



Report to the University Senate Committee on Budget and Fiscal Affairs

October 14, 2013

Patrick Neary, GSO President

Graduate Teaching and Research Assistant Living Wage

The GSO, in partnership with the Office of Institutional Research and Assessment, conducted a survey of graduate teaching assistants, research assistants, administrative assistants, and fellows in spring 2013. A primary goal of the survey was to determine compensation levels and general expenses for graduate students employed by the university. The survey was deemed necessary after inquiries into average pay levels revealed a lack of central tracking of this data by the university. The survey was sent to the 1405 graduate students on teaching, research, administrative, and other assistantships, as well as fellows in a two week period in April 2013 and received 407 responses.

The survey asked graduate students to give their contract pay rate, contract length, contractual hours per week, assistantship type, expenses broken down into a variety of categories, basic college and program information, as well as additional information concerning benefits, summer pay opportunities, child care issues, etc. Data analysis was provided by OIRA.

From our survey, we determined average and median contract pay rates for various hours-per-week levels (the Graduate School mandates these specific options for contract work amounts):

Hours per Week	Mean	Median
10	\$13,094.20	\$10,000.00
15	\$15,361.11	\$16,750.00
20	\$17,070.63	\$17,000.00
21+	\$21,100.00	\$21,250.00

(Appendix I)

In addition, we examined the total living expenses for a student by looking at the 80th percentile of reported expenses numbers. Performing this computation, 80% of graduate students report monthly basic living expenses of \$2150. As most contracts are for a nine month period, we computed a nine month expense total of \$19,350 (Appendix II).

Furthermore, the City of Syracuse establishes a living wage for which city employees and employees of city contractors must be paid. The Syracuse Common Council has determined that this wage is the lowest possible which will cover all basic living expenses of its employees. This wage level, scaled to a nine month period, is \$19,390.80 (Appendix III). These two computations of minimum necessary expenses agree to within 0.3%, reinforcing the data collected from graduate students.

Unfortunately, the average contract pay levels do not have great similarity to these reported expenses. We propose that the minimum pay levels for graduate contracts be raised to reflect the prevailing living

wage level in the Syracuse area. Currently, 59% of all contracts fall below the proposed levels below (Appendix IV). We have several proposals for how this can be accomplished. First, we offer a note on contract hours and specific pay rates. The university considers 20 hours of teaching obligations, in addition to coursework and research requirements, to represent full employment. This is reinforced through standard contract language preventing a graduate assistant from seeking or taking work outside their department without that department's express permission. 51% of graduate assistants reported being denied permission from their department to work outside their contract (Appendix V). However, we acknowledge, simply based on work performed, that lower teaching loads for lower hours-per-week contracts should not be treated similarly. As such, we are specifically asking for a prorated minimum living wage, delineated below, for nine month contracts:

Hours per Week	Living Wage
10	\$9,675.00
15	\$14,512.50
20/20+	\$19,350.00

We wish to emphasize that this is not envisioned as a true standardization of graduate assistant contract rates across the university, as there are a number of departments which already pay over these amounts. We do not wish to remove a department's ability to offer pay over these amounts in response to prevailing market conditions. Instead, this request focuses on ensuring that graduate student employees have sufficient pay to survive in the city of Syracuse.

Increasing graduate assistant pay allows students to better focus on coursework and research. Assistantships are designed to give students the ability to support themselves while completing their degrees by providing useful services to the university. The university can best spend its funds on these assistantships by ensuring they truly help minimize the average time to completion and maximize completion rates. By raising pay levels to a living wage, students will not need to focus so extensively on funding, leading to improvements in these metrics.

Raising the minimum graduate assistant pay level also improves Syracuse University's capacity to attract quality students. Graduate students applying to programs offering some form of assistantship often use pay level as a determining factor in deciding where to study. As such, this increase would contribute to an increase in program quality and rankings.

