

# Campus Finance Committee Meeting

**Date:** Thursday, April 21, 2022

**Time:** 9am

## In Attendance

Elizabeth Watkins, Anil Deolalikar, Brian Haynes, Christopher Lynch, Dana Simmons, Daryle Williams, Maria Aldana (sub for Deborah Deas), Jason Stajich, Jeff Girod, Kathryn Uhrich, Louie Rodriguez, Mariam Lam, Rodolfo Torres, Shaun Bowler, Steven Mandeville-Gamble and Stephanie Flores (committee support)

## Opening Comments – Liz

### Lottery Funds

- Following up on Lottery Fund email to confirm that everyone was on board with the proposed use of the funding.
- Clarification that the initial setup costs for a Video Studio would be focused on the academic side/instruction of students, but the non-academic units (Athletics, University Advancement, Student Affairs, etc.) would have access to the equipment as well.
- Reminder that colleges and schools need to work with FP&A as the actual expense of Lottery funds is restrictive and so fund swaps may be necessary for certain components of a project.
- Communication to the campus on this decision will be part of the Budget Letters in late June/Early July. (Request to also include an explanation of the 4.5% ATB for staff related to performance evaluations.)
- **Confirmation:** The proposal for the use of the balance of Lottery Funds has been approved.

### Graduate Student Funding

- Common agreement that we need to increase the compensation to our graduate students and we need to figure out from where that funding will come. There is no doubt grad students play a critical role in the delivery of instruction to undergrads.
- There is a need to increase the stipends in fellowships to something more comparable to the TA/GSR salaries.
- Focus on graduation rates because of the financial investment made, we need PhD students who are going to finish. Target should be 80% or better and many programs are far below.
- Departments need to track not only the success stories, but the stop outs for Masters degrees.

## Graduate Student Support Spending – Stephanie

*Handout provided.*

- Review of the Total Graduate Support Spend by Type (Assoc In \_\_, GSR, TA, and Readers, Fellowships), fund group, organization, and a Summary of Fellowship Categories and Types.
- Annual increases are related to salary/stipend and benefit cost increases and small increases in the number of grad students employed and there is no tuition/fee increase in this date range, but in the upcoming years there will be tuition increases included.

## Discussion/Feedback – all attendees

- Need to investigate whether the fee remissions/GSHIP included in the payroll data are duplicated in the fellowship spend. Steph to research with Grad Div.
- Fellowship spend lists Grant under State Aid, what is that? Steph to research.
- This data is only spend, but there is a need to understand the revenue too.
- Noticed on the Organization spending that some units aren't supporting graduate students. Student Affairs is very interested in hiring graduate students. There may be a lack of understanding on how to hire. The Library recently hired two graduate students for 2 quarters, but it was a challenge getting to the point of hiring. Graduate Division staff were helpful, but the experience was definitely a learning process
- The ultimate goal is to determine how to increase the pay to our graduate students.
  - Union negotiations are underway which will impact GSR/TA pay
  - Need to determine a way to fund increases to stipends in the 1<sup>st</sup> year fellowships

## Graduate Student Statistics – Shaun

*Handout provided.*

- Review of the Distribution of TAs/GSRs/Postdocs during Winter 2022 – there is a lot of movement of graduate students between TA and GSR positions every quarter.
- Review of the GSR salary scales with an explanation that programs have the autonomy to offer positions at different steps. The most popular are Steps 2/3 for departments with budget challenges. In order to compete in the discipline, some departments stick to the Step5/6. Also reviewed the number of GSRs at each Step by unit as of April 2022.

## Discussion/Feedback – all attendees

- Based on the totals it seems about 400-500 graduate students are not working is it safe to assume that's the 1<sup>st</sup> year students on fellowship? That can be assumed, but a survey of Deans indicated that a good number of their 1<sup>st</sup> year grad students teach in the first year because there is a need for TAs and the students need the teaching experience as soon as possible. Spring quarter likely has more 1<sup>st</sup> year grad students.
- What is the purpose of the stipend especially in light of the union contract? How do we help faculty members to reconcile the student versus employee aspect of our graduate students? It's important to see our graduate students as students first and employees second. It's easy to see the differentiation between student and TA, but the line between student and GSR is more difficult. A union contract has the potential to change the culture which has been brewing in the UC system for quite some time. Faculty are going to need to understand the union requirements and UCOP is working with the union leadership to keep an emphasis that graduate students are students first.
- Need to understand the pool of available funding for grad students and explore the following:
  - How much to we incentive grad students to get their own funding?
  - Should we untether the central funding to 1<sup>st</sup> year funding?
  - Can we develop 5-year packages as a standard?
- Observation by Academic Senate P&B is that there is the need for better coordination between the Deans, Graduate Division, and Departments because faculty chairs aren't well

informed regarding the availability of TA-ships available and the impact of salary Step decisions. The lack of coordination has led to imbalances across campus.

- Programs that have lab rotations find the 1<sup>st</sup> year fellowship very useful.
- Some programs view the 1<sup>st</sup> year fellowships as a way to evaluate students without being on their dime and there are departments who purposely bring in big cohorts with plans to weed them out at the end of the first year with the cumulative exams.
- One issue is the need of faculty to predict when their grants will be funded so that they can support a graduate student for years 2-5. Some faculty are hesitant to make that bet.

## Action Items

1. Additional research by FP&A on Graduate Student Support funding to answer these questions: (1) How much to the grad students actually receive; (2) Identify the inflow/outflow amount of tuition that nets to zero; and (3) Identify the amount from external sources and looks like real revenue to the campus.
2. Deans need to go back to their CFAOs to get the picture of graduate student funding in their unit.
3. Vice Chancellors need to look at their units and see how they could employ graduate students.

## Next Meeting

Thursday, May 5 at 9am