
ED/P	ED	Kinesiology	0	-					1	0							
ED/P	CLA	Psych	14	9	2	6	1		3	3	3	1					Miller(2)
ED/P	ED	Work, Commun & Family	-						1	1	0						
HS	PH	Biostatistics	0	-					3	2	1						
HS	MED	Clinical Lab Sci	-							-							
HS	PH	Environmental Hlth	1	1		0			1	1	1						
HS	PH	Epidemiol	0	-					1	0							
HS	MED	Health Informatics	1	1		0			0	-							
HS	PH	Health Services Res	1	0					1	1	0						Torske Klubben
HS	MED	Hist of Med	-							-							
HS	N	Nursing	0	-					5	0							
HS	MED	Rehab Sci	1	0					1	0							
HS	PHM	Social & Admin Pharm	0	-					2	2	0						
HS	VM	VetMed	-							-							

**2004-05 GRADUATE SCHOOL FELLOWSHIP OUTCOMES, and other Graduate School-administered Awards, by College and by P & R**

P&R Group	Coll Cmps	Program	Graduate School Fellowships					Doctoral Dissertation Fellowships					#DOVE Fellows	#NSF Fellows	#3M Fellows	Named Fellowships Supported by Endowed Income, Gifts, & other Miscellaneous Sources
			Total #GSF Noms	# 1-yr offers	# 2-yr offers	Total # 1-yr Accepts	#2-yr Acpts	#remaining for DDF	#actual DDF Noms	Total # DDF Awards						
LLA	CLA	American Studies	4	4		2		4	4	1	1					Leonard Film
LLA	CLA	Art	2	2		2		-	-							
LLA	CLA	Art History	0	-				3	3	1						
LLA	CLA	Asian Lang & Lit	-					1	0							
LLA	CLA	Classics	1	1		0		1	1	0						
LLA	CLA	CompLit & CSDS	2	1		1		4	4	2						
LLA	HE	DesignHousApp	-					-	-							
LLA	CLA	English	7	5		1		5	5	0						Leonard Film(2)
LLA	CLA	ESL	-					-	-							
LLA	CLA	French	2	2		2		4	2	1						
LLA	CLA	Germanic Studies	4	2		1		4	3	0						Leonard Film
LLA	CLA	Linguistics	1	1		1		1	0							
LLA	CLA	Music	5	3		2		3	3	1						Torske Klubben
LLA	AG	Rhetoric&SciTech	1	0				1	1	0						
LLA	CLA	Spanish & Portuguese	1		1		1	1	1	1						
LLA	CLA	Theatre	2	1		1		2	2	1	1					
PS	IT	Aero Eng	3	0				4	3	2						
PS	CALA	Architecture	2	2		1		-	-							
PS	IT	Astrophysics	6	4		1		2	0							
PS	IT	Biomed Engineer	6	6		0		1	1	0						3
PS	AG	Biosystems & Ag Engineer	-					-	-							
PS	IT	ChemEng	13	8		3		9	9	3	1					4
PS	IT	Chemical Physics	1	0				-	-							
PS	IT	Chemistry	16	10		3		4	4	3						Dossdall(2)
PS	IT	Civil Eng	5	2		2	1	4	4	3						
PS	IT	CompEngineer	4	1		1		-	-							
PS	IT	CompSci	8	3		2		2	2	0						Norway/UM Fulbright
PS	IT	Control Sci	-					1	1	0						
PS	IT	EE	8	2		0		5	5	2						Norway/UM Fulbright
PS	IT	Geology&Geophysics	4	3		1		4	4	1						
PS	IT	Hist of Sci&Tech	1			0		4	4	3						
PS	IT	MaterialsScience	3	1		0		4	4	0						3
PS	IT	Mathematics	4	3		0		9	3	0						
PS	IT	Mechanical Eng	10	5		0		5	5	1						2
PS	IT	Microbial Engineering	-					-	-							
PS	IT	Physics	7	5		1		8	7	2						2
PS	CLA	Statistics	5	1		0		2	2	0						
PS	IT	Water Res Sci	2	1		0		1	1	1						1
PS	UMD	Chemistry/UMD	-					-	-							
PS	UMD	Geology/UMD	2	0				-	-							

**2004-05 GRADUATE SCHOOL FELLOWSHIP OUTCOMES, and other Graduate School-administered Awards, by College and by P & R**

P&R Group	Coll Program	Graduate School Fellowships					Doctoral Dissertation Fellowships					Named Fellowships Supported by Endowed Income, Gifts, & other Miscellaneous Sources
		Total #GSF Noms	# 1-yr offers	# 2-yr offers	Total # 1-yr #2-yr Accepts	# remaining for DDF	# actual DDF Noms	Total # DDF Awards	#DOVE Fellows	#NSF Fellows	#3M Fellows	
SS	AG Ag&AppEcon	4	1	1	0	1	1	0				
SS	CLA Anthropology	5	2		1	3	3	0				
SS	CSOM BusAd	1		1		4	4	2				
SS	CLA Communication Studies	1	1		0	2	2	1				
SS	CLA Econ	11	6	2	3	2	2	0		1		
SS	HE FamSocSci	2	1		1	0	-					
SS	CLA FemSt	1	0			1	1	0				
SS	CLA Geography	7	7		5	3	3	1		5		
SS	CLA History	9	8	1	2	6	6	1				
SS	CSOM HumRes&IR	0	-			2	0					
SS	CLA Mass Comm	1	0			1	1	1				
SS	CLA Philosophy	2	2		0	6	5	0				
SS	CLA Political Sci	6	3	3	1	6	6	2		2		
SS	HHH PubAdF	2	0			-	-					
SS	CLA Sociology	3	2	1	2	2	2	1				
SS	HE SocWork	2	0			1	1	1				
SS	UMD SocWork/UMD						-					
<b>TOTALS</b>		<b>299</b>	<b>172</b>	<b>28</b>	<b>69</b>	<b>7</b>	<b>210</b>	<b>178</b>	<b>54</b>	<b>15</b>	<b>41</b>	<b>34</b>
					<b>76</b>							
		<b>Total GSFs:</b>		<b>81</b>	<b>(includes 76 above + 5 taking 2nd yr in 04-05)</b>							
		<b>Total DDFs:</b>		<b>54*</b>	<b>[Note: this total does not include the late July '04 awards of 24 additional DDFs from Provost's office one-time TCF \$]</b>							

# 4a

GRADUATE SCHOOL BLOCK GRANT & TUITION FELLOWSHIP AWARDS, 2003-04								
	P&R Group	College	FQ02 Enroll	\$BG	#TF	\$BG	#TF	Avg BG Awd/St
Graduate Program:				First Year*		Second Year Auto*		
Aerospace Engineer	PS	IT	71			\$12,500	1	\$176
Ag&App Economics	SS	AG	86	\$16,000	4			\$186
American Studies	LLA	CLA	59			\$25,900	5	\$439
Animal Science	B	AG	31	\$1,700				\$55
Anthropology	SS	CLA	74			\$17,500	5	\$236
App&CompMathUMD	PS	UMD	26			\$6,000	0	\$231
Applied Plant Sciences	B	AG	62			\$24,000	1	\$387
Architecture	PS	CALA	175			\$12,000	4	\$69
Art	LLA	CLA	39	\$14,700	1			\$377
Art History	LLA	CLA	34			\$8,100	4	\$238
Art UMD	LLA	UMD	3	\$500				\$167
Astrophysics	PS	IT	20	\$8,750	1			\$438
Biochem,MolBio,Biophy	B	CBS	82	\$40,000				\$488
Biology UMD	B	UMD	28			\$6,000	1	\$214
Biomed Engineering	PS	IT	60			\$22,600	2	\$377
Biostatistics	HS	MED	68			\$6,000	1	\$88
BioSys&Ag Eng	PS	AG	15		2			
Bus Admin	SS	CSOM	94			\$24,000	6	\$255
Chem Eng + Mat Sci	PS	IT	190	\$46,000	3			\$242
Chemistry	PS	IT	208			\$48,000	2	\$231
Chemistry UMD	PS	UMD	24	\$3,000				\$125
Child Psychology	ED/P	ED	69			\$34,900	4	\$506
Civil Engineering	PS	IT	148	\$18,000	2			\$122
Classics Prgms	LLA	CLA	31			\$18,000	4	\$581
Comm Disorders	ED/P	CLA	75	\$6,000	0.5			\$80
Comm Dis UMD	ED/P	Ed	26	\$2,000				\$77
Communication Stdies	SS	CLA	44	\$9,000	1			\$205
Comp Lit & CSDS	LLA	CLA	49			\$22,000	3	\$449
Computer Science	PS	IT	338	\$32,000	3			\$95
Computer SciUMD	PS	UMD	44			\$7,000	1	\$159
Conservation Bio	B	NR	85			\$25,000	3	\$294
Design, Hous& App	LLA	HE	44	\$3,500	0			\$80
Ecology,Evol & Behav	B	CBS	50			\$36,300	2	\$726
Economics	SS	CLA	126			\$54,000	10	\$429
Ed Psych	ED/P	ED	266			\$21,000	5	\$79
Ed, Curric & Instruction	ED/P	ED	146			\$10,000	2	\$68
EdPolicy & Admin	ED/P	ED	329	\$3,000				\$9
Elec Eng+CompEng	PS	IT	529	\$50,000	5			\$95
English	LLA	CLA	147			\$55,000	8	\$374
English UMD	LLA	UMD	15			\$5,000	1	\$333
Entomology	B	AG	40	\$10,000				\$250
Environ Health	HS	PH	49	\$2,000	1			\$41
ESL	LLA	CLA	24	\$2,000	0			\$83
Family Social Sci	SS	HE	51	\$10,000	0.5			\$196
Feminist Studies	SS	CLA	15	\$1,400				\$93
Food Science	B	AG	59	\$8,400	3			\$142
French	LLA	CLA	32	\$15,000	1			\$469
Geography	SS	CLA	80	\$26,000	4			\$325
Geology	PS	IT	65			\$25,000	3	\$385
Geology UMD	PS	UMD	15	\$5,400	0			\$360

**GRADUATE SCHOOL BLOCK GRANT & TUITION FELLOWSHIP AWARDS, 2003-04**

	P&R Group	College	FQ02 Enroll	\$BG	#TF	\$BG	#TF	Avg BG Awd/St
<b>Graduate Program:</b>				<b>First Year*</b>		<b>Second Year Auto*</b>		
Germanic Studies	LLA	CLA	41			\$26,000	4	\$634
Histof Sci & Tech	PS	IT	27			\$12,000	2	\$444
History	SS	CLA	139			\$58,000	10	\$417
Hlth Serv Res Pol Ad	HS	PH	56	\$4,000	1			\$71
HR&Ind Rel	SS	CSOM	173			\$5,000	1	\$29
Kinesiology	ED/P	ED	106	\$2,500	0.5			\$24
Landscape Archt	B	CALA	62			\$11,600	6	\$187
Linguistics	LLA	CLA	31			\$4,000	1	\$129
Mass Comm	SS	CLA	74	\$11,000	2			\$149
Mathematics	PS	IT	142	\$43,000	1			\$303
Mechanical Eng	PS	IT	260			\$49,000	6	\$188
Medicinal Chemistry	B	PHARM	29		2			
Micro, Immuno & Cbio	B	MED	67			\$35,000	2	\$522
Mol/Cell/DevBioGen	B	MED	80	\$42,000	3			\$525
Mol/Vet Biology	B	VETM	31	\$2,200				\$71
Music	LLA	CLA	252	\$50,000	6			\$198
MusicUMD	LLA	UMD	10	\$1,000	1			\$100
Natural Resource Mng	B	NR	73			\$13,800	2	\$189
Neuroscience	B	MED	59			\$35,000	6	\$593
Nursing	HS	NURS	343			\$20,000	11	\$58
Nutrition	B	AG	48	\$4,200				\$88
Pharmaceutics	HS	PHARM	25		1			
Pharmacology	B	MED	39			\$15,000		\$385
Philosophy	SS	CLA	46			\$22,000	6	\$478
Physics	PS	IT	125	\$25,000	1			\$200
Plant Biolog Sci	B	CBS	37	\$17,000	2			\$459
Plant Pathology	B	AG	19	\$3,500	1			\$184
Political Science	SS	CLA	88	\$25,000	3			\$284
Psychology	ED/P	CLA	145	\$70,000	8			\$483
Public Affairs Prgms	SS	HHH	268			\$15,000	8	\$56
Rhet&SciTechComm	LLA	AG	79	\$0	0.5			
Social Work	SS	HE	255	\$7,500	2			\$29
Social Work UMD	SS	UMD	116			\$8,000	5	\$69
Sociology	SS	CLA	76			\$27,000	5	\$355
Soil Science	B	AG	26			\$8,000	3	\$308
Spanish & Port	LLA	CLA	62			\$9,500	1	\$153
Statistics	PS	CLA	73			\$21,000	4	\$288
Theatre Arts	LLA	CLA	33			\$16,000	4	\$485
Vet Med	HS	VETM	70			\$6,000	0	\$86
Water Resources	PS	IT	93	\$8,000	2			\$86
Wildlife Conservation	B	NR	17			\$9,000	1	\$529
<b>Total:</b>			<b>8235</b>	<b>\$650,250</b>	<b>69</b>	<b>\$951,700</b>	<b>166</b>	<b>\$195</b>
Value of BG + TF = \$3,332,255, with each TF worth \$7363								
*BG and TF awards are made for two years, with the second year automatically at the same level as the first.								

Summer 2004

GRADUATE SCHOOL BLOCK GRANT & TUITION FELLOWSHIP AWARDS, 2004-05								
	P&R Group	College	FQ03 Enroll	\$BG	#TF	\$BG	#TF	Avg BG Awd/St
Graduate Program:				Second Year Auto*		First year*		
Aerospace Engineer	PS	IT	72			\$12,500	1	\$174
Ag&App Economics	SS	AG	90	\$16,000	4			\$178
American Studies	LLA	CLA	55			\$22,000	3	\$400
Animal Science	B	AG	31	\$1,700				\$55
Anthropology	SS	CLA	75			\$15,000	4	\$200
App&CompMathUMD	PS	UMD	28			\$6,000		\$214
Applied Plant Sciences	B	AG	53			\$20,000	0	\$377
Architecture	PS	CALA	196			\$12,000	4	\$61
Art	LLA	CLA	40	\$14,700	1			\$368
Art History	LLA	CLA	34			\$7,000	2	\$206
Art UMD	LLA	UMD	6	\$500				\$83
Astrophysics	PS	IT	21	\$8,750	1			\$417
Biochem,MolBio,Biophy	B	CBS	78	\$40,000				\$513
Biology UMD	B	UMD	27			\$6,000	0	\$222
Biomed Engineering	PS	IT	67			\$0	0	
Biostatistics	HS	MED	64			\$5,000	1	\$78
BioSys&Ag Eng	PS	AG	14		2			
Bus Admin	SS	CSOM	100			\$24,000	4	\$240
Chem Eng + Mat Sci	PS	IT	209	\$46,000	3			\$220
Chemistry	PS	IT	222			\$43,000	2	\$194
Chemistry UMD	PS	UMD	25	\$3,000				\$120
Child Psychology	ED/P	ED	60			\$31,000	3	\$517
Civil Engineering	PS	IT	137	\$18,000	2			\$131
Classics Prgms	LLA	CLA	25			\$14,000	2	\$560
Comm Disorders	ED/P	CLA	122	\$6,000	0.5			\$49
Comm Dis UMD	ED/P	Ed	24	\$2,000				\$83
Communication Studies	SS	CLA	45	\$9,000	1			\$200
Comp Lit & CSDS	LLA	CLA	50			\$20,000	3	\$400
Computer Science	PS	IT	333	\$32,000	3			\$96
Computer SciUMD	PS	UMD	44			\$7,000	1	\$159
Conservation Bio	B	NR	86			\$25,000	2	\$291
Design, Hous& App	LLA	HE	46	\$3,500	0			\$76
Ecology,Evol & Behav	B	CBS	46			\$32,000	2	\$696
Economics	SS	CLA	123			\$50,000	8	\$407
Ed Psych	ED/P	ED	277			\$18,000	4	\$65
Ed, Curric & Instruction	ED/P	ED	147			\$10,000	2	\$68
EdPolicy & Admin	ED/P	ED	390	\$3,000				\$8
Elec Eng+CompEng	PS	IT	554	\$50,000	5			\$90
English	LLA	CLA	151			\$48,000	5	\$318
English UMD	LLA	UMD	18			\$5,000	1	\$278
Entomology	B	AG	38	\$10,000				\$263
Environ Health	HS	PH	59	\$2,000	1			\$34
ESL	LLA	CLA	23	\$2,000	0			\$87
Family Social Sci	SS	HE	54	\$10,000	0.5			\$185
Feminist Studies	SS	CLA	18	\$1,400				\$78
Food Science	B	AG	44	\$8,400	3			\$191
French	LLA	CLA	31	\$15,000	1			\$484
Geography	SS	CLA	79	\$26,000	4			\$329
Geology	PS	IT	63			\$22,000	2	\$349
Geology UMD	PS	UMD	19	\$5,400	0			\$284

