

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 1st 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 1st year students on fellowship? That can be assumed, but a survey of Deans indicated that a good number of their 1st 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 1st 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 1st 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 1st year fellowship very useful.
- Some programs view the 1st 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 that 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

**University of California at Riverside
Total Graduate Student Support Spend
By Type of Expenditure**

Type	FY 16-17	FY 17-18	FY 18-19	FY 19-20	FY 20-21
Assoc _____ In	1,119,061	1,134,621	1,099,596	1,478,566	1,041,275
GSRs	20,215,339	22,269,977	24,319,032	26,916,322	29,727,047
Fellowships	41,650,074	43,986,251	45,217,028	45,460,842	49,482,097
Readers	353,283	367,073	455,736	354,748	428,752
TA	32,535,387	34,413,410	36,441,784	40,033,926	40,788,756
Total	\$ 95,873,143	\$ 102,171,332	\$ 107,533,175	\$ 114,244,404	\$ 121,467,927
<i>Annual increase</i>		6.57%	5.25%	6.24%	6.32%

Notes

- 1. Minor manual adjustments are not included.*
- 2. Data does not include student loans.*
- 3. Sources: SuperDOPE and IR Graduate Student Fellowship Report (tab 4 details).*
- 4. Data is based on Job Code, not expenditure account based on the large number of posting errors.*

**University of California at Riverside
Total Graduate Student Support Spend
By Funding Source**

Fund Type	FY 16-17	FY 17-18	FY 18-19	FY 19-20	FY 20-21
C&G	18,800,714	19,476,313	19,464,876	21,009,245	23,300,593
Core	37,815,392	40,308,386	44,392,599	48,745,139	49,523,120
Gift/Endowment	591,733	840,060	977,069	633,051	922,991
Other	2,563,415	2,880,763	1,109,348	1,294,866	1,510,662
Student Fees	36,101,889	38,665,811	41,589,283	42,562,103	46,210,561
Total	\$ 95,873,143	\$ 102,171,332	\$ 107,533,175	\$ 114,244,404	\$ 121,467,927
<i>UCR Revenue - All Funds</i>	<i>\$900M</i>	<i>\$904M</i>	<i>\$973M</i>	<i>\$1,016M</i>	<i>\$982M</i>
<i>GSSS as a % of UCR Revenue</i>	<i>10.7%</i>	<i>11.3%</i>	<i>11.1%</i>	<i>11.2%</i>	<i>12.3%</i>

Notes

- 1. Minor manual adjustments are not included.*
- 2. Data does not include student loans.*
- 3. Sources: SuperDOPE, IR Graduate Student Fellowship Report, and Campus Financial Schedule A.*
- 4. Data is based on Job Code, not expenditure account based on the large number of posting errors.*
- 5. All Private sources of Fellowship Support are reflected in the Gift/Endow Fund Type.*
- 6. UCR Revenue from Campus Financial Schedule A*

**University of California at Riverside
Total Graduate Student Support Spend
By Organization**

Organization	FY 16-17	FY 17-18	FY 18-19	FY 19-20	FY 20-21
Bourns College of Engineering	11,383,147	13,230,434	13,730,767	15,348,071	15,339,519
Coll of Hum, Arts & Social Sci	13,035,287	13,896,647	14,571,208	15,786,633	16,385,294
College of Nat & Agr Sciences	22,085,637	23,399,518	25,218,709	27,457,178	28,631,178
Control Functions	69,742	63,054	9,193	-	14,739
Enrollment Services	-	-	6,296	-	-
Graduate Division	190,544	264,935	137,398	104,825	17,386
Graduate School of Education	733,004	890,625	1,098,746	1,437,954	1,425,473
Planning Budget & Admin	-	28,298	41,916	12,908	-
Provost/Exec Vice Chancellor	137,217	128,389	147,010	182,191	159,152
School of Business	1,258,433	1,366,388	1,420,155	1,517,453	1,636,404
School of Medicine	1,045,639	943,000	1,255,408	1,800,118	2,013,511
School of Public Policy	141,821	204,163	413,805	706,047	767,829
Undergraduate Education	-	-	-	-	104,748
UE-University Writing Prograr	2,159,499	1,833,866	1,744,671	2,168,061	2,469,230
UE-Summer Session	1,953,146	1,864,615	2,024,390	2,250,214	2,919,376
University Library	13,662	-	-	-	-
Vice Chancellor - Research	11,609	63,306	18,957	10,264	102,317
Vice Chancellor Student Affairs	4,682	7,843	10,598	1,643	(327)
Fellowships	41,650,074	43,986,251	45,217,028	45,460,842	49,482,097
Total	\$ 95,873,143	\$ 102,171,332	\$ 107,066,257	\$ 114,244,404	\$ 121,467,927

