

## **Resolution Regarding Graduate Student Compensation and Fees**

Whereas graduate education is an integral part of our land grant commitment, and impacts profoundly our undergraduate and graduate programs;

Whereas supporting and strengthening the experience of our graduate population should be a pivotal part of any Courageous Strategic Transformation of our institution;

Whereas improving the living conditions of graduates would reflect our institutional values, as stated in the Courageous Strategic Transformation University Planning Framework ([CSTUP](#)) points 2, 4, 5 and 6: commitment to access and success; commitment to scholarly excellence and commitment to diversity, equity, inclusion and justice; commitment to an international perspective;

Whereas graduate students account for an important part of the diversity of the institution;

Whereas CSU is a Carnegie Tier 1 Very High Research Activity (R1 status) institution, engaged in the highest levels of research, and to maintain and grow this capacity the institution must be competitive in recruiting and retaining outstanding graduate students;

Whereas housing expenses have increased significantly in recent years, greatly exceeding the 3% salary increase approved by the Board of Governors in June 2021, and offset by increases of activity fees that were approved at the same time;

Whereas graduate education through Graduate Assistantships should not come with a financial burden to our students;

Whereas low stipends paired with a high amount of fees compared to peer institutions ([Graduate Assistantship Compensation Proposal](#)) are having an impact on the capacity of our colleges and departments to attract and retain the best students;

Whereas the financial impact of fees and low salaries may affect graduate students' dedication to our programs, as it may compel them to find additional sources of income at the expense of their academic success;

**Be it resolved that Faculty Council** recommends, as part of the broad effort around improving compensation of all employees, and in line with the scenario recommended by the Graduate School GA Compensation Report, that CSU: 1) increase the minimum stipend 9-month effective income to that of our aspirational peer institutions adjusted for cost of living; 2) cover the full fees of Graduate Assistants; and 3) pursue the aspirational goal of covering 12-month salary for students with Graduate Assistantships.

November 2021