GRADUATE SCHOOL BLOCK GRANT & TUITION FELLOWSHIP AWARDS, 2004-05								
	P&R Group	College	FQ03 Enroll	\$BG	#TF	\$BG	#TF	Avg BG Awd/St
Graduate Program:				Second Year Auto*		First year*		
Germanic Studies	LLA	CLA	38			\$24,000	4	\$632
Histof Sci & Tech	PS	IT	28			\$11,000	2	\$393
History	SS	CLA	142			\$54,000	10	\$380
Hlth Serv Res Pol Ad	HS	PH	69	\$4,000	1			\$58
HR&Ind Rel	SS	CSOM	217			\$5,000	1	\$23
Kinesiology	ED/P	ED	117	\$2,500	0.5			\$21
Landscape Archit	B	CALA	69			\$15,000	3	\$217
Linguistics	LLA	CLA	25			\$4,000	1	\$160
Mass Comm	SS	CLA	78	\$11,000	2			\$141
Mathematics	PS	IT	142	\$43,000	1			\$303
Mechanical Eng	PS	IT	252			\$45,000	5	\$179
Medicinal Chemistry	B	PHARM	35		2			
Micro, Immuno & Cbio	B	MED	73			\$35,000	2	\$479
Mol/Cell/DevBioGen	B	MED	98	\$42,000	3			\$429
MolVet Biology	B	VETM	31	\$2,200				\$71
Music	LLA	CLA	275	\$50,000	6			\$182
MusicUMD	LLA	UMD	8	\$1,000	1			\$125
Natural Resource Mng	B	NR	73			\$12,000	2	\$164
Neuroscience	B	MED	61			\$30,000	5	\$492
Nursing	HS	NURS	392			\$18,000	10	\$46
Nutrition	B	AG	45	\$4,200				\$93
Pharmaceutics	HS	PHARM	23		1			
Pharmacology	B	MED	42			\$15,000		\$357
Philosophy	SS	CLA	47			\$18,000	4	\$383
Physics	PS	IT	121	\$25,000	1			\$207
Plant Biolog Sci	B	CBS	44	\$17,000	2			\$386
Plant Pathology	B	AG	24	\$3,500	1			\$146
Political Science	SS	CLA	93	\$25,000	3			\$269
Psychology	ED/P	CLA	149	\$70,000	8			\$470
Public Affairs Prgms	SS	HHH	320			\$60,000	0	\$188
Rhet&SciTechComm	LLA	AG	83	\$0	0.5			
Social Work	SS	HE	289	\$7,500	2			\$26
Social Work UMD	SS	UMD	136			\$7,000	3	\$51
Sociology	SS	CLA	83			\$25,000	4	\$301
Soil Science	B	AG	31			\$8,000	2	\$258
Spanish & Port	LLA	CLA	72			\$8,000	0	\$111
Statistics	PS	CLA	88			\$19,500	4	\$222
Theatre Arts	LLA	CLA	40			\$14,000	2	\$350
Vet Med	HS	VETM	67			\$4,000		\$60
Water Resources	PS	IT	94	\$8,000	2			\$85
Wildlife Conservation	B	NR	15			\$6,000	0	\$400
<b>Total:</b>			<b>8742</b>	<b>\$650,250</b>	<b>69</b>	<b>\$892,000</b>	<b>120</b>	<b>\$165</b>
Value of BG + TF = \$3,086,758, with each TF worth \$8172								
*BG and TF awards are made for two years, with the second year automatically at the same level as the first.								
Summer 2004								

UNIVERSITY OF MINNESOTA GRADUATE SCHOOL  
ENDOWED FELLOWSHIPS

2003-04

<u>Name of Fellowship (number of awards)</u>	<u>Stipend, Tuition, Health Insurance</u>
Alexander & Lydia Anderson Fellowship (2)	\$ 8,900
Charles Brand Fellowship (1)	25,500
Class of 1890 Fellowship (1)	7,500
Carolyn Crosby Fellowship(4)	20,187
Norman Johnston Dewitt Fellowship (1)	25,500
Louise Dossdall Fellowship (4)	102,000
Albert Howard Fellowship (1)	7,500
Stanwood Johnston Fellowship (2)	51,000
Frieda Kunze Fellowship (1)	25,500
Harold Leonard Film Fellowship & Grant (5)	138,250
Eva O. Miller Fellowship (4)	102,000
Thomas Shevlin Fellowship (1)	25,500
Myrna G. Smith International Research Grant (1)	2,000
William Stout Fellowship (2)	51,000
Thomas Wallace Fellowship (1)	25,500
Torske Klubben Fellowship for Norwegian Citizens (2)	31,000
Torske Klubben Fellowship for Minnesota Residents (2)	31,000
Woman's Club of Minneapolis Fellowship (1)	5,000
Mark and Judy Yudof Fellowship (1)	6,000
Tibor & Olga Zoltai Fellowship (2)	6,000
Total awards:	<u>\$696,837</u>

2004-05

<u>Name of Fellowship (number of awards)</u>	<u>Stipend, Tuition, Health Insurance</u>
Alexander and Lydia Anderson Fellowship (3)	10,900
Charles Brand Fellowship (1)	27,700
Carolyn Crosby Fellowship (4)	12,000
Louise Dossdall Fellowship (2)	55,400
Kermit and Ione Ebeltoft Research Grants (12)	33,400
Frieda Kunze Fellowship (1)	27,700
Harold Leonard Film Fellowship and Grant (5)	146,200
Eva O. Miller Fellowship (3)	83,100
Myrna G. Smith International Research Grant (1)	4,800
William Stout Fellowship (1)	27,700
Thomas Wallace Fellowship (1)	27,700
Torske Klubben Fellowship for Norwegian Citizens (1)	21,000
Torske Klubben Fellowship for Minnesota Residents (2)	38,000
Woman's Club of Minneapolis Fellowship (1)	5,000
Mark and Judy Yudof Fellowship (1)	27,700
Tibor and Olga Zoltai Fellowship (1)	6,000
Woman's Club of Minneapolis Fellowship (1)	5,000
Total awards:	<u>\$559,300</u>

APPENDIX 2

Enrollments in post-baccalaureate degrees and certificate programs, by campus/college  
Fall 2003, End of 2<sup>nd</sup> Week.

FY2003-04 Graduate Assistant Expenditures in Object Codes 7005 (Acad Salaries –  
Students – Grad/Prof/Training) and 7102 (Academic fringe benefits – Students –  
Department Charge)

FY2003-04 Graduate Assistant Expenditures in Object Codes 7005 (Acad Salaries –  
Students – Grad/Prof/Training) and 7102 (Academic fringe benefits – Students-  
Department Charge **ALL FUNDS - -- SPONSORED AND NON-SPONSORED  
FY04**

Enrollments in post-baccalaureate degrees and certificate programs, by campus/college  
 Fall 2003, End of 2nd week

<b>Campus/College</b>	<b>Degree sought</b>	<b>Students</b>
<b>UMD</b>		<b>586</b>
	Cert in Educ Computing/Tech	1
	Cert in Environmental Educ	14
	Elect/Computer Engr MS E C E	4
	M A	47
	M B A	73
	M Ed	73
	M F A	6
	M Lib Stu	21
	M M	8
	M S	140
	M S E M	21
	M S W	134
	Master of Environm Hlth/Safety	14
	Multi-Institution Doctoral	21
	Multi-Institution Master	9
<b>UMD - Medical School</b>		<b>113</b>
		4
	M D	109
<b>Architecture</b>		<b>257</b>
	M Arch	195
	M L A	61
	M S	1
<b>CBS</b>		<b>452</b>
	M Bio Sci	51
	M S	91
	Ph D	310
<b>Education and Human Dev.</b>		<b>2381</b>
	Adult Education Cert Grad	5
	College of Educ Endorsement	111
	Ed D	162
	Human Resource Devel Cert Grad	2
	Language Immersion Educat Cert	2
	M A	242
	M Ed	1079
	Ph D	738
	Postsecndry Devlpmtl Ed Cert G	1
	Program Evaluation PBacc Cert	1
	Sch Psy Serv	18
	School Tech Ldship PB Cert	13
	Spec Ed/Cert of Specialist	1
	Staff Development Cert Grad	1
	T E L:Adlt Lrn Tch Int Cer Grd	3
	T E L:K-12 Tech Intg Cert Grad	1
	T E L:Multimed Dsgn,Dev Crt Gd	1
<b>Human Ecology</b>		<b>433</b>
	M A	12
	M F A	12
	M S	26
	M S W	248

<b>Human Ecology</b>	Ph D	135
<b>CLA</b>		<b>1978</b>
	D M A	106
	M A	370
	M Ed	4
	M F A	97
	M M	85
	M S	33
	Ph D	1283
<b>CNR</b>		<b>98</b>
	M S	47
	Ph D	51
<b>COAFES</b>		<b>418</b>
	M A	10
	M Ag	24
	M S	172
	MS Biosy AgE	3
	Ph D	209
<b>CSOM</b>		<b>2198</b>
	M A	309
	M B A	1572
	M B T	132
	M H A	72
	Ph D	113
<b>Dentistry</b>		<b>421</b>
	D D S	356
	M S	53
	Ph D	12
<b>Graduate School</b>		<b>49</b>
	M S	5
	Ph D	44
<b>HHH</b>		<b>407</b>
	M A	6
	M P A	109
	M P P	217
	M Plan	1
	M S	18
	M U R P	54
	Transportation Studies Cert	2
<b>IT</b>		<b>2358</b>
	M Aero E	5
	M C E	11
	M Ch E	1
	M Comp E	19
	M E E	54
	M Geo-E	1
	M S	309
	M S Aero E	25
	M S Ch E	3

<b>IT</b>	M S E E	177
	M S I E	23
	M S I S E	27
	M S M E	117
	M S Mgmt Tech	61
	M S S E	75
	MCIS	51
	MGIS	61
	MS Mat S E	3
	Ph D	1335
<b>Law</b>		<b>804</b>
	J D	777
	L L M	27
<b>Medical School</b>		<b>1201</b>
		1
	D P T	85
	Health Informatics M H I	6
	M D	785
	M S	93
	Ph D	211
	Ph D Otol	4
	Ph D Surg	16
<b>Nursing</b>		<b>381</b>
	M S	286
	Nursing Postbacc Certificate	48
	Ph D	47
<b>Pharmacy</b>		<b>631</b>
		52
	M S	2
	Ph D	93
	Pharm D	484
<b>Public Health</b>		<b>563</b>
	M P H	280
	M S	113
	Ph D	131
	PubHlth Core Concepts Cert	35
	Public Health Oc Hlth Saf Cert	1
	Public Health Prep/Res/Rc Cert	3
<b>Continuing Education</b>		<b>153</b>
	Addiction Studies Cert Grad	4
	Innovation Studies PBacc Cert	4
	M Lib Stu	145
<b>Vet Med</b>		<b>423</b>
	D V M	328
	M S	36
	Ph D	59
<b>Grand Total</b>		<b>16305</b>

Source: 2003 Fall STIX table, data warehouse

FY2003-04 Graduate Assistant Expenditures in Object Codes 7005 (Acad Salaries - Students - Grad/Prof/Training) and 7102 (Academic fringe benefits - Students - Department Charge)

ALL FUNDS -- SPONSORED AND NON-SPONSORED

<b>FUND TYPE</b>	<b>Salary</b>	<b>Fringe</b>	<b>Grand Total</b>	
<b>O&amp;M and STATE SPECIALS</b>	<b>\$33,885,887</b>	<b>\$23,970,262</b>	<b>\$57,856,148</b>	51.8%
<b>NON-SPONSORED - ALL OTHER FUNDS</b>	<b>\$9,842,051</b>	<b>\$5,072,557</b>	<b>\$14,914,609</b>	13.4%
<b>SPONSORED - FEDERAL</b>	<b>\$18,059,790</b>	<b>\$9,786,221</b>	<b>\$27,846,011</b>	24.9%
<b>SPONSORED - ALL OTHER FUNDS</b>	<b>\$7,065,340</b>	<b>\$4,006,423</b>	<b>\$11,071,763</b>	9.9%
<b>Grand Total</b>	<b>\$68,853,068</b>	<b>\$42,835,463</b>	<b>\$111,688,532</b>	

Source: Period 14 CUFS/data warehouse

FY2003-04 Graduate Assistant Expenditures in Object Codes 7005 (Acad Salaries - Students - Grad/Prof/Training)  
and 7102 (Academic fringe benefits - Students - Department Charge)