Additionally, graduate teaching assistants comprise 35% of the teaching faculty and staff at the university (Appendix VI). These teaching assistants are an integral part of the undergraduate experience at Syracuse University; they lead recitation sections, teach lectures, and design their own courses. Instructional quality is a high priority, but teaching duties compete with coursework, research, and the need to obtain sufficient funds to support basic expenses. Bringing graduate assistants' pay to a living wage level provides more time for assistants to focus on providing top quality instruction to their students, furthering the core instructional mission of the university.

Increasing wages also softens the blow of recent federal legislation that has resulted in increased loan interest rates for graduate students. Hailed as a means of keeping undergraduate loan rates low, it placed high caps on graduate loan rates, allowing them to rise 1.25% higher than undergraduate loan rates.

We recognize that making an adjustment of this size is not necessarily feasible within the current budgetary environment. Incremental change is likely the best option. Increases to the minimum contract pay rates of 16.7% over each of the next three years would bring minimum pay in line with this proposed living wage level (Appendix VII). We also acknowledge that this change may result in fewer overall graduate assistantship lines within the university. Graduate students would rather have fewer, higher quality positions than more, lower quality positions. Additionally, such a change would alter the proportion of graduate students who pay their own tuition costs, in the university's favor. This aligns well with the university's efforts to increase the number of students who pay more of their own tuition.

Additional data is included at the end of this report, detailing contract duration, hours contracted, and salary by college. Of particular concern here are the proportion of students on 20 hour contracts who report regularly working over 20 hours per week, in comparison to the far lower proportion reporting the opposite.

Graduate Teaching and Research Assistant Benefits

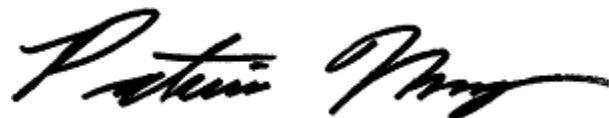
Based on the results from our spring 2013 survey, graduate students are reasonably satisfied with the benefits packages the university offers. 73% of surveyed students indicated they were satisfied with the healthcare plans offered by the university, 56% indicated they were satisfied with the dental insurance, and 53% indicated they were satisfied with the vision insurance. Overall, graduate students consider the health plans affordable and offer good coverage for the cost.

From a benefits standpoint, only parking is generally received poorly, with 39% of students dissatisfied with parking, and a further 25% neutral. Parking is generally seen as overly expensive in comparison to income, with few affordable options. We received a number of responses that the inconvenience and expense of the parking options cause many graduate students to park off campus, creating security issues. (Appendix VIII)

Graduate Student Activity Fee Increase

The GSO is currently considering raising the graduate student activity fee for fiscal year 2015. Currently, the fee stands at \$40 per semester, and was last increased in fiscal year 2007 from \$38 per semester. In general, the fee has been increased every 7-8 years, in line with or just below inflation. We do not have a final number yet, but we will likely request an increase of no more than \$5 to the per-semester fee. The GSO will be submitting a formal request for an increase at a later point, once we have conducted a review of our expenses and gathered input from the graduate student population.

Thank you for your time,



Patrick Neary
GSO President
PhD Candidate, Mathematics
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Appendix I

Syracuse University Graduate Student Employee Survey Spring 2013

	Total academic year salary specified in contract:																					
	Less than \$10,000		\$10,000-10,499		\$10,500-10,999		\$11,000-11,499		\$11,500-11,999		\$12,000-12,499		\$12,500-12,999		\$13,000-13,499		\$13,500-13,999		\$14,000-14,499		\$14,500-14,999	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Hrs per week contracted to work:																						
10 hours or less	45	65.22	1	1.45	0	0.00	1	1.45	0	0.00	0	0.00	0	0.00	2	2.90	1	1.45	0	0.00	0	0.00
11 to 15 hours	4	22.22	2	11.11	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	5.56
16 to 20 hours	4	1.49	3	1.12	2	0.74	6	2.23	3	1.12	5	1.86	8	2.97	7	2.60	13	4.83	12	4.46	10	3.72
21 hours or more	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	3.33	0	0.00	0	0.00	0	0.00
Total	53	13.73	6	1.55	2	0.52	7	1.81	3	0.78	5	1.30	8	2.07	10	2.59	14	3.63	12	3.11	11	2.85

