

*STUDENT EMPLOYMENT AND WAGES  
IN CONTEXT*

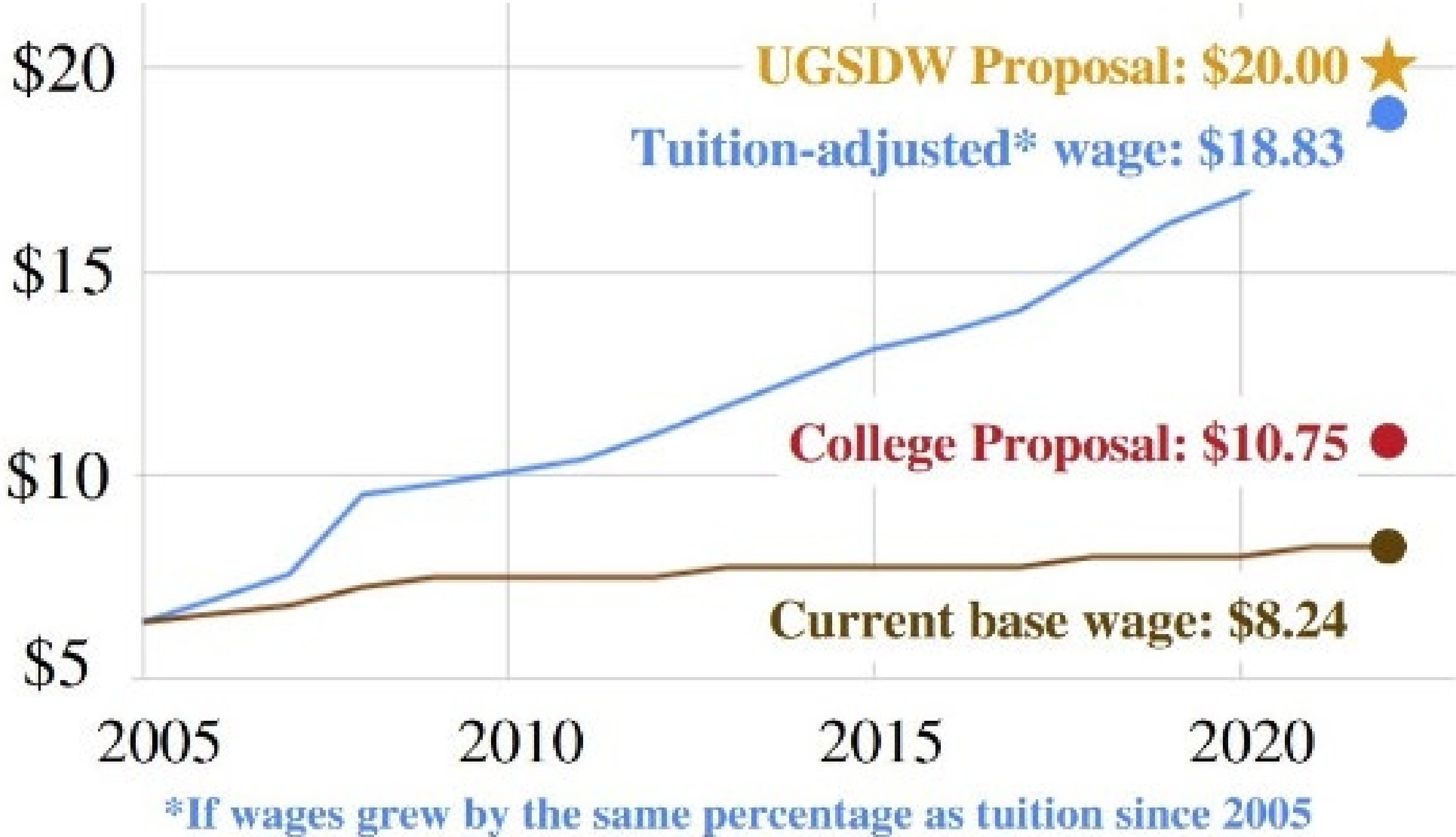
**COLLECTIVE BARGAINING**  
DECEMBER 8, 2022



# COMMON GROUND

The Union of Grinnell Student Dining Workers and Grinnell College both agree that student workers at Grinnell should earn a higher wage.