ALL FUNDS -- SPONSORED AND NON-SPONSORED

1	UNIT			
2	FUND TYPE	Salary	Fringe	Grand Total
3	<b>ACADEMIC AFFAIRS, SR VP</b>			
4	O&M and STATE SPECIALS	\$87,574	\$49,122	\$136,696
5	NON-SPONSORED - ALL OTHER FUNDS	\$376,468		\$376,468
6	SPONSORED-FEDERAL	\$0	\$0	\$0
7	SPONSORED - ALL OTHER FUNDS	\$13,403	\$3,711	\$17,114
8	<b>ACADEMIC AFFAIRS, SR VP Total</b>	<b>\$477,445</b>	<b>\$52,833</b>	<b>\$530,278</b>
9				
10	<b>ACADEMIC HEALTH CTR-SHARED</b>			
11	O&M and STATE SPECIALS	\$35,807	\$23,242	\$59,049
12	NON-SPONSORED - ALL OTHER FUNDS	\$138,257	\$81,063	\$219,321
13	SPONSORED-FEDERAL	\$274,943	\$146,103	\$421,046
14	SPONSORED - ALL OTHER FUNDS	\$103,767	\$55,663	\$159,430
15	<b>ACADEMIC HEALTH CTR-SHARED Total</b>	<b>\$552,775</b>	<b>\$306,071</b>	<b>\$858,846</b>
16				
17	<b>AGRIC, FOOD, &amp; ENVIR SCI, COLL</b>			
18	O&M and STATE SPECIALS	\$617,370	\$447,858	\$1,065,228
19	NON-SPONSORED - ALL OTHER FUNDS	\$496,567	\$310,198	\$806,765
20	SPONSORED-FEDERAL	\$667,421	\$338,188	\$1,005,609
21	SPONSORED - ALL OTHER FUNDS	\$691,263	\$397,218	\$1,088,481
22	<b>AGRIC, FOOD, &amp; ENVIR SCI, COLL Total</b>	<b>\$2,472,620</b>	<b>\$1,493,462</b>	<b>\$3,966,082</b>
23				
24	<b>AGRICULTURE EXPERIMENT STATION</b>			
25	O&M and STATE SPECIALS	\$1,107,732	\$1,038,394	\$2,146,126
26	NON-SPONSORED - ALL OTHER FUNDS	\$646,505	\$153,388	\$799,893
27	SPONSORED-FEDERAL	\$69,949	\$35,371	\$105,320
28	SPONSORED - ALL OTHER FUNDS	\$22,715	\$16,027	\$38,742
29	<b>AGRICULTURE EXPERIMENT STATION Total</b>	<b>\$1,846,902</b>	<b>\$1,243,180</b>	<b>\$3,090,081</b>
30				
31	<b>ARCH &amp; LANDSCAPE ARCH, COLL OF</b>			
32	O&M and STATE SPECIALS	\$317,107	\$305,286	\$622,392
33	NON-SPONSORED - ALL OTHER FUNDS	\$15,446	\$14,252	\$29,698
34	SPONSORED-FEDERAL	\$5,296	\$4,566	\$9,862
35	SPONSORED - ALL OTHER FUNDS	\$21,013	\$8,025	\$29,038
36	<b>ARCH &amp; LANDSCAPE ARCH, COLL OF Total</b>	<b>\$358,862</b>	<b>\$332,129</b>	<b>\$690,991</b>
37				
38	<b>ATHLETICS</b>			
39	NON-SPONSORED - ALL OTHER FUNDS	\$52,689	\$45,430	\$98,119
40	<b>ATHLETICS Total</b>	<b>\$52,689</b>	<b>\$45,430</b>	<b>\$98,119</b>
41				
42	<b>BIOLOGICAL SCIENCES, COLL OF</b>			
43	O&M and STATE SPECIALS	\$1,040,748	\$643,293	\$1,684,041
44	NON-SPONSORED - ALL OTHER FUNDS	\$122,462	\$68,613	\$191,074
45	SPONSORED-FEDERAL	\$817,684	\$411,013	\$1,228,697
46	SPONSORED - ALL OTHER FUNDS	\$124,746	\$62,386	\$187,132
47	<b>BIOLOGICAL SCIENCES, COLL OF Total</b>	<b>\$2,105,639</b>	<b>\$1,185,305</b>	<b>\$3,290,944</b>
48				
49	<b>CONTINUING EDUCATION, COLL OF</b>			
50	O&M and STATE SPECIALS	\$279,098	\$179,234	\$458,332
51	NON-SPONSORED - ALL OTHER FUNDS	\$17,821	\$4,671	\$22,492
52	SPONSORED - ALL OTHER FUNDS	\$4,941	\$4,261	\$9,202
53	<b>CONTINUING EDUCATION, COLL OF Total</b>	<b>\$301,860</b>	<b>\$188,166</b>	<b>\$490,025</b>
54				
55	<b>DENTISTRY, SCHOOL OF</b>			
56	O&M and STATE SPECIALS	\$160,662	\$96,321	\$256,983
57	NON-SPONSORED - ALL OTHER FUNDS	\$654,358	\$418,609	\$1,072,968
58	SPONSORED-FEDERAL	\$99,936	\$65,552	\$165,488
59	SPONSORED - ALL OTHER FUNDS	\$21,995	\$10,739	\$32,734

60	<b>DENTISTRY, SCHOOL OF Total</b>	<b>\$936,952</b>	<b>\$591,221</b>	<b>\$1,528,173</b>
61				
62	<b>DULUTH SCHOOL OF MEDICINE</b>			
63	O&M and STATE SPECIALS	\$1,351	\$347	\$1,698
64	NON-SPONSORED - ALL OTHER FUNDS	\$4,557	\$828	\$5,385
65	SPONSORED-FEDERAL	\$103,252	\$57,454	\$160,706
66	SPONSORED - ALL OTHER FUNDS	\$16,450	\$7,385	\$23,835
67	<b>DULUTH SCHOOL OF MEDICINE Total</b>	<b>\$125,610</b>	<b>\$66,015</b>	<b>\$191,624</b>
68				
69	<b>DULUTH, UNIVERSITY OF MN</b>			
70	O&M and STATE SPECIALS	\$1,489,870	\$1,170,922	\$2,660,792
71	NON-SPONSORED - ALL OTHER FUNDS	\$75,100	\$49,155	\$124,255
72	SPONSORED-FEDERAL	\$419,265	\$229,506	\$648,771
73	SPONSORED - ALL OTHER FUNDS	\$156,510	\$111,668	\$268,177
74	<b>DULUTH, UNIVERSITY OF MN Total</b>	<b>\$2,140,745</b>	<b>\$1,561,250</b>	<b>\$3,701,996</b>
75				
76	<b>EDUCATION &amp; HUMAN DEVEL, COLL</b>			
77	O&M and STATE SPECIALS	\$2,045,729	\$1,600,169	\$3,645,898
78	NON-SPONSORED - ALL OTHER FUNDS	\$346,806	\$261,441	\$608,248
79	SPONSORED-FEDERAL	\$1,056,456	\$753,225	\$1,809,680
80	SPONSORED - ALL OTHER FUNDS	\$428,490	\$315,267	\$743,757
81	<b>EDUCATION &amp; HUMAN DEVEL, COLL Total</b>	<b>\$3,877,481</b>	<b>\$2,930,102</b>	<b>\$6,807,583</b>
82				
83	<b>GENERAL COLLEGE</b>			
84	O&M and STATE SPECIALS	\$386,827	\$301,876	\$688,703
85	NON-SPONSORED - ALL OTHER FUNDS	\$12,052	\$10,360	\$22,412
86	SPONSORED-FEDERAL	\$59,366	\$35,713	\$95,079
87	<b>GENERAL COLLEGE Total</b>	<b>\$458,245</b>	<b>\$347,949</b>	<b>\$806,194</b>
88				
89	<b>GENERAL COUNSEL</b>			
90	O&M and STATE SPECIALS	\$38,718	\$26,814	\$65,531
91	<b>GENERAL COUNSEL Total</b>	<b>\$38,718</b>	<b>\$26,814</b>	<b>\$65,531</b>
92				
93	<b>GRADUATE SCHOOL</b>			
94	O&M and STATE SPECIALS	\$4,593	\$3,961	\$8,554
95	NON-SPONSORED - ALL OTHER FUNDS	\$130,953	\$84,700	\$215,654
96	SPONSORED - ALL OTHER FUNDS	\$16,660	\$10,455	\$27,115
97	<b>GRADUATE SCHOOL Total</b>	<b>\$152,207</b>	<b>\$99,116</b>	<b>\$251,323</b>
98				
99	<b>HEALTH SCIENCES, SR VP</b>			
100	O&M and STATE SPECIALS	\$12,520	\$10,286	\$22,806
101	<b>HEALTH SCIENCES, SR VP Total</b>	<b>\$12,520</b>	<b>\$10,286</b>	<b>\$22,806</b>
102				
103	<b>HUMAN ECOLOGY, COLLEGE OF</b>			
104	O&M and STATE SPECIALS	\$414,971	\$317,268	\$732,239
105	NON-SPONSORED - ALL OTHER FUNDS	\$273,598	\$220,679	\$494,277
106	SPONSORED-FEDERAL	\$103,883	\$80,051	\$183,934
107	SPONSORED - ALL OTHER FUNDS	\$180,652	\$132,535	\$313,187
108	<b>HUMAN ECOLOGY, COLLEGE OF Total</b>	<b>\$973,105</b>	<b>\$750,532</b>	<b>\$1,723,638</b>
109				
110	<b>HUMAN RESOURCES</b>			
111	O&M and STATE SPECIALS	\$5,762	\$3,478	\$9,240
112	NON-SPONSORED - ALL OTHER FUNDS	\$18,360	\$13,068	\$31,428
113	SPONSORED - ALL OTHER FUNDS	\$4,084	\$1,331	\$5,415
114	<b>HUMAN RESOURCES Total</b>	<b>\$28,206</b>	<b>\$17,878</b>	<b>\$46,083</b>
115				
116	<b>HUMPHREY INST OF PUBL AFFAIRS</b>			
117	O&M and STATE SPECIALS	\$72,362	\$70,434	\$142,797
118	NON-SPONSORED - ALL OTHER FUNDS	\$183,964	\$161,533	\$345,497
119	SPONSORED-FEDERAL	\$132,707	\$97,517	\$230,224
120	SPONSORED - ALL OTHER FUNDS	\$133,831	\$95,489	\$229,319
121	<b>HUMPHREY INST OF PUBL AFFAIRS Total</b>	<b>\$522,864</b>	<b>\$424,973</b>	<b>\$947,837</b>
122				
123	<b>INFORMATION TECHNOLOGY</b>			

124	O&M and STATE SPECIALS	\$14,186	\$12,025	\$26,211
125	NON-SPONSORED - ALL OTHER FUNDS	\$397	\$2	\$398
126	<b>INFORMATION TECHNOLOGY Total</b>	<b>\$14,582</b>	<b>\$12,027</b>	<b>\$26,609</b>
127				
128	<b>LAW SCHOOL</b>			
129	O&M and STATE SPECIALS	\$115,865	\$67,211	\$183,076
130	NON-SPONSORED - ALL OTHER FUNDS	\$142,469	\$8,445	\$150,914
131	SPONSORED-FEDERAL	\$22,591	\$4,043	\$26,634
132	SPONSORED - ALL OTHER FUNDS	\$12,246	\$576	\$12,822
133	<b>LAW SCHOOL Total</b>	<b>\$293,171</b>	<b>\$80,274</b>	<b>\$373,446</b>
134				
135	<b>LIBERAL ARTS, COLLEGE OF</b>			
136	O&M and STATE SPECIALS	\$13,631,180	\$9,665,941	\$23,297,121
137	NON-SPONSORED - ALL OTHER FUNDS	\$871,160	\$599,445	\$1,470,605
138	SPONSORED-FEDERAL	\$917,941	\$558,619	\$1,476,560
139	SPONSORED - ALL OTHER FUNDS	\$228,494	\$166,811	\$395,305
140	<b>LIBERAL ARTS, COLLEGE OF Total</b>	<b>\$15,648,775</b>	<b>\$10,990,816</b>	<b>\$26,639,591</b>
141				
142	<b>LIBRARIES, UNIVERSITY</b>			
143	O&M and STATE SPECIALS	\$8,707	\$6,952	\$15,658
144	<b>LIBRARIES, UNIVERSITY Total</b>	<b>\$8,707</b>	<b>\$6,952</b>	<b>\$15,658</b>
145				
146	<b>MEDICAL SCHOOL</b>			
147	O&M and STATE SPECIALS	\$886,915	\$553,815	\$1,440,729
148	NON-SPONSORED - ALL OTHER FUNDS	\$1,516,875	\$539,623	\$2,056,498
149	SPONSORED-FEDERAL	\$3,033,899	\$1,652,621	\$4,686,519
150	SPONSORED - ALL OTHER FUNDS	\$735,189	\$368,109	\$1,103,299
151	<b>MEDICAL SCHOOL Total</b>	<b>\$6,172,878</b>	<b>\$3,114,168</b>	<b>\$9,287,046</b>
152				
153	<b>MGMT, CURTIS L CARLSON, SCH OF</b>			
154	O&M and STATE SPECIALS	\$1,438,619	\$1,078,064	\$2,516,683
155	NON-SPONSORED - ALL OTHER FUNDS	\$200,401	\$138,006	\$338,407
156	SPONSORED-FEDERAL	\$31,422	\$11,364	\$42,786
157	SPONSORED - ALL OTHER FUNDS	\$95,160	\$52,335	\$147,495
158	<b>MGMT, CURTIS L CARLSON, SCH OF Total</b>	<b>\$1,765,601</b>	<b>\$1,279,770</b>	<b>\$3,045,371</b>
159				
160	<b>NATURAL RESOURCES, COLLEGE OF</b>			
161	O&M and STATE SPECIALS	\$153,658	\$105,608	\$259,266
162	NON-SPONSORED - ALL OTHER FUNDS	\$115,653	\$66,259	\$181,912
163	SPONSORED-FEDERAL	\$530,473	\$315,897	\$846,370
164	SPONSORED - ALL OTHER FUNDS	\$166,233	\$111,556	\$277,789
165	<b>NATURAL RESOURCES, COLLEGE OF Total</b>	<b>\$966,017</b>	<b>\$599,320</b>	<b>\$1,565,337</b>
166				
167	<b>NURSING, SCHOOL OF</b>			
168	O&M and STATE SPECIALS	\$121,960	\$94,084	\$216,044
169	NON-SPONSORED - ALL OTHER FUNDS	\$49,914	\$32,314	\$82,229
170	SPONSORED-FEDERAL	\$49,641	\$34,332	\$83,973
171	SPONSORED - ALL OTHER FUNDS	\$64,422	\$46,620	\$111,042
172	<b>NURSING, SCHOOL OF Total</b>	<b>\$285,937</b>	<b>\$207,350</b>	<b>\$493,287</b>
173				
174	<b>PHARMACY, COLLEGE OF</b>			
175	O&M and STATE SPECIALS	\$405,465	\$276,519	\$681,983
176	NON-SPONSORED - ALL OTHER FUNDS	\$326,478	\$155,674	\$482,152
177	SPONSORED-FEDERAL	\$267,283	\$137,837	\$405,120
178	SPONSORED - ALL OTHER FUNDS	\$117,713	\$54,208	\$171,921
179	<b>PHARMACY, COLLEGE OF Total</b>	<b>\$1,116,939</b>	<b>\$624,237</b>	<b>\$1,741,176</b>
180				
181	<b>PRESIDENT, OFFICE OF THE</b>			
182	O&M and STATE SPECIALS	\$8,700	\$7,502	\$16,202
183	<b>PRESIDENT, OFFICE OF THE Total</b>	<b>\$8,700</b>	<b>\$7,502</b>	<b>\$16,202</b>
184				
185	<b>PUBLIC HEALTH, SCHOOL OF</b>			
186	O&M and STATE SPECIALS	\$423,875	\$299,181	\$723,055
187	NON-SPONSORED - ALL OTHER FUNDS	\$258,404	\$180,130	\$438,534
188	SPONSORED-FEDERAL	\$973,533	\$627,531	\$1,601,064