(Continued)

	Total academic year salary specified in contract:																					
	\$15,000-15,499		\$15,500-15,999		\$16,000-16,499		\$16,500-16,999		\$17,000-17,499		\$17,500-17,999		\$18,000-18,499		\$18,500-18,999		\$19,000-19,499		\$19,500-19,999		\$20,000-20,499	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Hrs per week contracted to work:																						
10 hours or less	1	1.45	0	0.00	3	4.35	2	2.90	0	0.00	0	0.00	1	1.45	0	0.00	0	0.00	0	0.00	1	1.45
11 to 15 hours	1	5.56	0	0.00	1	5.56	4	22.22	0	0.00	0	0.00	2	11.11	0	0.00	0	0.00	2	11.11	0	0.00
16 to 20 hours	15	5.58	12	4.46	34	12.64	49	18.22	16	5.95	2	0.74	8	2.97	4	1.49	1	0.37	3	1.12	5	1.86
21 hours or more	1	3.33	2	6.67	1	3.33	1	3.33	0	0.00	0	0.00	2	6.67	2	6.67	1	3.33	0	0.00	0	0.00
Total	18	4.66	14	3.63	39	10.10	56	14.51	16	4.15	2	0.52	13	3.37	6	1.55	2	0.52	5	1.30	6	1.55

(Continued)

Syracuse University
Graduate Student Employee Survey
Spring 2013

	Total academic year salary specified in contract:																				Total
	\$20,500-20,999		\$21,000-21,499		\$21,500-21,999		\$22,000-22,499		\$22,500-22,999		\$23,000-23,499		\$23,500-23,999		\$24,000-24,499		\$24,500-24,999		\$25,000 or more		
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	
Hrs per week contracted to work:																					
10 hours or less	1	1.45	1	1.45	0	0.00	4	5.80	2	2.90	0	0.00	1	1.45	1	1.45	0	0.00	1	1.45	69
11 to 15 hours	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	5.56	0	0.00	0	0.00	0	0.00	0	0.00	18
16 to 20 hours	1	0.37	7	2.60	8	2.97	6	2.23	8	2.97	3	1.12	3	1.12	3	1.12	1	0.37	7	2.60	269
21 hours or more	3	10.00	3	10.00	1	3.33	3	10.00	0	0.00	1	3.33	0	0.00	0	0.00	1	3.33	7	23.33	30
Total	5	1.30	11	2.85	9	2.33	13	3.37	10	2.59	5	1.30	4	1.04	4	1.04	2	0.52	15	3.89	386

Appendix II

Syracuse University
 Graduate Student Employee Survey
 Spring 2013
 Overall Responses

Living Expenses

Approximate monthly living expenses on average for housing:	Summary	
	N	%
Less than \$100	8	2.03
\$100-199	3	0.76
\$200-299	14	3.54
\$300-399	59	14.94
\$400-499	69	17.47
\$500-599	66	16.71
\$600-699	51	12.91
\$700-799	49	12.41
\$800-899	21	5.32
\$900-999	23	5.82
\$1,000-1,099	8	2.03
\$1,100-1,199	6	1.52
\$1,200-1,299	5	1.27
\$1,300-1,399	2	0.51
\$1,400-1,499	4	1.01
\$1,500 or more	7	1.77
Total	395	100.00

Syracuse University
 Graduate Student Employee Survey
 Spring 2013
 Overall Responses

Living Expenses

Approximate monthly living expenses on average for utilities (including phone):	Summary	
	N	%
Less than \$100	92	23.59
\$100-149	101	25.90
\$150-199	65	16.67
\$200-249	50	12.82
\$250-299	29	7.44
\$300-349	21	5.38
\$350-399	12	3.08
\$400-449	7	1.79
\$450-499	1	0.26
\$500-549	4	1.03
\$550-599	2	0.51
\$600-649	2	0.51
\$650-699	2	0.51
\$700-749	0	0.00
\$750-799	0	0.00
\$800 or more	2	0.51
Total	390	100.00