# WORKER POWER, EDITION #10



• \* Source: <https://www.ugsdw.org/2022/12/04/worker-power-edition-10/> - viewed 12/8/2022

*CONSIDERING STUDENT WAGES WITHIN THE  
CONTEXT OF THE FINANCIAL AID PROGRAM*



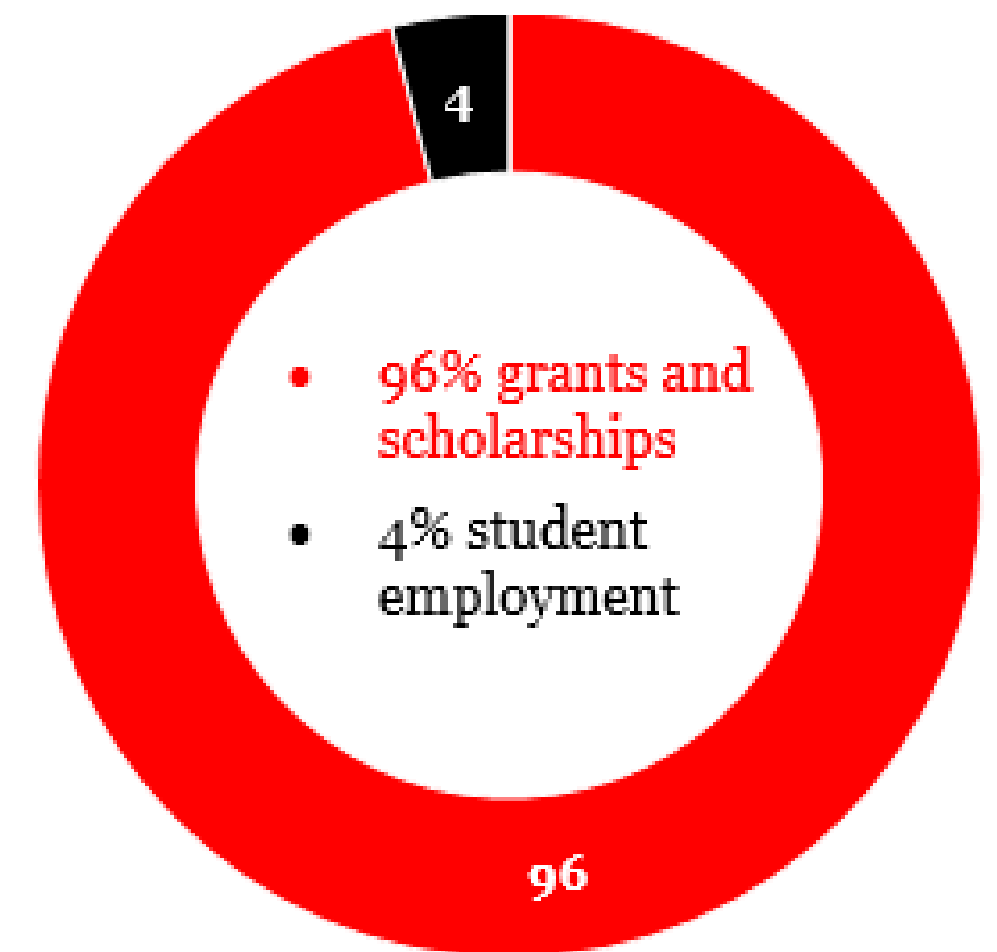
# FUNDING A GRINNELL EDUCATION

- Grinnell College employs a *comprehensive financial aid program* to ensure Grinnellians can be *students first*.
- Financing a Grinnell education is a ***three-way partnership*** between Students, Parents and Grinnell College
- Students and parents are expected to contribute toward educational costs based upon their calculated ability to pay
- To make a Grinnell education attainable for every student, the College meets the full demonstrated need (gap between the cost of Grinnell and the family contribution) of every admitted student utilizing *two resources without the use of loans*:
  - Gift Aid: Grants
  - Self Help: Student Employment