189	SPONSORED - ALL OTHER FUNDS	\$366,696	\$225,070	\$591,766
190	<b>PUBLIC HEALTH, SCHOOL OF Total</b>	<b>\$2,022,508</b>	<b>\$1,331,911</b>	<b>\$3,354,419</b>
191				
192	<b>RESEARCH</b>			
193	O&M and STATE SPECIALS	\$10,917	\$5,586	\$16,503
194	NON-SPONSORED - ALL OTHER FUNDS	\$632	\$115	\$748
195	SPONSORED-FEDERAL	-\$3,440	-\$810	-\$4,250
196	SPONSORED - ALL OTHER FUNDS	\$0	\$0	\$0
197	<b>RESEARCH Total</b>	<b>\$8,109</b>	<b>\$4,892</b>	<b>\$13,001</b>
198				
199	<b>ROCHESTER</b>			
200	O&M and STATE SPECIALS	\$27,489	\$21,388	\$48,877
201	SPONSORED - ALL OTHER FUNDS	\$2,615	\$1,243	\$3,858
202	<b>ROCHESTER Total</b>	<b>\$30,104</b>	<b>\$22,632</b>	<b>\$52,736</b>
203				
204	<b>STUDENT AFFAIRS, OFFICE OF</b>			
205	O&M and STATE SPECIALS	\$44,016	\$29,592	\$73,608
206	NON-SPONSORED - ALL OTHER FUNDS	\$24,953	\$11,271	\$36,224
207	SPONSORED-FEDERAL	\$2,770	\$1,893	\$4,662
208	<b>STUDENT AFFAIRS, OFFICE OF Total</b>	<b>\$71,738</b>	<b>\$42,756</b>	<b>\$114,494</b>
209				
210	<b>SYSTEM ADMINISTRATION, SR VP</b>			
211	O&M and STATE SPECIALS	\$315,277	\$253,786	\$569,063
212	NON-SPONSORED - ALL OTHER FUNDS	\$154,272	\$110,263	\$264,536
213	SPONSORED-FEDERAL	\$63,966	\$53,212	\$117,177
214	SPONSORED - ALL OTHER FUNDS	\$88,967	\$64,272	\$153,238
215	<b>SYSTEM ADMINISTRATION, SR VP Total</b>	<b>\$622,481</b>	<b>\$481,533</b>	<b>\$1,104,014</b>
216				
217	<b>SYSTEMWIDE</b>			
218	NON-SPONSORED - ALL OTHER FUNDS	-\$3,892	-\$586	-\$4,477
219	<b>SYSTEMWIDE Total</b>	<b>-\$3,892</b>	<b>-\$586</b>	<b>-\$4,477</b>
220				
221	<b>TECHNOLOGY, INSTITUTE OF</b>			
222	O&M and STATE SPECIALS	\$7,945,990	\$5,056,360	\$13,002,350
223	NON-SPONSORED - ALL OTHER FUNDS	\$2,211,324	\$1,073,179	\$3,284,503
224	SPONSORED-FEDERAL	\$8,113,193	\$4,022,207	\$12,135,400
225	SPONSORED - ALL OTHER FUNDS	\$2,980,908	\$1,534,963	\$4,515,871
226	<b>TECHNOLOGY, INSTITUTE OF Total</b>	<b>\$21,251,414</b>	<b>\$11,686,710</b>	<b>\$32,938,124</b>
227				
228	<b>U OF MN EXTENSION SERVICE</b>			
229	O&M and STATE SPECIALS	\$28,152	\$35,903	\$64,054
230	NON-SPONSORED - ALL OTHER FUNDS	\$73,858	\$28,839	\$102,697
231	SPONSORED-FEDERAL	\$355	\$65	\$419
232	SPONSORED - ALL OTHER FUNDS	\$47,824	\$41,564	\$89,388
233	<b>U OF MN EXTENSION SERVICE Total</b>	<b>\$150,189</b>	<b>\$106,370</b>	<b>\$256,559</b>
234				
235	<b>UNIVERSITY RELATIONS, OFC OF</b>			
236	O&M and STATE SPECIALS	\$3,300	\$2,622	\$5,922
237	<b>UNIVERSITY RELATIONS, OFC OF Total</b>	<b>\$3,300</b>	<b>\$2,622</b>	<b>\$5,922</b>
238				
239	<b>VETERINARY MEDICINE, COLL OF</b>			
240	O&M and STATE SPECIALS	\$182,816	\$109,820	\$292,636
241	NON-SPONSORED - ALL OTHER FUNDS	\$333,185	\$231,589	\$564,774
242	SPONSORED-FEDERAL	\$246,007	\$113,152	\$359,160
243	SPONSORED - ALL OTHER FUNDS	\$218,356	\$106,935	\$325,291
244	<b>VETERINARY MEDICINE, COLL OF Total</b>	<b>\$980,364</b>	<b>\$561,496</b>	<b>\$1,541,860</b>
245				
246	<b>Grand Total</b>	<b>\$68,853,068</b>	<b>\$42,835,463</b>	<b>\$111,688,532</b>

Source: Period 14 CUFS/data warehouse

Graduate and Professional Schools -- Student and tuition data

	A	B	C	D	E	F	G = D/E	H = D/F
	Ph.D., M.A. & M.S students	Other grad/ prof. degrees	% Ph.D./M.A./ M.S.	Tuition from Grad/Prof.	Total Tuition	Total O&M & State Spec	Percent Tuition Grad/Prof.	Percent O&M Grad/Prof.
1 UMD	187	512	26.8%	\$5,860,971	\$52,439,133	\$93,697,590	11.2%	6.3%
2 CCE	0	153	0.0%	\$1,103,355	\$10,874,329	\$14,887,352	10.1%	7.4%
3 CLA	1686	292	85.2%	\$14,128,509	\$94,641,399	\$119,103,922	14.9%	11.9%
4 Rochester	-	-	-	\$240,759	\$290,473	\$1,883,202	82.9%	12.8%
5 CBS	401	51	88.7%	\$2,744,909	\$10,475,872	\$19,300,840	26.2%	14.2%
6 IT	1644	714	69.7%	\$14,284,027	\$48,385,929	\$99,125,806	29.5%	14.4%
7 CNR	98	0	100.0%	\$935,472	\$2,590,928	\$5,142,263	36.1%	18.2%
8 COAFES	391	27	93.5%	\$2,478,688	\$8,792,017	\$13,594,360	28.2%	18.2%
9 CALA	1	256	0.4%	\$1,986,466	\$4,690,998	\$7,530,831	42.3%	26.4%
10 Human Ecology	173	260	40.0%	\$2,795,271	\$7,507,181	\$10,433,541	37.2%	26.8%
11 Nursing	333	48	87.4%	\$2,579,710	\$4,449,307	\$6,951,024	58.0%	37.1%
12 Medical School	304	897	25.3%	\$19,884,282	\$22,088,340	\$52,835,254	90.0%	37.6%
13 Vet Med	95	328	22.5%	\$6,544,876	\$6,729,379	\$16,873,386	97.3%	38.8%
14 Dentistry	65	356	15.4%	\$6,566,792	\$7,142,407	\$16,873,761	91.9%	38.9%
15 Public Health	244	319	43.3%	\$4,797,037	\$5,361,797	\$9,744,213	89.5%	49.2%
16 Education	980	1401	41.2%	\$15,530,863	\$24,109,400	\$31,495,528	64.4%	49.3%
17 CSOM	422	1776	19.2%	\$25,189,523	\$34,820,032	\$42,270,770	72.3%	59.6%
18 HHH	24	383	5.9%	\$2,936,769	\$3,054,536	\$4,729,828	96.1%	62.1%
19 Pharm	95	536	15.1%	\$6,953,707	\$7,509,798	\$10,880,929	92.6%	63.9%
20 Law	0	804	0.0%	\$13,350,831	\$13,351,226	\$15,900,379	100.0%	84.0%
Grand Total	7143	9113	43.9%	\$150,892,818	\$369,304,481	\$499,557,189	40.9%	30.2%

Sources: Columns A-C: Fall 2003 STIX enrollment tables; Columns D-F: IRR, tuition attribution, and U allocation worksheets

Notes: Column G represents the percentage of all collegiate tuition associated with graduate and professional student registration.  
 Column H represents the percentage of the entire campus/collegiate O&M allocation attributable to graduate and professional student tuition.  
 There are an additional 49 Ph.D and M.S. students associated with interdisciplinary programs in the Graduate School.  
 UMD includes 113 M.D.s in the UMD Medical School

Appendix 3

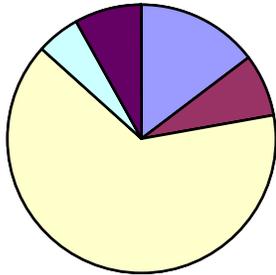
Twin Cities Campus Total for Graduate Student Salaries and Benefits by Funding Source

# TWIN CITIES CAMPUS TOTALS

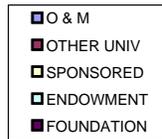
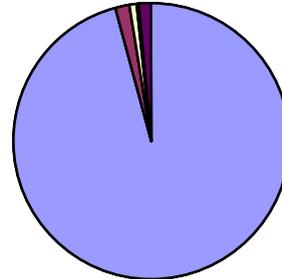
## GRAD STUDENT SALARIES

	FUNDING SOURCE					Acad YR 2004
	O & M	OTHER UNIV	SPONSORED	ENDOWMENT	FOUNDATION	
RA	3,324,362	1,733,692	14,618,954	1,163,127	1,829,815	22,669,948
TA	22,937,359	417,413	157,752	108,350	312,524	23,933,399
	26,261,720	2,151,105	14,776,706	1,271,477	2,142,339	46,603,347

RA SALARY



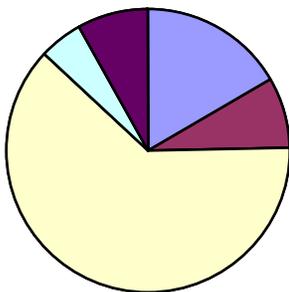
TA SALARY



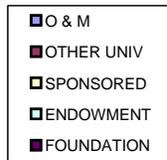
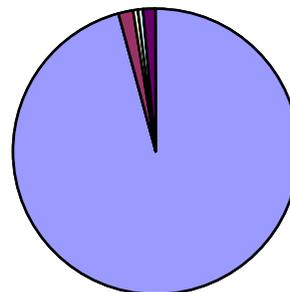
## GRAD STUDENT FRINGE BENEFITS

	FUNDING SOURCE					Acad YR 2004
	O & M	OTHER UNIV	SPONSORED	ENDOWMENT	FOUNDATION	
RA	2,507,016	1,221,581	9,453,595	746,139	1,218,483	15,146,813
TA	16,900,239	297,568	104,401	87,128	250,687	17,640,023
	19,407,254	1,519,148	9,557,996	833,267	1,469,171	32,786,836

RA FRINGE



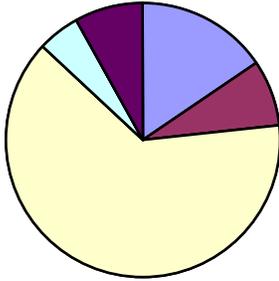
TA FRINGE



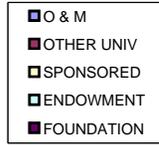
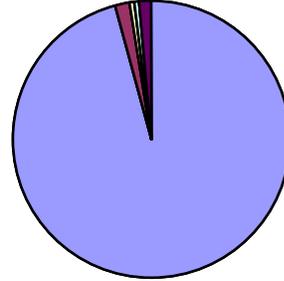
**TOTAL GRADUATE SALARY AND FRINGE BENEFITS**

	FUNDING SOURCE					Acad YR 2004
	O & M	OTHER UNIV	SPONSORED	ENDOWMENT	FOUNDATION	
RA	5,831,377	2,955,272	24,072,548	1,909,266	3,048,298	37,816,762
TA	39,837,597	714,981	262,153	195,479	563,211	41,573,421
	45,668,974	3,670,253	24,334,702	2,104,744	3,611,510	79,390,183

**RA SALARY & FRINGE**



**TA SALARY & FRINGE**



## Appendix 4 Data and Historical Analysis

## **Historical Analysis: How did we get to where we are today in the GA tuition recovery system?**

When tuition benefits were provided to graduate assistants beginning in FY92 they were financed by a 3.58% charge on all associated salaries on a grant, including the portion of faculty salaries charged to the grant. In 1993 the federal government ruled that fringe charges could only be applied to classes of employees who received the particular benefit. Hence faculty salaries could no longer be charged to recover costs of tuition benefits to graduate students; to recover the same tuition from the much smaller GA salary pool required a much higher fringe rate, starting at 26.9% in FY94. Due to persistent under-recovery, and the charging forward of previous years' deficits in the tuition pool, the fringe rate escalated rapidly (see Table 1), reaching 42.7% in FY97 and forecasted to move to about 67% in FY98. Loud complaints from research faculty led to a year of review and overhaul of the tuition fringe charging system with many features that attempted to hold down the fringe rate and keep the scheme simple enough to install at a time when the University was contemplating a new information system (what became PeopleSoft student and HR systems).

The primary change starting in FY98 was a shift from recovering tuition benefits by a % fringe rate on GA salaries to recovering benefits by a flat hourly charge for each hour of employment. This made charges lighter on higher wage GAs and heavier on the lower wage GAs; to make this transition "budget neutral" for the first year, funds were transferred from high wage colleges to low wages colleges. No such adjustments were made in subsequent years as tuition rates increased and employment patterns shifted among colleges. To keep the accounting and computer programming simpler, tuition benefits were standardized to the Graduate School band-tuition level. This standard tuition benefit also ended previous cross-subsidies where GAs enrolled in higher tuition professional programs (especially law and medicine) had received that higher tuition benefit regardless of the salary on which tuition fringe had been charged.

Two other changes were implemented to reduce the fringe cost of tuition benefits. The requirement that graduate assistants register for at least six credits during each term of employment was dropped for summer term. A set of summer-only GA job classes were created with zero tuition benefit or fringe cost and departments and PIs were permitted to hire in these classes unless the student really needed to take classes during summer on their degree program. Ending the previously common "dummy" registrations for "directed study" or "directed research" during summers significantly reduced tuition charges to grants and teaching departments, but also cost the University a corresponding amount of external tuition revenue from sponsored funds sources. [Tuition savings to departments and grants are partially offset by the obligation to pay FICA taxes on summer salaries when students are not enrolled full time.] In an effort to make the

employment of advanced Ph.D. students less costly, a similar set of “Advanced Ph.D.” TA, RA and AF job classes were created for which only one credit of tuition benefit is granted (enough for full-time status for that group, once special new course numbers were created for that purpose and cleared with federal loan agencies). The fringe charge for these one-credit jobs is roughly one-sixth the rate on full-credit GA jobs. Hearing complaints from some (mostly St. Paul campus) departments that advanced masters students were similarly overcharged for unneeded credits, we created a parallel set of “Advanced Masters” job classes and full-time one-credit course numbers for masters students who had completed all program courses and paid their masters thesis credits but were still working to finish their theses. This group is much smaller than the Advanced Ph.D. group, fewer than 100 students per year.

Since the FY98 restructuring, the tuition fringe rates have increased in a TREND line that roughly parallels the increases in tuition rates. But there has also been unwelcome cyclical volatility around that rising trend line (See Table 2 for tuition fringe pool accounting since 1997.). We started out matching the hourly value of the tuition benefit (the semester value of Graduate School tuition divided by 390 hours of employment per semester on a 50% assistantship) precisely with the hourly tuition fringe charge on employers. We thought we would collect in hourly fringe exactly what we paid out in hourly tuition benefit and the system would balance perfectly and eliminate the over- and under-recoveries that had characterized the % of salary fringe pools. However, at the end of the first year (FY98) we had a \$2.4 million surplus in the GA tuition fringe pool and had already published similar rates for FY99! Under federal regulations this meant that we would have to sharply reduce tuition fringe charges in FY00 and FY01 to pay back to grants and departments the amount over-recovered in FY98 and FY99. A detailed analysis of the accounting data and student registration data revealed three sources for the unforeseen surpluses. (1) Tuition fringe is charged for every hour of employment, but if a student works less than 10 hours per week (195 hours per semester, reduced by subsequent policy change to 97.5 hours) no tuition benefit is earned and the pool keeps the fringe charges as “surplus.” (2) Similarly if a student works one or more jobs that total more than 50% time (390 hours per semester), hours of fringe above the 390 go to “surplus.” (3) If students register for fewer than 6 credits per semester (requiring special permission in fall and spring but not in summer) they withdraw less than the full “band” tuition that the fringe rate was designed to support. To offset these three sources of potential surplus in the fringe pool, the hourly tuition fringe charge must be “discounted” a little below the hourly value of the tuition benefit. Furthermore, that discount rate has been further adjusted up or down from year to year to adjust for under- or over-recovery two years previously. With the switch from quarters to semesters affecting credit loads unpredictably and with the cycle of adjustments, we have experienced a volatile fringe rate and have found it difficult to balance the pool from year to year. Both the rising trend and the year-to-year volatility of the tuition fringe rate have made multi-year budgeting for tuition benefits very difficult for colleges, departments and PIs on grants. Of course that budgetary difficulty has been greatly complicated by the much more rapid increases in tuition over the past three years, which were not built into grant budgets (and most of which would have been disallowed by federal granting agencies even if they had been anticipated).

## **Parallel history of GA health insurance financing**

Graduate Assistants have received health insurance as a fringe benefit since the early 1990s. Partially subsidized dependent coverage was added beginning fall 1998. Medical costs on this younger population are lower than for other University employees, but as with other health plans they have risen faster than the CPI and faster than GA salaries since the benefit began, producing a TREND increase in the fringe rate as a % of salary over the years. Until FY05 the graduate assistant on 50% appointment received 100% of premiums as a benefit and those employed between 25% and 49% received a premium benefit twice the % of their appointment level. University contributions toward dependent premiums rose from about 50% to the present 65% of the lowest cost dependent plan. With the budget crisis and the increased cost-shifting on the UPlan for regular U employees beginning in January 2004, all GAs and fellows enrolled in the GA health plan are required (beginning in September 2004) to pay 5% of the premiums. The yearly fringe rate for health benefits reflects changes in estimated premiums (now actual claims costs since the plan has shifted in FY05 from fully insured to self-insured), and also adjustments for under- or over-recovery two years previously. A glance at table 1 demonstrates a cyclical volatility in the health fringe rate at least as great proportionately as that in the tuition fringe rate, with the same unwelcome consequences on budget planning for departments and research grants.