Syracuse University
 Graduate Student Employee Survey
 Spring 2013
 Overall Responses

Living Expenses

Approximate monthly living expenses on average for transportation:	Summary	
	N	%
Less than \$100	180	46.15
\$100-149	92	23.59
\$150-199	41	10.51
\$200-249	32	8.21
\$250-299	6	1.54
\$300-349	11	2.82
\$350-399	8	2.05
\$400-449	6	1.54
\$450-499	3	0.77
\$500-549	6	1.54
\$550-599	1	0.26
\$600-649	0	0.00
\$650-699	0	0.00
\$700-749	1	0.26
\$750-799	1	0.26
\$800 or more	2	0.51
Total	390	100.00

Syracuse University
 Graduate Student Employee Survey
 Spring 2013
 Overall Responses

Living Expenses

Approximate monthly living expenses on average for food:	Summary	
	N	%
Less than \$100	9	2.28
\$100-199	73	18.53
\$200-299	124	31.47
\$300-399	81	20.56
\$400-499	51	12.94
\$500-599	31	7.87
\$600-699	10	2.54
\$700-799	4	1.02
\$800-899	4	1.02
\$900-999	0	0.00
\$1,000-1,099	5	1.27
\$1,100-1,199	0	0.00
\$1,200-1,299	1	0.25
\$1,300-1,399	0	0.00
\$1,400-1,499	0	0.00
\$1,500 or more	1	0.25
Total	394	100.00

Syracuse University
 Graduate Student Employee Survey
 Spring 2013
 Overall Responses

Living Expenses

Approximate monthly living expenses on average for other (e.g. child care, entertainment, travel):	Summary	
	N	%
Less than \$100	110	32.26
\$100-199	87	25.51
\$200-299	65	19.06
\$300-399	31	9.09
\$400-499	14	4.11
\$500-599	10	2.93
\$600-699	3	0.88
\$700-799	3	0.88
\$800-899	4	1.17
\$900-999	1	0.29
\$1,000-1,099	5	1.47
\$1,100-1,199	0	0.00
\$1,200-1,299	0	0.00
\$1,300-1,399	0	0.00
\$1,400-1,499	0	0.00
\$1,500 or more	8	2.35
Total	341	100.00

David J. DelVecchio, CPA
Commissioner



Sheldon A. Ashkin
First Deputy Commissioner

D E P A R T M E N T O F F I N A N C E
Stephanie A. Miner, Mayor

To: Agencies, Contractors and Sub-contractors

From: David DelVecchio
Commissioner of Finance

Date: March 11, 2013

RE: Living Wage Rates effective April 1, 2013 – City of Syracuse

Chapter 50 of the Revised General Ordinances of the City of Syracuse requires companies and organizations that receive contracts from the City to pay a living wage. Please be advised that on December 17, 2012, the Common Council amended Section 50-3 (b) of the Living Wage Ordinance. The rates indicated in this section refer to those effective April 1, 2012 through March 31, 2013 and are subject to annual adjustment as written in Section 50-3 (d). The following Living Wage Rates are effective April 1, 2013:

With benefits	\$12.43
Without benefits	\$14.68

Health Benefits

An employer who pays the lower living wage rate of \$12.43/hr (twelve dollars and forty-three cents) per hour shall provide health benefits as defined in Section 50-2(h) to each of its employees and their dependents. In order to be applicable, the lower living wage rate shall only apply in the case of an employee who actually received health care benefits as defined in Section 50-2(h) and not in the case when said health benefits are just made available to the employee. If the employer is providing employee health benefits less than those specified in the definition in Section 50-2(h), such employer shall be required to pay the living wage rate of \$14.68/hr (fourteen dollars and sixty-eight cents) per hour unless the employee health benefits are increased to meet such definition.

Additional information regarding the Living Wage Ordinance may be found in the City's website at www.syracuse.ny.us.