# VALUES AND COMMITMENTS

- Grinnell managed \$75 million dollars in financial aid for 2022-23.
- The College itself provided over \$67 million dollars in **institutional grant assistance**.
- This investment represents 90% of the total financial aid offered at Grinnell.
- Grinnell funds 96% of the nearly \$72 million in total grants and scholarships offered to students. The remaining 4% is funded by federal, state, and private sources.
- Grinnell packaged **\$2.9 million dollars in student employment** to students with financial aid. This represents 4% of the total aid packaged.
- Grinnell expect to **spend less than \$1.9 million dollars in actual wages** for all students, including those who do not have financial aid.
- Overall, **90% of Grinnell students receive some form of financial aid**.
- 65% of Grinnell students receive **need-based aid** with an average grant/scholarship award of \$57,342.
- Our **No Loan Initiative** ensures that all initial financial aid offers at Grinnell do not include loans!

Grinnell manages \$75 M in aid, without packaging loans



**Financial Aid Distribution**



# STUDENT EMPLOYMENT

# STUDENT WAGE PHILOSOPHY

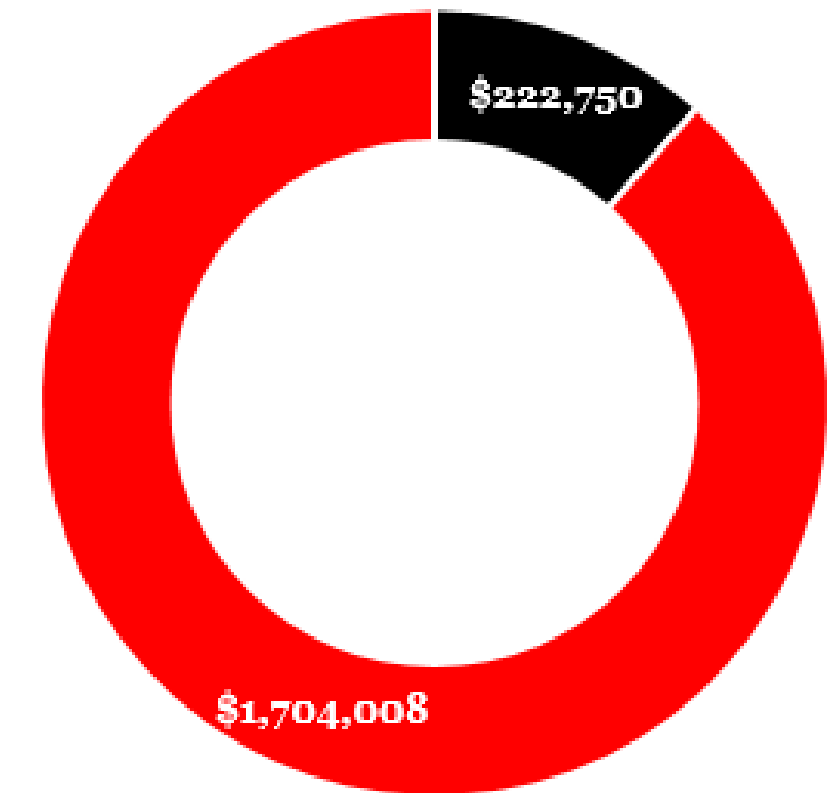
Grinnell College aspires to provide an hourly wage to student that is comparable to the average hourly wage paid by our peer colleges in the Midwest (\$11.28) and factors in the average wages paid by Iowa Private Colleges (\$8.61) and local and regional market conditions.