## **How have rising costs on GAs impacted our ability to compete for students?**

Tuition and health fringe costs have persistently risen faster than salaries and stipends for graduate assistants and fellowship recipients (see Chart 1). The tuition fringe increase has been especially dramatic in the past three years of rapid tuition increases. These rapid increases have put severe pressure on departmental budgets and particularly on multi-year research grants where the total budget is fixed and any unbudgeted increases in fringe costs must simply be absorbed by reduction of other grant expenses (e.g. by reduction of RA employment in later years of the grant). Federal agencies will typically not allow budgeting tuition increases of more than about 3% per year; thus recent tuition increases of 13-14% would be challenging to grant budgets even if they had been anticipated.

Research grant budgets have also faced pressures from the recent policies of NSF and NIH to raise stipends for RAs (and post-docs) to attract American students into Ph.D. studies. Those NSF and NIH rates on fellowships and training grants have raised the standard for RA and TA stipends in those disciplines no matter what the source of research funding. Eventually we might also expect some spillover pressure to raise salaries in other disciplines, first in quantitative social sciences and then more broadly. While raising stipends, NSF and NIH have not raised the “institutional allowance” on fellows and trainees, funds used to pay for tuition and health benefits; NSF’s fixed \$10,500 allowance now falls far short of tuition and health costs, forcing departments and colleges to find non-sponsored funds to cover the shortfalls.

While the rapid increases in stipends, tuition and health fringe costs have imposed a serious burden on researchers' grant budgets; they have not necessarily made Minnesota less competitive in getting new grants or in recruiting and supporting graduate students with RA funding. Researchers from leading private universities have to put higher fringe rates than ours on their grant proposals, but they continue to be competitive for grants. Other universities have faced similar financial pressures over the past decade and have also been increasing their stipends and fringe rates. Minnesota is not the only public university to have suffered reductions in state support, with resulting pressures to raise tuition rates. National trends in rising health care costs affect all schools. In fact, because Minnesota implemented subsidized health insurance for graduate assistants and their dependents earlier than most of our competitors, our health fringe increases now reflect mostly just health cost inflation; several of our competitors are now playing "catch-up" on health insurance benefits, and their fringe costs are rising much more rapidly than ours.

Comparative data on costs of employing graduate assistants are provided from three sources. The Association of American Universities runs a data exchange (AAUDE) annually that reports on these costs for most of the top 40 universities. Table 3 ranks the schools according to the average cost to the institution for employing an RA (for 9 months at 50%) on resident tuition rates who is taking 9 credit hours per term. This cost includes tuition but not health fringe costs, although other columns in the table give some indications of health benefits and costs. Minnesota (highlighted row) ranks low in this comparison, mainly because our average RA stipends are lower. Table 4 confirms this by portraying the same data ranking schools by compensation to the RA (stipend minus tuition and fees paid by the student). Chart 2 shows the pattern for the CIC public universities over the past decade, cost to the institution of employing an RA; chart3 shows the decade's history on net compensation to the RA.

Of course, the AAUDE data report average 9 month salaries for each institution across all disciplines. It is well known that salaries vary greatly across disciplines, for both TAs and RAs, just as they do for faculty. Table 8 (from a University of North Dakota survey) reports salary differentials for a cross-section of disciplines for a number of Midwestern schools. Academe is certainly a highly segmented labor market. The institutional averages will therefore be influenced by the varying mix of programs: MIT or Cal Tech would have a high average due to the predominance of science and engineering majors, while Iowa, for example, would have somewhat lower average due to the absence of engineering programs.

At Minnesota and other universities, some graduate programs compete more vigorously than others in national or global markets for graduate students. Highly ranked programs generally compete harder than unranked programs, and their salaries (and fellowship resources) must be higher to do so. Some disciplines, typically in professional masters degree fields, serve more local or regional populations (often working professionals); they therefore often pay close to the minimum salary for TAs and do not support all their students financially.

The third information source is a careful investigation by the Graduate School of the public CIC schools on their graduate assistant tuition and health insurance benefits and how they get paid for or charged to external grants and funders. Results are summarized in Table 5, showing the fringe costs for employing an RA (12 months, 50% time at \$22,000 annual stipend fairly typical of the biological sciences). Minnesota lies in the upper half of the CIC group in this comparison of fringe costs.

Behind this simple table are hidden many variations in financial practices among the schools. Nearly all schools provide a full tuition benefit for such RAs for the academic year, and some provide a summer tuition benefit as well. All basically waive the non-resident portion of tuition and then try to recover some or the entire resident portion from sponsored funds sources. Some charge the tuition of the individual student directly to the grant, some charge a weighted average tuition rate (average credits), some charge a fringe rate as a percent of GA stipend. Some schools charge a much lower tuition rate for Ph.D. candidates at the dissertation stage who have met thesis credit (or total credits) requirements; others do not. However they structure and charge the tuition and health insurance costs, the great majority of CIC schools seek to recover all of the resident tuition cost and health insurance cost. Wisconsin has made the decision to reduce their tuition fringe rates and forfeit significant tuition revenue in order to encourage and support their faculty in seeking research grants. On the other hand, Wisconsin does not lower their fringe rate during the summer or at the dissertation stage, as Minnesota and some other schools do, so their fringe rates are relatively higher than others in those situations.

A similar comparison can be made with CIC schools on the basis of a standardized salary near Minnesota's minimum level, \$11,000 for a nine month appointment. Of course any fringe calculated as a % of salary will remain the same, while any fringe set at a flat rate independent of salary will rise as a % of lower salary levels. The falling tuition and health fringe cost as a % of increasing salary for Minnesota is shown in Table 6. Since different schools structure their cost recovery differently, their relative fringe costs change at different salary levels. Table 7 portrays the CIC comparison at the low end salary range, with Minnesota ranking third behind Michigan and Penn State.

It is hard to draw clear-cut general conclusions about Minnesota's competitive ability to attract graduate students from the comparative data, given the great variations across schools and disciplines in stipend levels and levels and methods of charging for tuition and health benefits. It does seem fair to say that Minnesota has slightly lower average salaries than its top AAU competitors and somewhat above average fringe costs in the CIC competition. We are not, however, seriously out of line with our competitors despite the rapid increases in our fringe costs in the past few years, because many of our competitors are facing similar financial challenges.

### **Policy Options on the Structure and Funding of GA Tuition and Health Benefits**

1. We could cap tuition fringe charges below the targeted full recovery level and deliberately subsidize the tuition fringe pool, (but would need a source of funds for

this purpose). This was done for FY05 on an emergency basis in response to PI requests. If done ongoing, it would make possible eliminating the over- and under-recovery cycles that cause volatility in the fringe rates, since we would rarely actually over-recover our tuition costs and thus never have to “pay back” the federal agencies and other external funders. The extent of subsidy could be set on a fairly stable basis (say 10%), and could be changed from time to time (say biannually) as budgets required, but in most years one would expect the charge rate to increase in proportion to the rate of tuition increase, or close.

Despite attempting to balance the tuition fringe pool account by cyclical rate changes to offset prior under-recoveries, the pool has actually not run a surplus since 1998-99; the accumulated deficit at the end of FY04 was \$4.5 million (beyond paying back those initial large surpluses of \$4.8 million in 1997-99).

Steve Bradley, Assistant Director of SPA who led in recent negotiations with federal auditors over ICR and fringe rates, reports that the auditors are not concerned about year-to-year rebalancing of the account. They would not want to see persistent surpluses (over-recovery, which the auditor termed an “interest free loan” by the federal government to the university) for four or five years in a row. Conversations with sponsored funds staffs at other CIC schools suggest that very few follow our methodology of cyclical adjustments to offset imbalances of two years before. That is, as long as we don’t run too many years of large surpluses we may not need to make these annual volatile adjustments to satisfy the federal regulators. The same argument clearly applies to the health fringe rate. The committee recommends that we explore this change with federal auditors after further confirmation of the methodologies of other CIC schools.

2. We could reduce tuition fringe costs to grants by eliminating the 24 thesis credit requirement or by allowing Ph.D. students to register for such credits before passing their preliminary oral exam, including them in their band tuition (6-14 credits) as credits are available each term. Dropping the thesis credit requirement would eliminate the demonstration of faculty effort in advising Ph.D. students after the coursework phase, which was one of the main reasons for creating the requirement. Allowing registration for such credits from the outset of Ph.D. study would remove nearly all of the extra year of band tuition after the Ph.D. preliminary oral exam, a savings to grants, departments and even students paying their own way. It would also remove that much revenue from college coffers. The University produces over 700 Ph.D.s per year (and has substantially more passing the prelim oral each year), so there would be a minimum revenue loss of \$6.3 million annually at current tuition levels. Only a fraction of this loss comes from external funding sources of course; some of it would be offset by reduction of internal fringe costs to those same students. Given the loss of tuition revenue, the committee recommends no relaxation of the thesis credit requirement.
3. Some other schools recover the tuition benefit by direct charge to the funding account: grant, foundation, department, etc. This can be done by charging each individual

GA's particular tuition, or it can be done on the basis of an average credit load for all GA's in the funding pool. If the latter method is used, the average credit load can be recalculated every four or five years and the standard charge raised each year based on the rate of tuition increase. The ABD group could still be charged separately at its much lower rate. Minnesota actually does a small amount of direct charging of individual tuition for students on fellowships and NIH training grants.

Our present system already functions very similarly to the pooled direct charge method based on average credit load, and allocates costs among units in the same way (e.g., without regard to GA salaries). The difference is that we also add in the adjustment for over- or under-recovery from previous years, a procedure not followed by schools using the direct charge methodology. But the direct charge system breaks down when a student earns tuition benefits from multiple appointments, especially if those appointments total more than 50% time; how would a direct charge system divide the tuition charges among the multiple employer accounts without a lot of hand calculations? We have over 700 students with such multiple appointments each term. The present fringe rate system does the allocation, but ends up "overcharging" the employer(s) when the student's appointment totals over 50% (or under 12.5%) and disperses the overcharges among all employers by discounting the fringe rate below the hourly value of the tuition benefit. The committee recommends no change from fringe rate to direct charge system.

4. We could slow the increases of Graduate School tuition rates as a way to ease the recent rapidly increasing budgetary burden on grants and departments. This would obviously represent foregone income not only from students on assistantships but also from students whose tuition comes from other external sources (individuals, families, employers, foreign governments, etc.). To the committee this seems the least financially efficient solution. If deans believe that their particular PIs are disadvantaged in competition for new grants or in absorbing the budget pressure on old multi-year grants, they have the capacity to return some of their increased tuition revenues to departments to relieve those pressures. If they believe that the increases in Graduate School tuition have priced some of their graduate programs out of the competition for students, they are free to use some of their increased tuition revenues to provide offsetting scholarships to such programs. The real financial problem underlying the tuition arithmetic is not so much that tuition has gone up so fast in the past three years but that a portion of the increase has not remained in the colleges but has gone to support central needs created by the \$185 million state cutback along with rising costs. Addressing these issues is therefore more a question of the "budget model" than a question of the financing of graduate education per se. Again we would suggest a multi-modal solution including reallocation. The rate of increase in Graduate School tuition need not be in lockstep with the increase of undergraduate tuition, and Graduate School tuition increases should be reviewed in light of market competition.
5. We could reduce or eliminate the collection of non-resident tuition for all Graduate School students. Professional schools outside the Graduate School could determine

whether to do the same; presumably professional programs within the Graduate School would not have that choice. The committee's analysis indicates this would cost colleges about \$2.8 million in revenue now being paid. There would be some savings in elimination of paperwork now done to piece together funding sources to qualify some students (through 25% assistantships or fellowships) for waivers of the non-resident tuition, but we find it hard to believe that savings could be captured that would come anywhere near the forfeited \$2.8 million. There might also be repercussions in the legislature and public opinion if the non-resident tuition were eliminated for Graduate School students but not for undergraduates or (some) professional school students. The committee does not recommend elimination of non-resident tuition for Graduate School students.

Health Insurance and Tuition Trends from 1991 to 2004-05
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Table 1

Fiscal Year	Health Insurance	Tuition
1991-92	4.92%	3.58%
1992-93	5.46%	3.87%
1993-94	8.70%	26.9%*
1994-95	8.40%	27.70%
1995-96	5.00%	30.50%
1996-97	6.80%	42.60%
1997-98	8.40%	\$6.54/hr
1998-99	8.70%	\$6.64/hr
1999-2000	7.60%	\$5.13/hr
2000-01	9.80%	\$5.28/hr
2001-02	16.90%	\$6.65/hr
2002-03	17.20%	\$8.62/hr
2003-04	18.20%	\$9.19/hr
2004-05	14.00%	\$10.39/hr

\* This year federal regulations required charging tuition fringe only to GA salaries, not to all faculty and staff salaries on a grant.

Table 2

GA TUITION FRINGE RATE POOL EXPERIENCE		8/23/2004							
in \$1,000s		1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05
Benefits (+adm.) paid out	\$	17,892	\$ 17,955	\$ 18,308	\$ 21,184	\$ 24,102	\$ 28,799	\$ 32,006	
Fringe recovered	\$	20,330	\$ 20,360	\$ 16,358	\$ 17,720	\$ 22,136	\$ 28,595	\$ 30,181	
Actual Surplus/(Deficit)	\$	2,438	\$ 2,405	\$ (1,950)	\$ (3,464)	\$ (1,966)	\$ (204)	\$ (1,825)	
Target Surplus/(Deficit)				\$ (2,438)	\$ (2,405)	\$ (488)	\$ 1,059	\$ 1,478	\$ 1,263
Cumulative +/-	\$	2,438	\$ 4,843	\$ 2,893	\$ (571)	\$ (2,537)	\$ (2,741)	\$ (4,566)	
Tuition benefit value/hour		1997-98 \$6.38	1998-99 \$6.64	1999-00 \$6.46	2000-01 \$6.82	2001-02 \$7.71	2002-03 \$9.10	2003-04 \$10.41	2004-05 \$11.50
Fringe rate/hour		\$6.38	\$6.64	\$5.13	\$5.28	\$6.65	\$8.62	\$9.19	\$10.39
% Discount		0.0%	0.0%	20.6%	22.6%	13.7%	5.3%	10.0%	9.7%
Percent Rise in Tuition			1998-99 4.08%	1999-00 -2.71%	2000-01 5.57%	2001-02 13.05%	2002-03 18.03%	2003-04 14.40%	2004-05 10.47%
Percent Rise in Fringe rate			4.08%	-22.74%	2.92%	25.95%	29.62%	6.61%	13.06%