Appendix IV

Acad Yr Sal by Hrs/Wk

Hrs/Wk	\$10,000	\$10,500	\$11,000	\$11,500	\$12,000	\$12,500	\$13,000	\$13,500	\$14,000	\$14,500	\$15,000	\$15,500	\$16,000	\$16,500	\$17,000	\$17,500
10	45	1	0	1	0	0	0	2	1	0	0	1	0	3	2	0
15	4	2	0	0	0	0	0	0	0	0	1	1	0	1	4	0
20	4	3	2	6	3	5	8	7	13	12	10	15	12	34	49	16
21	0	0	0	0	0	0	0	1	0	0	0	1	2	1	1	0

Hrs/Wk	\$18,000	\$18,500	\$19,000	\$19,500	\$20,000	\$20,500	\$21,000	\$21,500	\$22,000	\$22,500	\$23,000	\$23,500	\$24,000	\$24,500	\$25,000	\$25,500	Total
10	0	1	0	0	0	1	1	1	0	4	2	0	1	1	0	1	69
15	0	2	0	0	2	0	0	0	0	0	0	1	0	0	0	0	18
20	2	8	4	1	3	5	1	7	8	6	8	3	3	3	1	7	269
21	0	2	2	1	0	0	3	3	1	3	0	1	0	0	1	7	30
Total																	386

Below Living Wage

Hrs/Wk	\$10,000	\$10,500	\$11,000	\$11,500	\$12,000	\$12,500	\$13,000	\$13,500	\$14,000	\$14,500	\$15,000	\$15,500	\$16,000	\$16,500	\$17,000	\$17,500
10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15	4	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
20	4	3	2	6	3	5	8	7	13	12	10	15	12	34	49	16
21	0	0	0	0	0	0	0	1	0	0	0	1	2	1	1	0

Hrs/Wk	\$18,000	\$18,500	\$19,000	\$19,500	\$20,000	\$20,500	\$21,000	\$21,500	\$22,000	\$22,500	\$23,000	\$23,500	\$24,000	\$24,500	\$25,000	\$25,500	Total
10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6
20	2	8	4	0	0	0	0	0	0	0	0	0	0	0	0	0	213
21	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	10
Total Students																	229
% Underpaid																	59.33%

Hrs/Wk	Living Wage
10	\$9,675.00
15	\$14,512.50
20	\$19,350.00
21	\$19,350.00

Appendix V

Syracuse University
 Graduate Student Employee Survey
 Spring 2013
 Overall Responses
 Outside Employment

Does your department allow you to hold outside employment?	Response				Total N
	Not checked		Checked		
	N	%	N	%	
Yes	342	84.03	65	15.97	407
No	198	48.65	209	51.35	407
I don't know	306	75.18	101	24.82	407
I did not seek departmental consent for outside employment because I was concerned about retribution	395	97.05	12	2.95	407
My department has a 'don't ask, don't tell' kind of policy	373	91.65	34	8.35	407

Appendix VI

Full-time faculty	1013
Part-time faculty	96
Adjunct faculty	454
Teaching Assistants	839
% Tas	34.93%

Appendix VII

Current 20 Hr Pay	\$12,155
Year 1	\$14,185
Year 2	\$16,554
Year 3	\$19,318

Current minimum pay level taken from Graduate School "Graduate Assistantship Policies and Procedures: Instructions for Departments"

Appendix VIII

Syracuse University
 Graduate Student Employee Survey
 Spring 2013
 Overall Responses

University Benefits

Not Showing 'Not Applicable' Responses

Indicate your level of satisfaction with each of the following benefits offered by SU.	Response										Summary Stats.		
	Very Dissatisfied		Dissatisfied		Neither Satisfied Nor Dissatisfied		Satisfied		Very Satisfied				
	N	%	N	%	N	%	N	%	N	%	Total	Mean	StD
Health	6	1.99	26	8.64	49	16.28	154	51.16	66	21.93	301	3.82	0.94
Dental	22	7.28	32	10.60	82	27.15	113	37.42	53	17.55	302	3.47	1.12
Vision	25	8.39	29	9.73	85	28.52	109	36.58	50	16.78	298	3.44	1.13
Parking	70	20.59	64	18.82	85	25.00	93	27.35	28	8.24	340	2.84	1.26
Other	9	15.79	6	10.53	17	29.82	20	35.09	5	8.77	57	3.11	1.21