# EMPLOYMENT FOR ALL STUDENTS

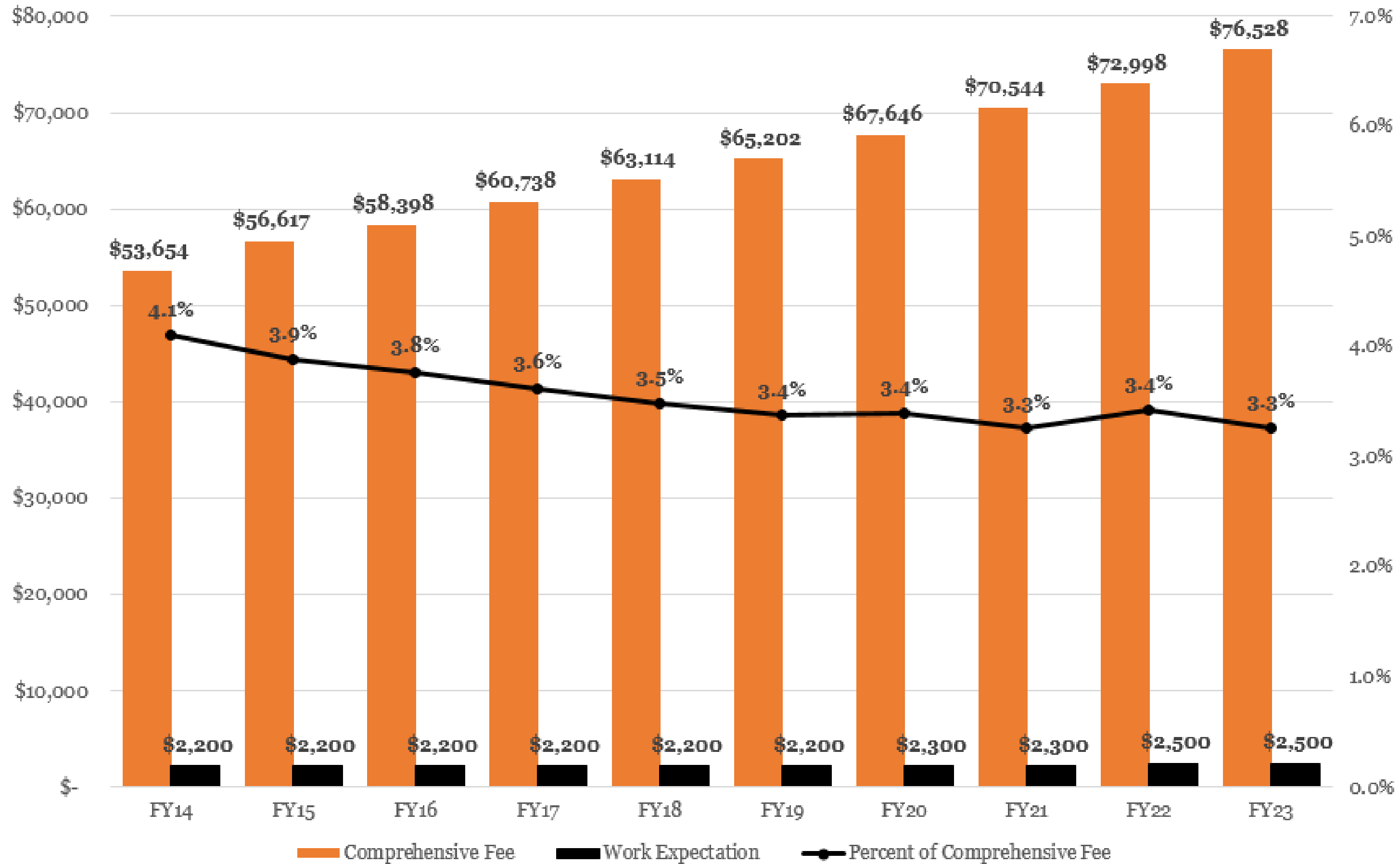
- Grinnell College is one of a few college's nationally that allows students to work on campus regardless of financial aid status. All students may work at Grinnell.
- Additionally, Grinnell is unique by not capping student earnings at their work award. Students may work, and earn wages for up to 20 hours per week rather than the 7 – 9 hour per week average included in a work award.
- These policies maximize earning potential, and allow students to have access to funds beyond what is required to pay their tuition and are funded utilizing college resources.