Table 4 Research Assistants, ranked by compensation net of tuition and fees

Cash Salary		Headcount	Tuition & fees pd by GA		avg. GA Comp. Resident	Lost tuition & fees	Cost to Institution	Total GA Health Premium	U share of GA Premium	Spouse Premium	U share Spouse Premium	Family Premium	U share Family Premium
Minimum	Average		RA15 (\$)	RA16 (\$)									
LW	5,700	18,474	2,011	0	18,474	18,600	37,074	1,296	50.0%	3,618	63.0%	6,309	57.0%
UB	11,655	18,888	819	526	18,362	5,184	24,072	1,542	90.0%	880	49.0%	1,943	63.0%
FJ - UC	10,971	15,379	1,352	0	15,379	6,715	22,294						
J1 - JP	14,530	15,500	634	50	15,450	28,630	44,130	1,059	100.0%	2,439	0.0%	4,925	0.0%
TX	14,300	16,142	727	1,078	15,064	6,714	22,856	3,061	100.0%	3,611	100.0%	4,881	100.0%
LL - UC	10,971	15,030	753	0	15,030	7,118	22,148						
J2 - JP	14,530	14,935	450	50	14,885	16,600	31,535						
PH	10,971	14,823	2,289	0	14,823	6,169	20,992						
UR	11,340	15,129	2,254	510	14,619	6,311	21,440	1,502	100.0%	2,709	50.0%	3,483	50.0%
YH - UC	10,971	14,760	1,865	245	14,515	6,071	20,831	209	100.0%	190	100.0%	257	96.0%
* SO	15,706	14,593	1,823	187	14,406	12,933	27,526	1,417	100.0%	704	67.0%	1,203	54.0%
DM	9,504	15,595	266	1,371	14,224	7,587	23,182						
IC - UC	10,971	14,004	832	0	14,004	7,318	21,322	3,323	85.0%	2,658	85.0%	4,985	85.0%
BZ	12,044	14,613	1,419	759	13,854	6,282	20,895	3,328	100.0%	8,105	100.0%	8,105	100.0%
MU - UC	10,971	13,779	1,651	0	13,779	7,063	20,842						
* NB	14,247	14,247	2,645	585	13,662	7,008	21,255						
DX	7,400	14,164	2,221	623	13,541	3,072	17,236						
QU	7,373	15,309	1,387	1,966	13,343	1,880	17,189	1,126	100.0%	3,294	0.0%	4,709	0.0%
* AD	11,000	14,326	2,282	1,004	13,322	4,731	19,057	991	82.0%	4,336	0.0%	5,724	0.0%
* TL	10,994	14,383	3,263	1,202	13,181	4,490	18,873	214	0.0%	731	0.0%		
SB	9,000	13,000	161	38	12,962	13,762	26,762	3,040	81.0%	3,443	81.0%	5,409	81.0%
* BP	10,332	12,967	1,989	15	12,952	6,016	18,983	1,332	100.0% ?		max \$500 or 70% ?		
* KI	8,100	12,874	2,043	27	12,847	7,251	20,125	1,420	42.3%	3,644	16.5%	4,916	12.2%
MK	12,557	13,576	903	837	12,739	4,244	17,820	1,100	70.0%	2,676	0.0%	4,168	0.0%
XN	2,400	13,140	896	791	12,349	3,056	16,196	728	79.0%	2,602	0.0%	3,856	0.0%
* WY	15,330	16,942	1,373	4,751	12,191	938	17,880	2,064	90.0%	3,420	70.0%	4,320	70.0%
* VV	10,999	12,990	1,424	1,372	11,618	4,294	17,284	214	0.0%	731	0.0%		
KR	8,000	12,996	522	1,870	11,126	5,514	18,510	1,186	90.0%	1,863	75.0%	2,680	75.0%
IF	5,343	11,588	680	574	11,014	2,809	14,397	466	75.0%	557	0.0%	1,076	0.0%
* JC	10,543	11,730	2,108	1,154	10,576	4,417	16,147	2,170	95.0%	3,247	65.0%	5,662	65.0%
RG	10,404	13,426	1,827	3,093	10,332	2,593	16,019	1,086	100.0%	4,354	25.0%	6,440	17.0%
* GS	2,000	11,338	1,201	1,006	10,332	3,336	14,674	865	85.0%	2,063	85.0%	3,629	85.0%
CE	8,775	10,667	1,094	530	10,137	4,259	14,926	1,218	100.0%	3,598	0.0%	5,400	0.0%
HQ	3,750	12,646	2,107	3,492	9,154	0	12,646	3,453	100.0%	3,304	65.0%	5,919	61.0%
PT	8,100	12,511	1,752	4,075	8,436	0	12,511	3,494	100.0%	6,538	78.0%	8,053	73.0%

Research Assistants, ranked by compensation net of tuition & fees

Table 5 Employing a 50% RA on a grant for 12 month, assuming 9 credit load, no credits in summer

Table 5  
Employing a 50% RA on a grant for 12 months, assuming 9 credit load, no credits in summer

School	Stipend	Tuition Fringe rate	Tuition Flat charge	Tuition cost to grant	Health Fringe	Health Flat charge	Health cost to grant	Cost of benefits	Comp.	Benefits Stipend
Minnesota ABD	\$22,000		\$8,104	8,104	14.0%		\$3,080	\$11,184	\$33,184	50.8%
	\$22,000		\$1,303	1,303	14.0%		\$3,080	\$4,383	\$26,383	19.9%
Illinois ABD	\$22,000	37.0%		8,140	10.0%	1	\$2,200	\$10,340	\$32,340	47.0%
	\$22,000	37.0%		8,140	10.0%	1	\$2,200	\$10,340	\$32,340	47.0%
Indiana ABD	\$22,000		\$3,829	3,829			\$745	\$4,574	\$26,574	20.8%
	\$22,000		\$300	300			\$745	\$1,045	\$23,045	4.8%
Iowa ABD	\$22,000		\$6,182	6,182	17.7%		\$3,894	\$10,076	\$32,076	45.8%
	\$22,000		\$1,479	1,479	17.7%		\$3,894	\$5,373	\$27,373	24.4%
Michigan ABD FAMILY FAMILY, ABD	\$22,000		\$13,002	13,002			\$2,856	\$15,858	\$37,858	72.1%
	\$22,000		\$8,854	8,854			\$2,856	\$11,710	\$33,710	53.2%
	\$22,000		\$13,002	13,002			\$7,412	\$20,414	\$42,414	92.8%
	\$22,000		\$8,854	8,854			\$7,412	\$16,266	\$38,266	73.9%
Michigan State ABD	\$22,000		\$5,220	5,220			\$1,372	\$6,592	\$28,592	30.0%
	\$22,000		\$5,220	5,220			\$1,372	\$6,592	\$28,592	30.0%
Ohio State ABD	\$22,000		\$5,500	5,500	12.0%	2	\$2,640	\$8,140	\$30,140	37.0%
	\$22,000		\$824	824	12.0%	2	\$2,640	\$3,464	\$25,464	15.7%
Penn State ABD	\$22,000		\$9,580	9,580	5.2%		\$1,144	\$10,724	\$32,724	48.7%
	\$22,000		\$2,320	2,320	5.2%		\$1,144	\$3,464	\$25,464	15.7%
Purdue ABD	\$22,000		\$4,888	4,888			\$852	\$5,740	\$27,740	26.1%
	\$22,000		\$284	284			\$852	\$1,136	\$23,136	5.2%
Wisconsin ABD	\$22,000	25.0%		5,500	25.0%	3	\$5,500	\$11,000	\$33,000	50.0%
	\$22,000	25.0%		5,500	25.0%	3	\$5,500	\$11,000	\$33,000	50.0%

footnote 1 Illinois has just started health subsidy, phasing in charges to grants: 2% FY05, 4% FY06, full cost FY07 estimated 10%  
footnote 2 Ohio State is ramping up health subsidy, raising charges to grants: 6.5% FY05, 9% FY06, 12% FY07  
footnote 3 Wisconsin's FY05 health fringe rate is 21% for health insurance and 4% for "prior year adjustment" (i.e., under-recovery).

Table 6

**Minnesota Effective GA Fringe Rate at Different Salary Levels**

For health and tuition benefits

\$10,800	87.7%
\$13,000	76.3%
\$15,000	68.0%
\$17,000	61.7%
\$19,000	56.7%
\$22,000	50.8%

**Table 7**  
**Employing a 50% TA or RA on a grant for 9 months near wage floor, assuming 9 credit load, no credits in summer**

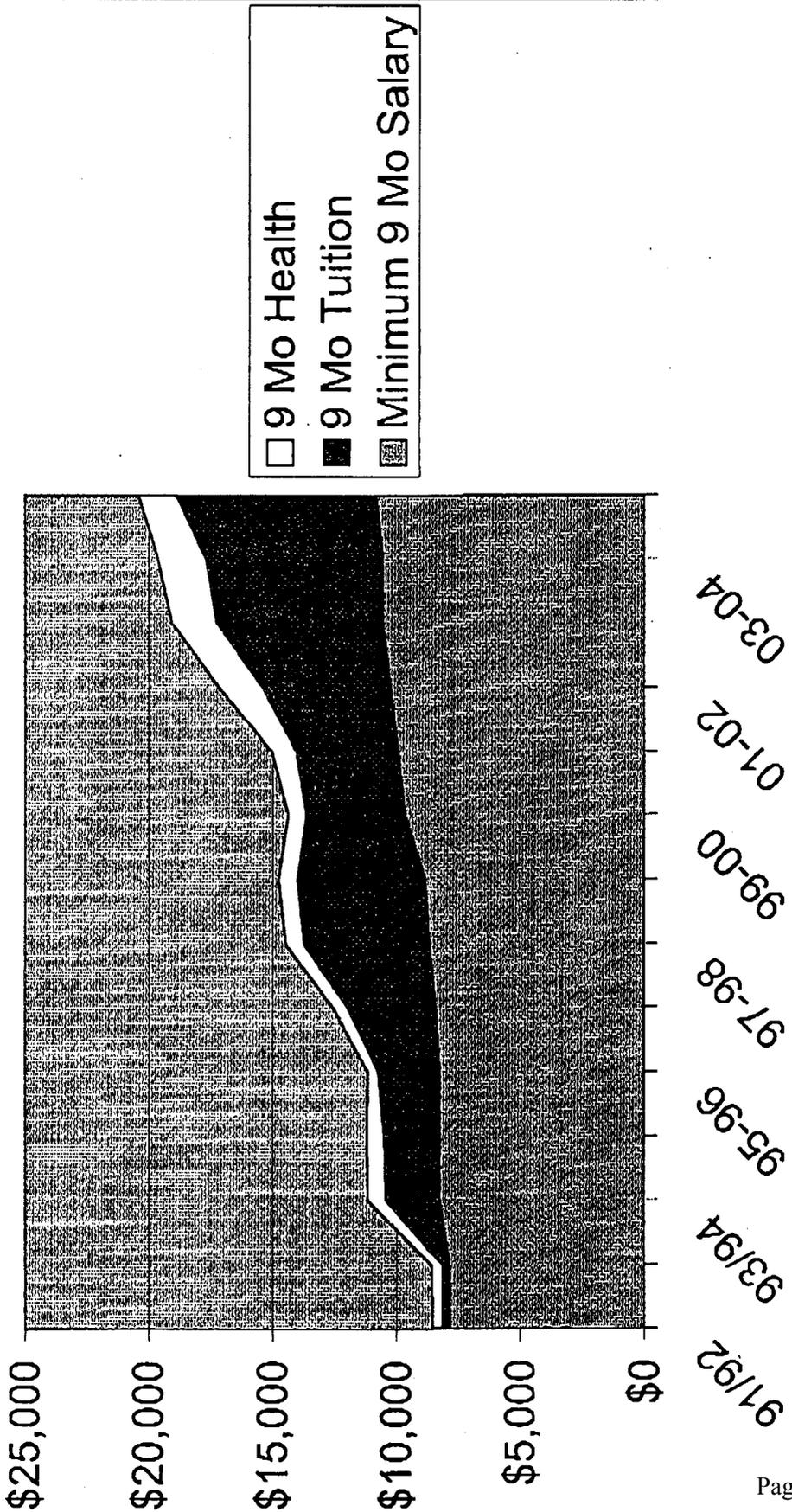
School	Stipend	Tuition Fringe rate	Tuition Flat charge	Tuition cost to grant	Health Fringe	Health Flat charge	Health cost to grant	Cost of benefits	Comp.	Benefits Stipend
Minnesota	\$11,000		\$8,104	8,104	14.0%		\$1,540	\$9,644	\$20,644	87.7%
ABD	\$11,000		\$1,303	1,303	14.0%		\$1,540	\$2,843	\$13,843	25.8%
Illinois	\$11,000	37.0%		4,070	10.0% 1		\$1,100	\$5,170	\$16,170	47.0%
ABD	\$11,000	37.0%		4,070	10.0% 1		\$1,100	\$5,170	\$16,170	47.0%
Indiana	\$11,000		\$3,829	3,829		\$745	\$745	\$4,574	\$15,574	41.6%
ABD	\$11,000		\$300	300		\$745	\$745	\$1,045	\$12,045	9.5%
Iowa	\$11,000		\$6,182	6,182	17.7%		\$1,947	\$8,129	\$19,129	73.9%
ABD	\$11,000		\$1,479	1,479	17.7%		\$1,947	\$3,426	\$14,426	31.1%
Michigan	\$11,000		\$13,002	13,002		\$2,856	\$2,856	\$15,858	\$26,858	144.2%
ABD	\$11,000		\$8,854	8,854		\$2,856	\$2,856	\$11,710	\$22,710	106.5%
FAMILY	\$11,000		\$13,002	13,002		\$7,412	\$7,412	\$20,414	\$31,414	185.6%
FAMILY, ABD	\$11,000		\$8,854	8,854		\$7,412	\$7,412	\$16,266	\$27,266	147.9%
Michigan State	\$11,000		\$5,220	5,220		\$1,372	\$1,372	\$6,592	\$17,592	59.9%
ABD	\$11,000		\$5,220	5,220		\$1,372	\$1,372	\$6,592	\$17,592	59.9%
Ohio State	\$11,000		\$5,500	5,500	12.0% 2		\$1,320	\$6,820	\$17,820	62.0%
ABD	\$11,000		\$824	824	12.0% 2		\$1,320	\$2,144	\$13,144	19.5%
Penn State	\$11,000		\$9,580	9,580	5.2%		\$572	\$10,152	\$21,152	92.3%
ABD	\$11,000		\$2,320	2,320	5.2%		\$572	\$2,892	\$13,892	26.3%
Purdue	\$11,000		\$4,888	4,888		\$852	\$852	\$5,740	\$16,740	52.2%
ABD	\$11,000		\$284	284		\$852	\$852	\$1,136	\$12,136	10.3%
Wisconsin	\$11,000	25.0%		2,750	25.0% 3		\$2,750	\$5,500	\$16,500	50.0%
ABD	\$11,000	25.0%		2,750	25.0% 3		\$2,750	\$5,500	\$16,500	50.0%

footnote 1  
footnote 2  
footnote 4

Illinois has just started health subsidy, phasing in charges to grants: 2% FY05, 4% FY06, full cost FY07 estimated 10%  
Ohio State is ramping up health subsidy, raising charges to grants: 6.5% FY05, 9% FY06, 12% FY07  
Wisconsin's FY05 health fringe rate is 21% for health insurance and 4% for "prior year adjustment" (i.e., under-recovery).