Syracuse University
 Graduate Student Employee Survey
 Spring 2013
 Overall Responses
 Academic Year Support

How long is your contract duration?	Summary	
	N	%
9 month	234	58.94
10 month	57	14.36
12 month	54	13.60
Other	52	13.10
Total	397	100.00

Syracuse University
 Graduate Student Employee Survey
 Spring 2013
 Overall Responses
 Academic Year Support

	Response								Total
	10 hours or less		11 to 15 hours		16 to 20 hours		21 hours or more		
	N	%	N	%	N	%	N	%	
How many hours per week are you contracted to work?	71	18.02	18	4.57	275	69.80	30	7.61	394
How many hours per week do you typically work?	88	22.17	56	14.11	134	33.75	119	29.97	397

Syracuse University
 Graduate Student Employee Survey
 Spring 2013

The FREQ Procedure

Table of Q7 by Q8

Q7(Hrs. Contracted to Work) Q8(Hrs. Typically Work)

Frequency Percent Row Pct Col Pct	10 hours or less	11 to 15 hours	16 to 20 hours	21 hours or more	Total
10 hours or less	59 15.09 83.10 67.82	8 2.05 11.27 14.29	4 1.02 5.63 3.08	0 0.00 0.00 0.00	71 18.16
11 to 15 hours	4 1.02 22.22 4.60	9 2.30 50.00 16.07	4 1.02 22.22 3.08	1 0.26 5.56 0.85	18 4.60
16 to 20 hours	24 6.14 8.79 27.59	38 9.72 13.92 67.86	121 30.95 44.32 93.08	90 23.02 32.97 76.27	273 69.82
21 hours or more	0 0.00 0.00 0.00	1 0.26 3.45 1.79	1 0.26 3.45 0.77	27 6.91 93.10 22.88	29 7.42
Total	87 22.25	56 14.32	130 33.25	118 30.18	391 100.00

Frequency Missing = 16

83% contracted to work 10 or less and do so
 50% contracted to work 11-15 hrs and do so
 44% contracted to work 16-20 hrs and do so
 93% contracted to work 21 hrs + and do so
 33% work more than contracted (21+), 9% 10 or less

Syracuse University
Graduate Student Employee Survey
Spring 2013

	Total academic year salary specified in contract:																			
	Less than \$10,000		\$10,000-10,499		\$10,500-10,999		\$11,000-11,499		\$11,500-11,999		\$12,000-12,499		\$12,500-12,999		\$13,000-13,499		\$13,500-13,999		\$14,000-14,499	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
What department or program currently employs you?																				
CAS	6	4.08	0	0.00	0	0.00	1	0.68	0	0.00	1	0.68	4	2.72	4	2.72	11	7.48	10	6.80
CAS/Maxwell	9	13.43	0	0.00	0	0.00	1	1.49	0	0.00	1	1.49	0	0.00	1	1.49	0	0.00	0	0.00
Education	3	8.33	0	0.00	0	0.00	1	2.78	0	0.00	0	0.00	3	8.33	0	0.00	0	0.00	1	2.78
FALK	7	53.85	1	7.69	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	4	30.77	1	7.69	0	0.00
LCS	1	2.78	1	2.78	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Maxwell	5	27.78	1	5.56	1	5.56	0	0.00	0	0.00	1	5.56	0	0.00	0	0.00	1	5.56	0	0.00
NA/None	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Other	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Other School/College	8	50.00	1	6.25	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Student Affairs	0	0.00	0	0.00	0	0.00	1	14.29	3	42.86	1	14.29	0	0.00	0	0.00	0	0.00	2	28.57
VPA	5	50.00	2	20.00	1	10.00	2	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Whitman	5	41.67	0	0.00	0	0.00	1	8.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	49	13.24	6	1.62	2	0.54	7	1.89	3	0.81	4	1.08	7	1.89	9	2.43	13	3.51	13	3.51

