

PAY DISCREPANCY IN DBBS

DBBS SAC

Graduate Student Work is Undervalued



VALUE OF WASHU STIPEND HAS
DECREASED OVER TIME

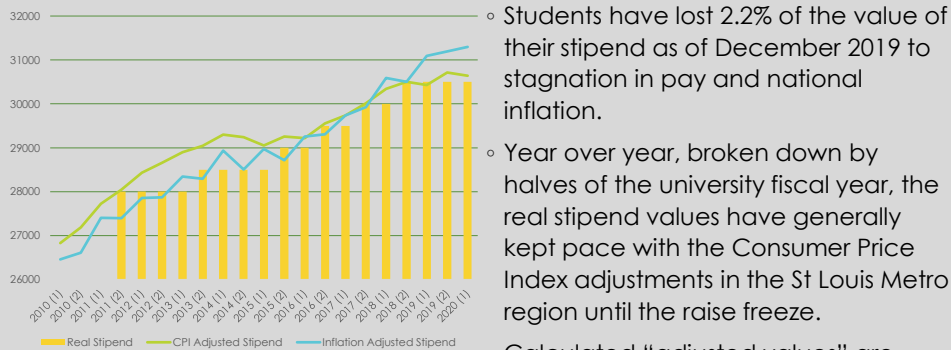


COMPENSATION IS NOT
COMPARABLE TO COMPETITORS



PAY DISCREPANCY BETWEEN
EMPLOYEE AND STUDENT STATUS
FOR SAME EXPERTISE

The value of the WashU DBBS stipend has decreased since 2018



- Students have lost 2.2% of the value of their stipend as of December 2019 to stagnation in pay and national inflation.
- Year over year, broken down by halves of the university fiscal year, the real stipend values have generally kept pace with the Consumer Price Index adjustments in the St Louis Metro region until the raise freeze.
- Calculated "adjusted values" are based on the July 2018 \$30,500 value.

Sources:

Real Stipend: Archived emails from Dean John H. Russell, current student knowledge, Wayback Machine website data

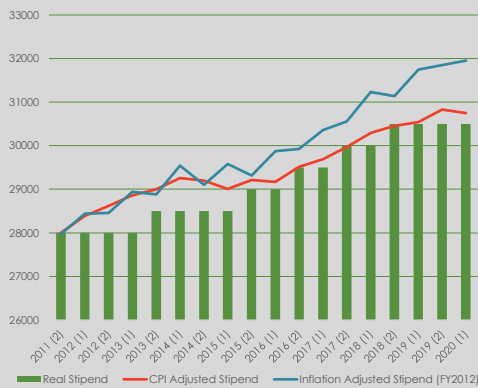
Inflation adjusted stipend: adjusted from the value of \$30,500 in July 2018 dollars, Bureau of Labor Statistics,

https://www.bls.gov/data/inflation_calculator.htm

CPI Adjusted Stipend: CPI adjustment table for the St Louis Metro Region, based on the initial value of \$30,500 in July 2018 dollars, Bureau of Labor Statistics,

https://data.bls.gov/timeseries/CUURS24BSA0?amp%253bdata_tool=XGtable&output_view=data&include_graphs=true

The Standard of Living of the Stipend from 2012 FY has not been maintained



- Students have lost 4.2% of stipend value as of December 2019 due to national inflation.
- Overall, FY2017, 2018 and 2019 were close to keeping pace with St. Louis Metro regional CPI adjustment until the raise freeze.
- Calculated “adjusted values” are based on the July 2011 \$28,000 value.

Sources:

Real Stipend: Archived emails from Dean John H. Russell, current student knowledge, Wayback Machine website data

Inflation adjusted stipend: adjusted from the value of \$30,500 in July 2018 dollars, Bureau of Labor Statistics,

https://www.bls.gov/data/inflation_calculator.htm

CPI Adjusted Stipend: CPI adjustment table for the St Louis Metro Region, based on the initial value of \$28,000 in July 2011 dollars, Bureau of Labor Statistics,

https://data.bls.gov/timeseries/CUURS24BSA0?amp%253bdata_tool=XGtable&output_view=data&include_graphs=true



WashU

Single Course

No hour maximum (10/week estimate)

\$1200 compensation

\$7.50/hour

2019-2020 AY Credit Hour
Cost: \$2,260

2020-2021 Undergraduate Full
Tuition (Year): \$56,300



Harvard

Up to 2 courses

20 hours maximum

\$5520 compensation
minimum

\$17.25/hour minimum

2019-2020 AY Credit Hour
Cost: \$1,492

2020-2021 Undergraduate Full
Tuition (Year): \$49,653

TA compensation is not equivalent to the subsequent workload

Comparison of compensation offered WashU 2nd MTE and Harvard Senior PhD students (completed 2 years of program) disincentivizes WashU students from taking on further MTE responsibilities and can overburden those that do.

Sources:

<https://bulletin.wustl.edu/undergrad/tuition/>

<https://handbook.fas.harvard.edu/book/tuition-and-fees>

<http://harvardgradunion.org/our-contract/>

Overt underpayment of graduate students is due to their “student status”

Developmental Biology Post-Baccalaureate Program



- Entrance: Competitive program requiring a 4-year degree
- “Exempt” Employee
- Compensation: \$35,568
- Salary
- Retirement offerings

DBBS PhD Program Students



- Entrance: Competitive program requiring a 4-year degree
- Student
- Compensation: \$30,500
- Stipend
- No retirement offerings

Laboratory Technicians



- Entrance: Interview and hire by a laboratory
- “Non-exempt” Employee
- Compensation: \$31,200
- Hourly: \$15.00, eligible for overtime
- Retirement offerings

Reference: email correspondence by Gregory Grant to the Developmental Biology department.