CHART 1

# Grad Assistant Salary & fringes



Academic Year

Chart 2

COST TO U OF HIRING RA

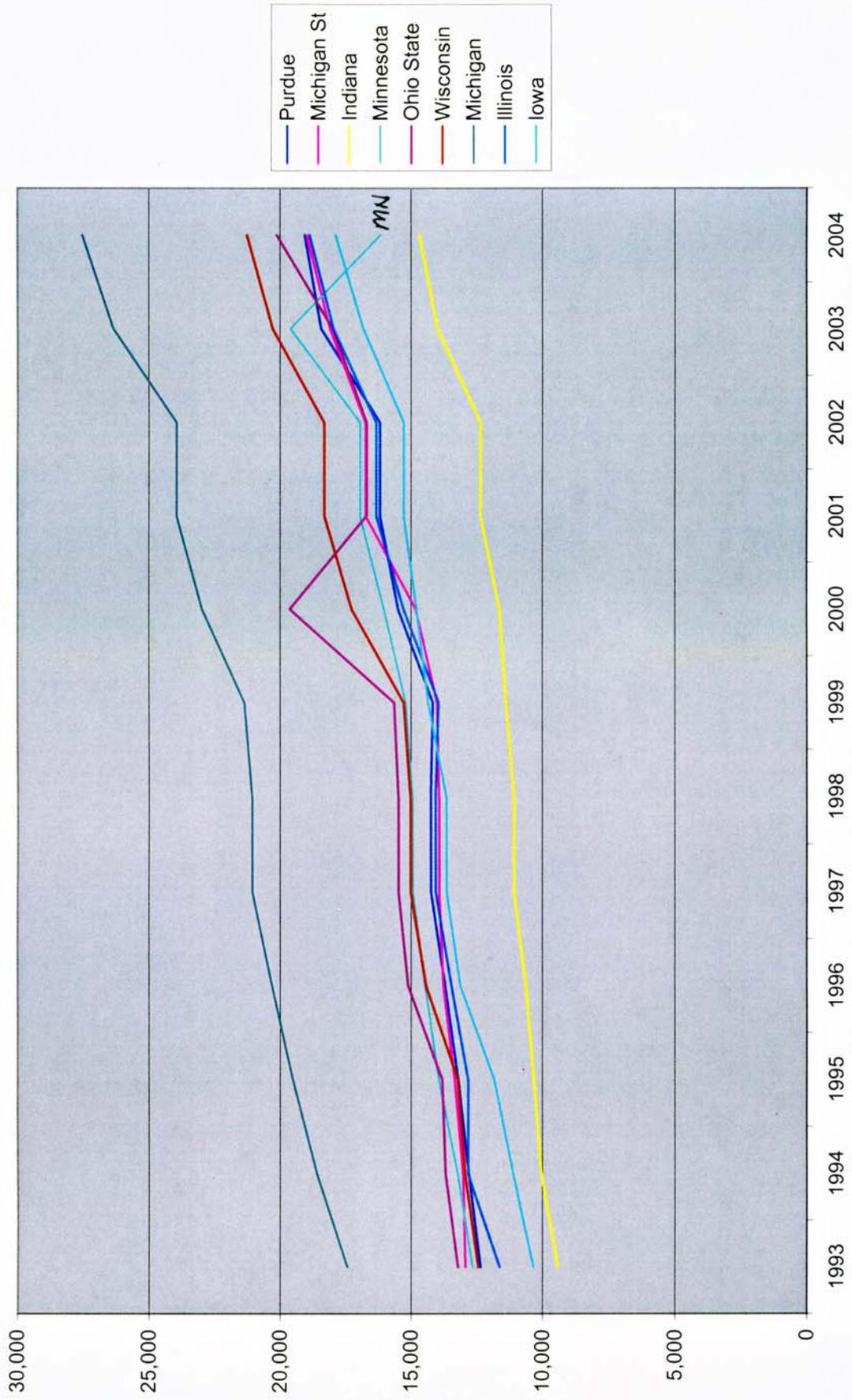
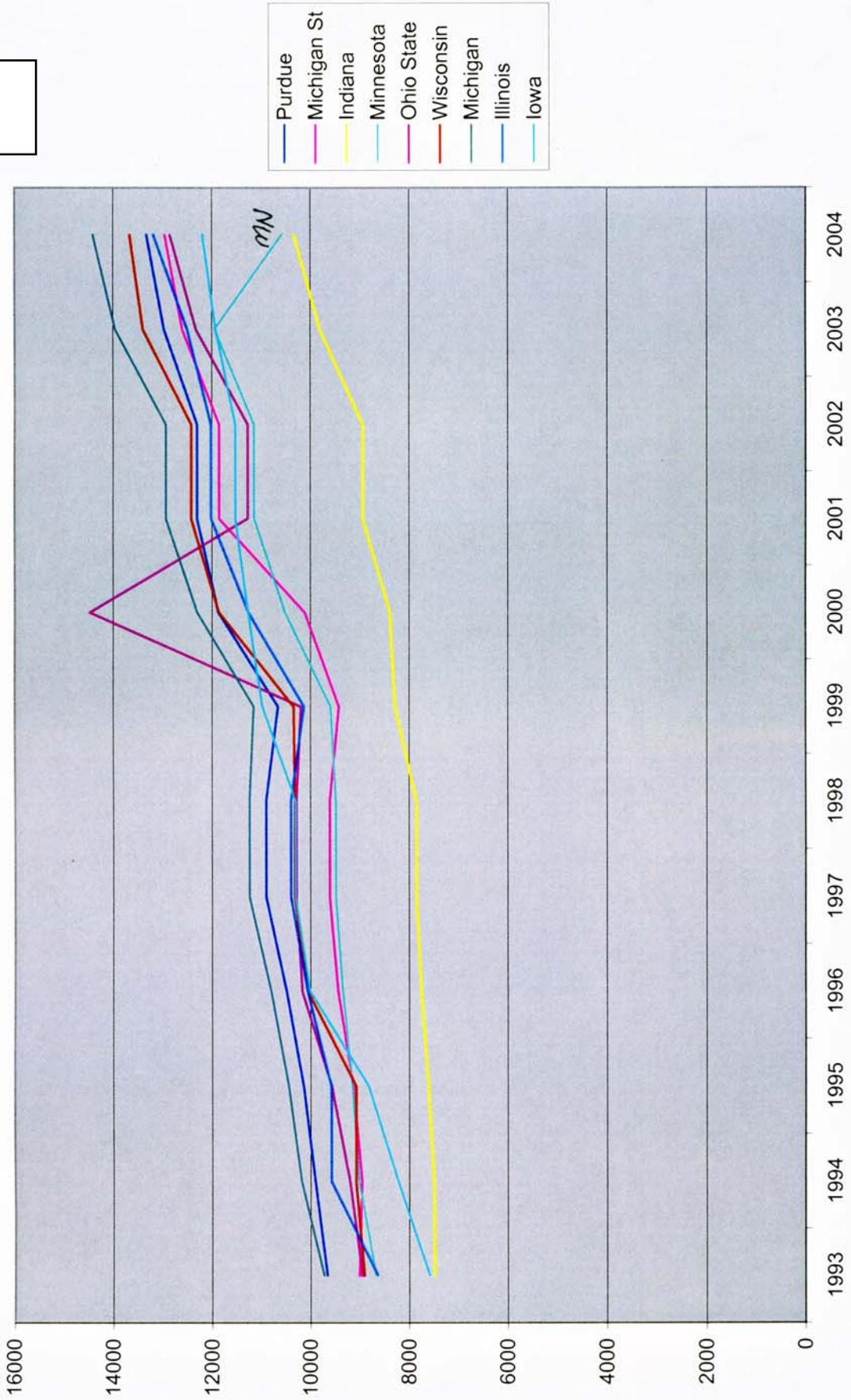


Chart 3

### NET RA SALARIES



# 2003-2004 Graduate Teaching Assistant (GTA) Stipend Survey Results

University of North Dakota - January 2004

**1. Hours of Work Policies:**

20 hrs - 34  
 18-20 - 4  
 17 hrs - 1  
 16.5-22 hrs - 1  
 15-20 hrs - 2  
 13 hrs - 1  
 10 hrs - 2

**2. Tuition Remission Received:**

Yes, Both Masters & Doctoral - 43  
 No, Neither - 2

**3. Tuition Remission Equivalent for Masters and Doctoral:**

Yes - 37  
 No - 7

- All doctoral students get tuition waivers, not all masters students do.
- GA's usually get tuition supplement, but the amount varies from one program to another.
- Tuition rate
- Doctoral students receive both resident and non-resident, masters receive only non-resident
- Only 96% of fees are paid

**4. Stipends paid to a typical first year Masters GTA during the 2003-2004 academic year (9 months)**

	Range of Stipends			Mean Stipends			
	No. Resp.	Low	High	2003-04	2002-03	2001-02	2000-01
English	43	\$5031	\$16000	\$10516	\$10850	\$10312	\$10448
Chemistry	42	\$4000	\$19841	\$11921	\$13108	\$12814	\$12324
Education	42	\$4370	\$16000	\$10185	\$10295	\$10509	\$10608
Accounting	33	\$2250	\$16000	\$9125	\$9835	\$10575	\$10528
Music	40	\$4370	\$16000	\$10185	\$10187	\$10164	\$9787
Economics	35	\$2250	\$16000	\$9125	\$11151	\$11567	\$11227
Civil Eng	36	\$2250	\$18000	\$10125	\$11440	\$11395	\$11092
Biochemistry	35	\$8500	\$19000	\$13750	\$12957	\$12977	\$12160
Counseling	31	\$4000	\$16000	\$10000	\$10237	\$10314	\$10483
Mathematics	44	\$5031	\$17400	\$11216	\$12932	\$12344	\$12128
Mean Stipend (i.e. mean of mean)				\$10615	\$11299	\$11297	\$11078

5. **Stipends paid to a typical first year Doctoral GTA during the 2003-2004 academic year (9 months)**

	Range of Stipends			Mean Stipends			
	No. Resp.	Low	High	2003-04			
English	35	\$6914	\$16584	\$11749			
Chemistry	41	\$4000	\$19841	\$11921			
Education	42	\$4370	\$16584	\$10477			
Accounting	24	\$7500	\$17730	\$12615			
Music	30	\$5200	\$16584	\$10892			
Economics	35	\$2250	\$16584	\$9417			
Civil Eng	32	\$5400	\$18710	\$12055			
Biochemistry	38	\$4698	\$21000	\$12849			
Counseling	31	\$4000	\$16000	\$10000			
Mathematics	40	\$5750	\$17400	\$11575			
Mean Stipend (i.e. mean of mean)				\$11355			

6. **Do stipends vary on the basis of the following characteristics?**

Years of Experience - 21

Other - 13

- Variable by department (4)
- In most cases it depends on degree level
- Varies by program (5)
- Depends on which category they fall under
- Academic level, responsibilities & outside experience
- Degrees earned, meritorious performance as a GTA

7. **Is health insurance a fully paid benefit for your GTA's?**

Yes - 22

No - 23

8. **Do your GTA's have access to a health care plan through your institution?**

Yes, Doctoral & Masters - 44

No, Neither - 1

**If yes, who pays the premium?**

Student - 17

Institution - 16

Student & Institution - 11

<b>9. Does your plan include any of the following benefits?</b>	<b>If yes, who pays the premium?</b>
Spouse & children - 37	Student - 28 Institution - 0 Both - 8
Maternity - 34	Student - 19 Institution - 7 Both - 8
Dental - 24	Student - 15 Institution - 7 Both - 3
Optometrist/opthamalogist - 21 (glasses not included)	Student - 9 Institution - 8 Both - 5

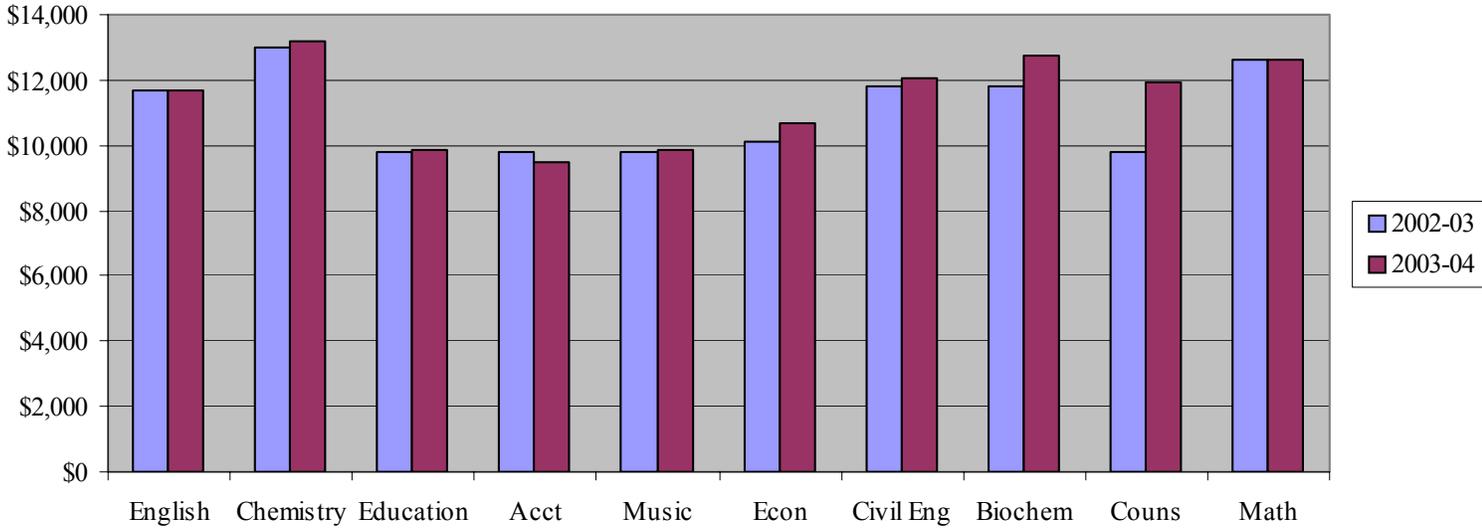
**10. Do your graduate students have access to a campus student health service?**

Yes - 45  
No - 0

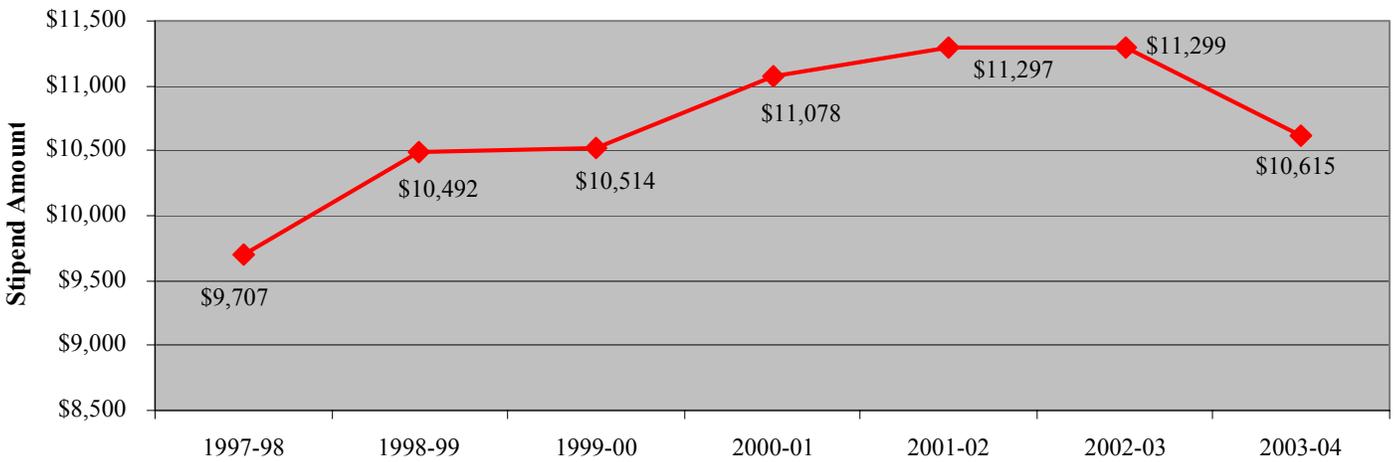
**Responding Institutions** - The responding institutions are not the same each year, although there is a high degree of continuity. Thirteen institutions wished to remain anonymous, and are not listed here. The return rate was 70%.