(Continued)

Syracuse University
Graduate Student Employee Survey
Spring 2013

	Total academic year salary specified in contract:																			
	\$14,500-14,999		\$15,000-15,499		\$15,500-15,999		\$16,000-16,499		\$16,500-16,999		\$17,000-17,499		\$17,500-17,999		\$18,000-18,499		\$18,500-18,999		\$19,000-19,499	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
What department or program currently employs you?																				
CAS	6	4.08	5	3.40	5	3.40	8	5.44	12	8.16	4	2.72	1	0.68	8	5.44	4	2.72	1	0.68
CAS/Maxwell	2	2.99	3	4.48	2	2.99	12	17.91	24	35.82	7	10.45	0	0.00	1	1.49	1	1.49	0	0.00
Education	0	0.00	1	2.78	0	0.00	10	27.78	13	36.11	0	0.00	0	0.00	1	2.78	1	2.78	0	0.00
FALK	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
LCS	1	2.78	8	22.22	6	16.67	5	13.89	0	0.00	3	8.33	0	0.00	1	2.78	1	2.78	0	0.00
Maxwell	0	0.00	0	0.00	1	5.56	1	5.56	3	16.67	1	5.56	1	5.56	1	5.56	0	0.00	0	0.00
NA/None	0	0.00	1	25.00	0	0.00	0	0.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Other	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Other School/College	1	6.25	0	0.00	0	0.00	0	0.00	1	6.25	0	0.00	0	0.00	0	0.00	0	0.00	1	6.25
Student Affairs	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
VPA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Whitman	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	10	2.70	18	4.86	14	3.78	36	9.73	54	14.59	15	4.05	2	0.54	12	3.24	7	1.89	2	0.54

(Continued)

Syracuse University
Graduate Student Employee Survey
Spring 2013

	Total academic year salary specified in contract:																			
	\$19,500-19,999		\$20,000-20,499		\$20,500-20,999		\$21,000-21,499		\$21,500-21,999		\$22,000-22,499		\$22,500-22,999		\$23,000-23,499		\$23,500-23,999		\$24,000-24,499	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
What department or program currently employs you?																				
CAS	2	1.36	4	2.72	1	0.68	6	4.08	8	5.44	6	4.08	8	5.44	4	2.72	3	2.04	2	1.36
CAS/Maxwell	0	0.00	0	0.00	1	1.49	0	0.00	0	0.00	1	1.49	0	0.00	1	1.49	0	0.00	0	0.00
Education	0	0.00	0	0.00	0	0.00	1	2.78	0	0.00	0	0.00	1	2.78	0	0.00	0	0.00	0	0.00
FALK	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
LCS	1	2.78	1	2.78	1	2.78	3	8.33	0	0.00	1	2.78	0	0.00	0	0.00	0	0.00	1	2.78
Maxwell	0	0.00	1	5.56	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NA/None	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	25.00	0	0.00
Other	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	25.00	1	25.00	0	0.00	0	0.00	0	0.00
Other School/College	1	6.25	0	0.00	1	6.25	0	0.00	0	0.00	1	6.25	0	0.00	0	0.00	0	0.00	1	6.25
Student Affairs	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
VPA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Whitman	0	0.00	0	0.00	0	0.00	1	8.33	0	0.00	3	25.00	0	0.00	1	8.33	0	0.00	0	0.00
Total	4	1.08	6	1.62	4	1.08	11	2.97	8	2.16	13	3.51	10	2.70	6	1.62	4	1.08	4	1.08

(Continued)