Notes

- 1. Minor manual adjustments are not included.*
- 2. Data does not include student loans.*
- 3. Sources: SuperDOPE and IR Graduate Student Fellowship Report (tab 4 details).*
- 4. Data is based on Job Code, not expenditure account based on the large number of posting errors.*

University of California at Riverside
Total Graduate Student Fellowship Spend
By Funding Category and Aid Type

	FY 16-17	FY 17-18	FY 18-19	FY 19-20	FY 20-21
Federal aid					
Graduate Generated Aw Fees	892,972	983,972	460,026	80,972	
Graduate Generated Aw Stipend	2,362,671	2,172,463	1,140,711	209,881	7,188
Graduate Program Award Fees	158,797	91,671	37,229		
Graduate Program Award Stipend	332,726	220,600	139,000		
Grant	155,383	111,042	135,416	1,284,850	1,531,471
Scholarships/Fellowships					4,610
Total Federal	\$ 3,902,549	\$ 3,579,748	\$ 1,912,382	\$ 1,575,703	\$ 1,543,269
Institutional aid					
Graduate Div. Fees	8,148,407	8,041,804	8,141,194	7,246,011	6,799,622
Graduate Div. NRT	5,100,031	6,558,556	7,549,734	7,439,413	6,476,241
Graduate Div. Stipends	9,508,574	9,904,085	9,911,598	9,355,546	8,694,204
Graduate Generated Aw Fees	7,391				
Graduate Generated Aw NRT	15,102				
Graduate Generated Aw Stipend	75,270	25,097	5,000		
Graduate Health Ins Plan GSHIP	4,374,056	4,836,606	5,150,359	5,756,560	5,937,957
Graduate Program Award Fees	3,626,668	3,985,372	3,672,324	4,067,230	8,617,786
Graduate Program Award NRT	362,143	481,563	298,222	262,988	37,755
Graduate Program Award Stipend	1,527,807	2,319,367	4,065,121	4,558,117	5,246,030
Grant		42,673	75,570	133,061	333,654
Health Plan Waivers	522,021				
Scholarship/Fellowships	2,400,117	1,962,545	2,056,257	2,422,191	3,313,749
Total Institutional Aid	\$ 35,667,587	\$ 38,157,667	\$ 40,925,380	\$ 41,241,117	\$ 45,456,998
Outside Award - Private					
Graduate Generated Aw Fees	11,000	22,194	9,224		4,000
Graduate Generated Aw Stipend	36,158	42,579	92,938	83,866	110,871
Graduate Program Award Fees	1,721	694			
Graduate Program Award Stipend			1,000		600
Scholarship/Fellowships	45,302	57,256	255,000	345,887	191,250
Total Outside Award - Private	\$ 94,181	\$ 122,724	\$ 358,162	\$ 429,753	\$ 306,721
State Aid					
Grant	\$ 1,985,757	\$ 2,126,112	\$ 2,021,104	\$ 2,214,269	\$ 2,175,108
Grant Total	\$ 41,650,074	\$ 43,986,251	\$ 45,217,028	\$ 45,460,842	\$ 49,482,097

Distribution of TAs, GSRs post-docs and Winter 2022

	GSR	TA	Postdoc	Totals
AGSM	2	47	0	49
BCOE	203	180	38	421
CHASS	35	435	10	480
CNAS	278	382	169	829
GSOE	11	35	5	51
SOM	19	8	14	41
SPP	9	27	3	39
Grand Total	557	1114	239	1910

Are additional ~7 GSRs in other campus units e.g BUS/ library/ IA

GSR Salary

GSR Salary***	Annual (100%)	Monthly (100%)	Monthly (49%)	Quarterly (49%)
GSR, Step 2	47,435	3,952.92	1,936.93	5,810.79
GSR, Step 3	52,604	4,383.67	2,148.00	6,444.00
GSR, Step 4	56,818	4,734.83	2,320.07	6,960.20
GSR, Step 5	60,599	5,049.92	2,474.46	7,423.38
GSR, Step 6	63,412	5,284.33	2,589.32	7,767.97
GSR, Step 7	68,492	5,707.67	2,796.76	8,390.28
GSR, Step 8	73,941	6,161.75	3,019.26	9,057.77
GSR, Step 9	79,873	6,656.08	3,261.48	9,784.44
GSR, Step 10	86,239	7,186.58	3,521.42	10,564.27

*** GSR salary scales are as of October 1, 2021

https://graduate.ucr.edu/graduate-student-employment#gsr_salary

Number of GSRs at each step appointment by unit April 2022

STEP	N		STEP	N
BCOE			SOM	
2	9		2	2
3	72		4	8
4	125		5	6
5	33		6	16
6	35			
Total	274		Total	32
CNAS			SOE	
0	1		3	8
2	7		5	3
3	24			
4	48			
5	88			
6	151			
Total	319		Total	11
CHASS			SPP	
3	9		2	5
4	6		3	4
6	22		4	2
Total	37		Total	11