<p><b>Arizona</b> Arizona State U Northern Arizona U U of Arizona</p>	<p><b>Illinois</b> Southern Illinois U</p>	<p><b>Nevada</b> U of Nevada-Las Vegas</p>	<p><b>South Dakota</b> SD Sch of Mines &amp; Tech South Dakota State U U of South Dakota</p>
<p><b>California</b> CA-San Diego State U U of CA-Davis U of CA-Los Angeles U of CA-Riverside U of CA-San Diego</p>	<p><b>Iowa</b> Iowa State U U of Iowa</p>	<p><b>New Mexico</b> U of New Mexico</p>	<p><b>Utah</b> U of Utah Utah State U</p>
<p><b>Colorado</b> Colorado State U</p>	<p><b>Kansas</b> Kansas State U University of KS-Lawrence</p>	<p><b>North Dakota</b> University of North Dakota</p>	<p><b>Washington</b> Washington State U</p>
<p><b>Hawaii</b> U of Hawaii at Manoa</p>	<p><b>Michigan</b> U of Michigan Michigan State U</p>	<p><b>Oregon</b> Oregon State U U of Oregon</p>	<p><b>West Virginia</b> West Virginia U</p>
	<p><b>Montana</b> Montana State U</p>	<p><b>South Carolina</b> U of South Carolina</p>	<p><b>Wyoming</b> U of Wyoming</p>

**Comparison of Same Respondents  
from 2002-03 and 2003-04**

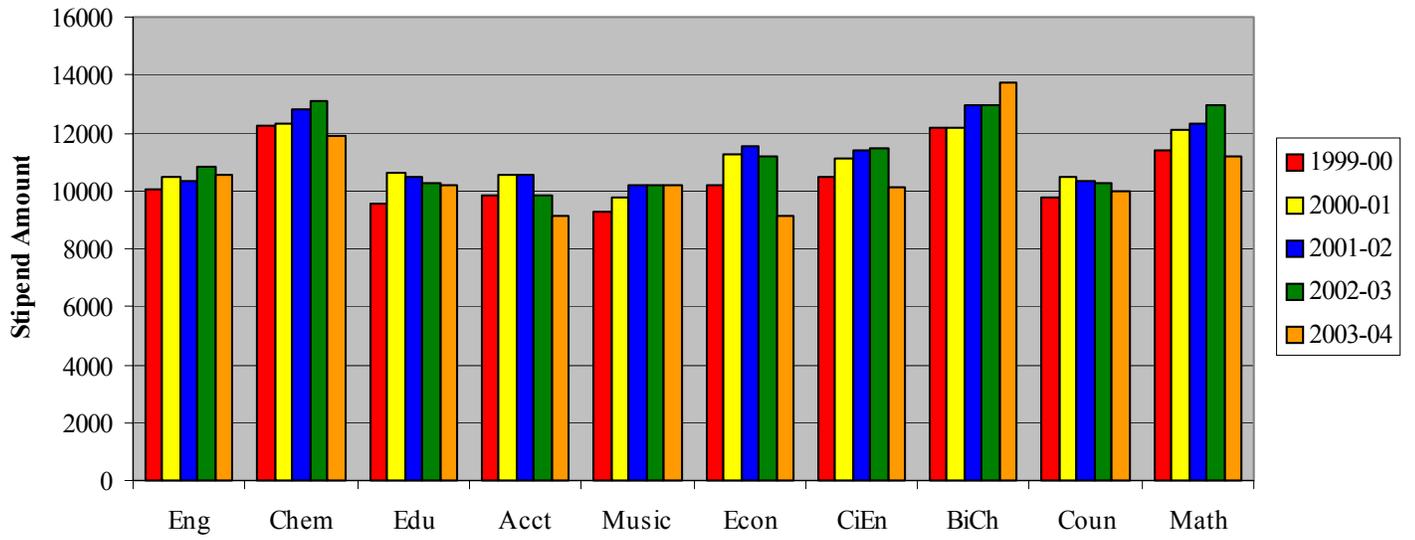


**Mean Stipend (Masters) All Fields  
for All Respondents from 2003-2004**



This year the stipend appears to have decreased, however it is due to the fact that different institutions respond from year to year.

**Stipend by Discipline (Masters)  
Progressive Change from 1999-2004**



University of North Dakota GTA Stipend Survey 2003-2004

Institution	Tuition Remission										If yes, Stipends Health										First Year Stipend for GTA's																			
	Received										Equivalent Vary By										All Paid										Academic Year 2003-2004									
	Hrs Worked	Both	Doctoral Only	Masters Only	Neither	Yes	No	Experience	Other	Yes	No	Masters	Doctoral	Masters	Doctoral	Masters	Doctoral	Masters	Doctoral	Masters	Doctoral	Masters	Doctoral	Masters	Doctoral	Masters	Doctoral	Masters	Doctoral	Masters	Doctoral	Masters	Doctoral							
AZ-Arizona State U	20	x				x	x		x			12575	13735	15870	15870	11626	11626	9000	17000	10655	11700	9000	14250	N/A	N/A	15870	15870	11626	11626	14865	16055									
AZ-Northern Arizona U	20	x				x			x			10258	10258	10668	10668	7925	7925	N/A	N/A	8225	8225	N/A	N/A	N/A	N/A	8225	8225	12725	12725	12725	12725									
AZ-U of Arizona	20	x				x	x		x			12664	14420	16671	16671	10138	11623	10000	14364	10650	11706	12946	12946	17074	18710	18313	18313	10138	11623	14743	15898									
CA-San Diego State U	20	x					x	x		x		10044	11886	10044	11886	10044	11886	10044	11886	10044	11886	10044	11886	10044	11886	10044	11886	10044	11886	10044	11886									
CA-U of CA-Davis	20	x					x			x		14460	14460	14460	14460	14460	14460	N/A	N/A	14460	14460	14460	14460	14460	14460	14460	14460	14460	14460	14460	14460									
CA-U of CA-Los Angeles	20					x			x			14415	16584	14415	16584	14415	16584	N/A	N/A	14415	16584	14415	16584	14415	16584	14415	16584	N/A	N/A	14415	16584									
CA-U of CA-Riverside	20	x				x				x		14145	14145	14145	14145	14145	14145	14145	14145	14145	14145	14145	14145	N/A	N/A	14145	14145	N/A	N/A	14145	14145									
CA-U of CA-San Diego	20	x				x				x		14145	14145	14145	14145	14145	14145	N/A	N/A	14145	14145	14145	14145	N/A	N/A	14145	14145	N/A	N/A	14145	14145									
CO-Colorado State U	20	x								x*	x	10206	N/A	13500	13113	10206	10206	10206	10206	N/A	N/A	10206	13671	13050	13725	14400	14400	10206-11006	10206-12606	13203	13698-14202									
HI-U of Hawaii at Manoa	20	x				x			x		x	14382	14382	14382	14499	14382	14212	N/A	N/A	13296	N/A	N/A	13370	13296	N/A	N/A	N/A	N/A	14382	14382										
IA-Iowa State U	20	x				x	x		x			10404	13986	N/A	15705	10404	12060	11790	N/A	N/A	12510	12510	12600	12600	N/A	14994	N/A	11052	13563	13563										
IA-U of Iowa	20	x								x		15540	15540	16568-19841	16568-19841	15330	15330	15330	15330	15330	15330	15330	15330	15330	15330	21000*	15330	15330	16275	16275										
IL-Southern IL U	20	x				x			x*	x		10026	11160	11718	11718	10188	11052	8928	11088	9576	10710	9576	10710	10620	11374	11718	11718	9576	10710	10998	11934									
KS-Kansas State U	20	x				x	x		x			8759	8759	14358	14358	10630	10630	8000	8000	7258	7258	13191	13191	N/A	N/A	12594	12594	N/A	N/A	14450	14450									
KS-U of Kansas-Lawrence	20	x				x	x		x			9740	9913	N/A	15154	9000	9000	N/A	N/A	9200	9200	N/A	11000	9220	12000	14858	14858	9000	9000	14180	14180									
MI-Michigan State U	20	x				x	x		x			10628	11376	13878	14480	11340	12667	10332	11376	10332	11376	11533	12090	13014	14706	N/A	N/A	N/A	N/A	12006	12921									
MI-U of Michigan	16.5-22	x				x				x		13570	13570	13570	13570	13570	13570	13570	13570	13570	13570	13570	13570	13570	13570	13570	13570	13570	13570	13570	13570									
MT-Montana State U	20	x				x				x		11767.11	N/A	13902.75	14122.51	9000	9000	6960	N/A	N/A	N/A	14400	N/A	9000	N/A	13902.75	13848.74	12000	N/A	16166.75	16000.08									
NM-U of New Mexico	20	x							x			9849.60	10780.20	14274	14274	9270	10197	9270	N/A	9270	N/A	9270	10197	9270	10197	N/A	9270	10197	11921.40	11921.40										
ND-U of North Dakota	15-20	x				x			x	x		10259	12000	12355	13017	9928	12000	9928	N/A	9928	N/A	N/A	N/A	10727	N/A	12653	13589	9928	12000	10027	N/A									
NV-U of Nevada-Las Vegas	20	x				x				x		10000	12000	10000	12000	10000	12000	10000	12000	10000	12000	10000	12000	10000	12000	10000	12000	10000	12000	10000	12000									
OR-Oregon State U	19.6	x				x	x		N/A	x		11898	N/A	16537	16537	N/A	N/A	N/A	N/A	13089	N/A	13089	13089	13720	13720	15516	15516	N/A	N/A	16171	16727									
OR-U of Oregon	19	x				x			x*	x		9314	10519	16721	16721	9314	10519	10834	11981	9314	10519	11500	11700	N/A	N/A	16721	16721	9314	10519	13000	13000									
SC-U of South Carolina	20	x				x	x		x*	x		8124-13050	8124-13050	8600-17500	8600-17500	5700-15000	5700-15000	N/A	N/A	5200	5200	N/A	N/A	10312-18000	10312-18000	8600-17500	8600-17500	4000	4000	9431-17400	9431-17400									
SD-SD School of Mines & Tech	10	x				x				x		N/A	N/A	4698	4698	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4698	N/A	N/A	N/A	N/A	N/A									
SD-SD State U	20	x				x				x		10707	13313	10707	13313	10707	13313	10707	13313	10707	13313	10707	13313	10707	13313	10707	13313	10707	13313	10707	13313									
SD-U of South Dakota	20	x				x	x			x		8980	10400	11000	N/A	4370	4370	4370	N/A	N/A	4370	N/A	N/A	N/A	N/A	17000	18400	4370	4370	10400	N/A									
UT-U of Utah	20	x				x			x*	x		9300	10170	14250	14250	8500	9500	9376	9376	8500	8500	9700	9700	8800	8800	8500	8500	8500	8500	14000	14900									
UT-Utah State U	20	x				x	x			x		9000	N/A	9927	9927	6135	1916	2250	N/A	N/A	N/A	2250	2250	2250	5400	9927	9927	7650	5400	7313	5750									
WA-Washington State U	20	x				x	x		x*	x		10867	11529	11187	14202	10867	11529	10867	11529	10867	11529	10867	11529	11529	11529	11529	13518	14206	10867	11529	12726	13383								
WY-U of Wyoming	10	x				x				x		5031	N/A	N/A	N/A	5031	7002	5031	N/A	5031	N/A	5031	7002	5031	7002	N/A	N/A	5031	7002	5031	7002									
WV-West Virginia U	20	x				x				x		6914	6914	6914	6914	6914	6914	N/A	N/A	6914	6914	6914	6914	14000	14000	19000	19000	6914	6914	6914	6914									
*Fiscal year																																								
*Program																																								
*Depends on category they fall under																																								
*Degree level																																								
*Vary by department																																								
<b>Institutions wishing to remain anonymous</b>																																								
CA	15-20	x				x	x		x*	x		16000	16000	16000	16000	16000	16000	16000	16000	16000	16000	16000	16000	16000	16000	16000	16000	16000	16000	16000	16000									
CA	20	x				x				x		14145	14145	14145	14145	14145	14145	14145	14145	14145	14145	14145	14145	14145	14145	14145	14145	14145	14145	14145	14145									
CA	18-20					x			x			12307	N/A	12307	N/A	12307	12307	N/A	N/A	12307	N/A	12307	N/A	12307	12307	12307	12307	N/A	12307	N/A	12307	N/A								
CO	20	x				x			x			12676	12676	12676	12676	12676	12676	12676	12676	12676	12676	12676	12676	12676	12676	12676	12676	12676	12676	12676	12676	12676								
ID	20	x				x			x*	x		N/A	N/A	4000	4000	10000	10000	12000	12000	N/A	N/A	N/A	N/A	12000	12000	14800	14800	N/A	N/A	8000	8000									
MT	13	x				x				x		9000	N/A	9000	14000	9000	14000	9000	N/A	9000	N/A	9000	N/A	N/A	N/A	9000	9000	9000	14000	9000	14000									
NE	19.6	x				x				x		7830	11520	6525	6525	10685	10685	3617	7500	7500																				

## **Appendix 5: Measures of Graduate Program Performance**

To aid in evaluating the program under these criteria, each unit should supply information on the following items based on annual rates for each of the past five years.

### **Application Information:**

- Number of applicants
- GPAs of applicants (mean, range)
- National test scores of applicants if required (mean, range)
- Undergraduate institutions of applicants
- Number and summary of minority applicants

### **Admission/Enrollment Information:**

- Number of admitted students
- Number of admitted students who matriculated
- GPAs of admitted students (mean, range)
- GPAs of matriculated students (mean, range)
- GPAs of matriculated students (mean, range)
- National test scores of matriculated students (mean, range)
- Number and summary of minority matriculants

### **Graduation Information:**

- Percentage of entering class who complete the degree
- Average time to degree completion
- Career interests of graduating students (e.g. academic, industry, other)
- Placement of graduating students (e.g. additional professional preparation, employment)

### **Faculty and Program Information:**

- Date program established
- Mission statement
- Number of faculty involved in program
- If the program is interdisciplinary, please describe the units involved in the program and how the program operates across unit boundaries.

### **Program Finances:**

- List sources of financial support for student tuition, stipend and other expenses (e.g. grants, TA positions, RA positions, other)
- List the current operational costs of the program (e.g. cost of courses, advising, administration, student support, recruitment costs, other)
- Level of support provided by college unit, Graduate School.

### **Benefits of the Program to the Unit:**

- Graduate students serving as teaching assistants – are there alternatives such as teaching specialists, and how would this impact the unit?

- Graduate students serving as research assistants –are there alternatives such as postdoctoral fellows or technicians, and how would this impact the unit?
- Do graduate students provide intellectual atmosphere necessary to maintain the academic quality of a unit?
- List other collateral benefits to the unit

**Uniqueness of the Program:**

- List other schools that provide a competing similar program
- List the points that make this program unique in Minnesota

**National Standings:**

- Rankings based on national surveys
- Other evidence of national distinction (e.g. other forms of national recognition, external training support, student honors, etc.)

## **Appendix 6: Budgeting and Paying for Graduate Assistants**

There are three primary ways graduate assistants are budgeted and paid for at the University:

Department and collegiate programmatic decisions – Most of our teaching assistants and administrative fellows are paid through O&M resources (state support plus tuition) in department and collegiate budgets. A much lesser percentage is paid for with flexible foundation funds. In either case, it is a programmatic decision within an academic unit that determines the number of graduate assistants and their pay rate. The decision on the level of investment in graduate assistants is always made in the context of the most needed programmatic investments in the department or college, whether that is faculty, staff, scholarships, capital purchases, or other investments.

Sponsored grants and contracts – Most of our research assistants are paid through sponsored grant and contract funding. In these cases, it is the decision of the PI as sponsored program budgets are created, refined, and eventually awarded that determines the number of research assistants and their pay rate. The PI must weigh the investments needed to complete the work of the grant or contract in graduate assistants versus other potential investments needed to complete the work of the grant or contract. A much smaller number of research assistants are funded with O&M or other funds, and these decisions are made at the department and/or college level.

Graduate fellowships – The Graduate School coordinates an annual nomination and award procedure for distinguished graduate students, both for recruitment purposes (the Graduate School Fellowship award) and for outstanding final-year Ph.D. candidates (the Doctoral Dissertation Fellowship awards). In both cases, graduate programs are given an allotment of nominations from the Graduate Fellowship Committee, which are then reviewed and awarded by the committee. The committee is composed of sixteen faculty members from across the University, and four members drawn from different disciplines independently review and rate each nomination. The number and size of these awards are determined by the Graduate School within their overall budget context and weighed against other Graduate School investment priorities.

In short, determining the number of graduate assistants and their pay rates is a very decentralized process, but it is important to note that a vast majority of the decisions on number of graduate assistants and their compensation are made at the faculty, department, and college level, and these investments are necessarily weighed against other academic investments and priorities.