Syracuse University
 Graduate Student Employee Survey
 Spring 2013

	Total academic year salary specified in contract:				Total
	\$24,500-24,999		\$25,000 or more		
	N	%	N	%	N
What department or program currently employs you?					
CAS	1	0.68	11	7.48	147
CAS/Maxwell	0	0.00	0	0.00	67
Education	0	0.00	0	0.00	36
FALK	0	0.00	0	0.00	13
LCS	0	0.00	1	2.78	36
Maxwell	0	0.00	0	0.00	18
NA/None	0	0.00	1	25.00	4
Other	1	25.00	1	25.00	4
Other School/College	0	0.00	0	0.00	16
Student Affairs	0	0.00	0	0.00	7
VPA	0	0.00	0	0.00	10
Whitman	0	0.00	1	8.33	12
Total	2	0.54	15	4.05	370

College by Salary, Average

Prog Employs	\$10,000	\$10,500	\$11,000	\$11,500	\$12,000	\$12,500	\$13,000	\$13,500	\$14,000	\$14,500	\$15,000	\$15,500	\$16,000	\$16,500	\$17,000	\$17,500
CAS	6	0	0	1	0	1	4	4	11	10	6	5	5	8	12	4
CAS/Max	9	0	0	1	0	1	0	1	0	0	2	3	2	12	24	7
Ed	3	0	0	1	0	0	3	0	0	1	0	1	0	10	13	0
FALK	7	1	0	0	0	0	0	4	1	0	0	0	0	0	0	0
LCS	1	1	0	0	0	0	0	0	0	0	1	8	6	5	0	3
Max	5	1	1	0	0	1	0	0	1	0	0	0	1	1	3	1
NA	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other College	8	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0
Stud Affairs	0	0	0	1	3	1	0	0	0	2	0	0	0	0	0	0
VPA	5	2	1	2	0	0	0	0	0	0	0	0	0	0	0	0
Whitman	5	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0

Prog Employs	\$18,000	\$18,500	\$19,000	\$19,500	\$20,000	\$20,500	\$21,000	\$21,500	\$22,000	\$22,500	\$23,000	\$23,500	\$24,000	\$24,500	\$25,000	\$25,500	Total
CAS	1	8	4	1	2	4	1	6	8	6	8	4	3	2	1	11	147
CAS/Max	0	1	1	0	0	0	1	0	0	1	0	1	0	0	0	0	67
Ed	0	1	1	0	0	0	0	1	0	0	1	0	0	0	0	0	36
FALK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	13
LCS	0	1	1	0	1	1	1	3	0	1	0	0	0	1	0	1	36
Max	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	18
NA	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	4
Other	0	0	0	0	0	0	0	0	0	1	1	0	0	0	1	1	4
Other College	0	0	0	1	1	0	1	0	0	1	0	0	0	1	0	0	16
Stud Affairs	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7
VPA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10
Whitman	0	0	0	0	0	0	0	1	0	3	0	1	0	0	0	1	12

Total 370

Averages

CAS	\$18,309.52
CAS/Max	\$15,955.22
Ed	\$16,069.44
FALK	\$11,423.08
LCS	\$17,402.78
Max	\$14,222.22
NA	\$20,500.00
Other	\$24,000.00
Other College	\$14,375.00
Stud Affairs	\$12,714.29
VPA	\$10,500.00
Whitman	\$16,625.00

Syracuse University
 Graduate Student Employee Survey
 Spring 2013

	Does SU pay cover all monthly living expenses?				Total
	Yes		No		
	N	%	N	%	N
What department or program currently employs you?					
CAS	83	57.24	62	42.76	145
CAS/Maxwell	31	45.59	37	54.41	68
Education	7	20.00	28	80.00	35
FALK	2	14.29	12	85.71	14
LCS	27	75.00	9	25.00	36
Maxwell	5	27.78	13	72.22	18
NA/None	5	83.33	1	16.67	6
Other	1	20.00	4	80.00	5
Other School/College	7	41.18	10	58.82	17
Student Affairs	2	28.57	5	71.43	7
VPA	3	30.00	7	70.00	10
Whitman	3	27.27	8	72.73	11
Total	176	47.31	196	52.69	372