Student Employment Funding Sources  
FY 22



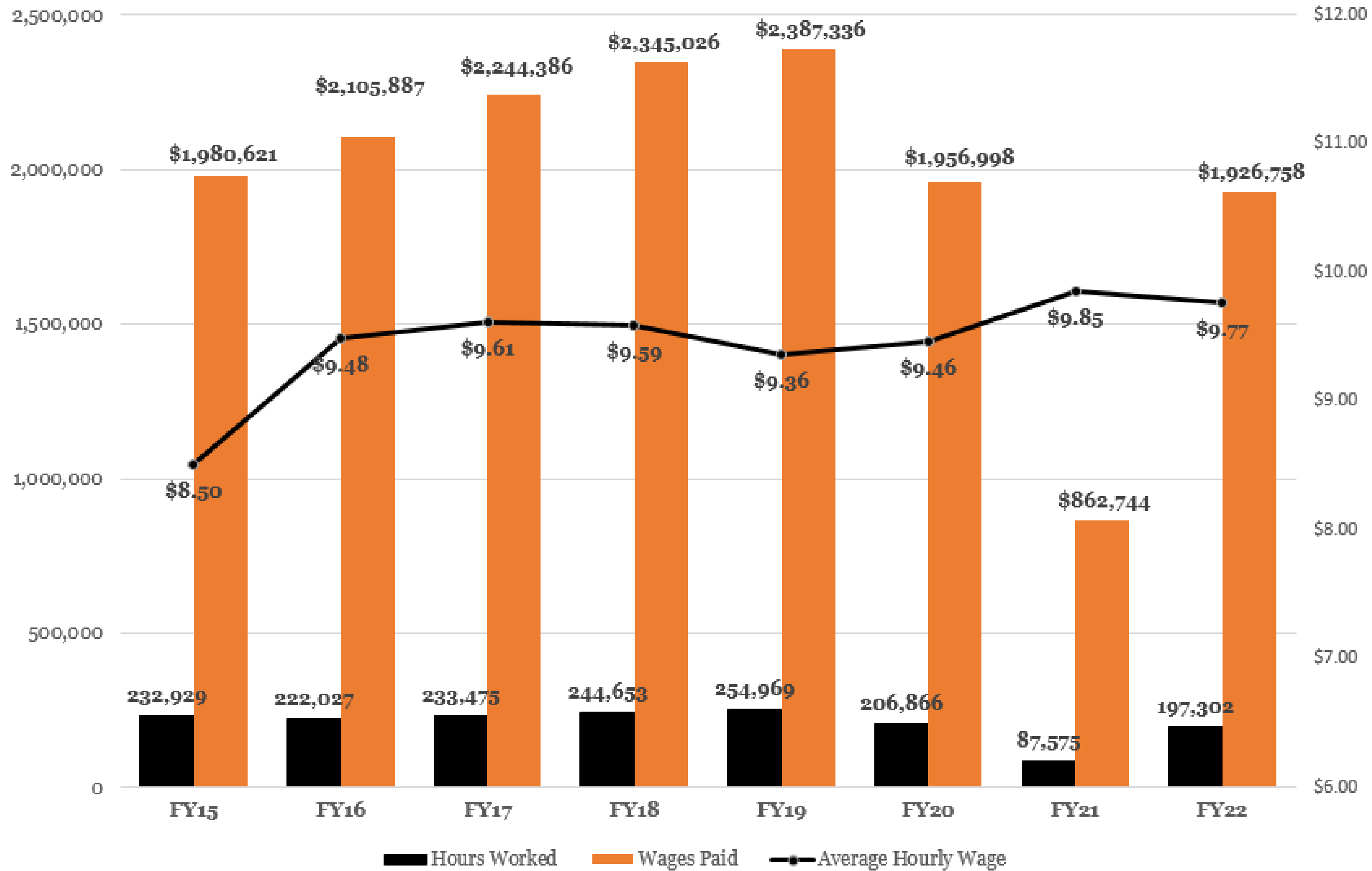
- Funding from the Federal Government
- Funding from Grinnell College

## Student Employment Expectation as Percentage of Comprehensive Fee



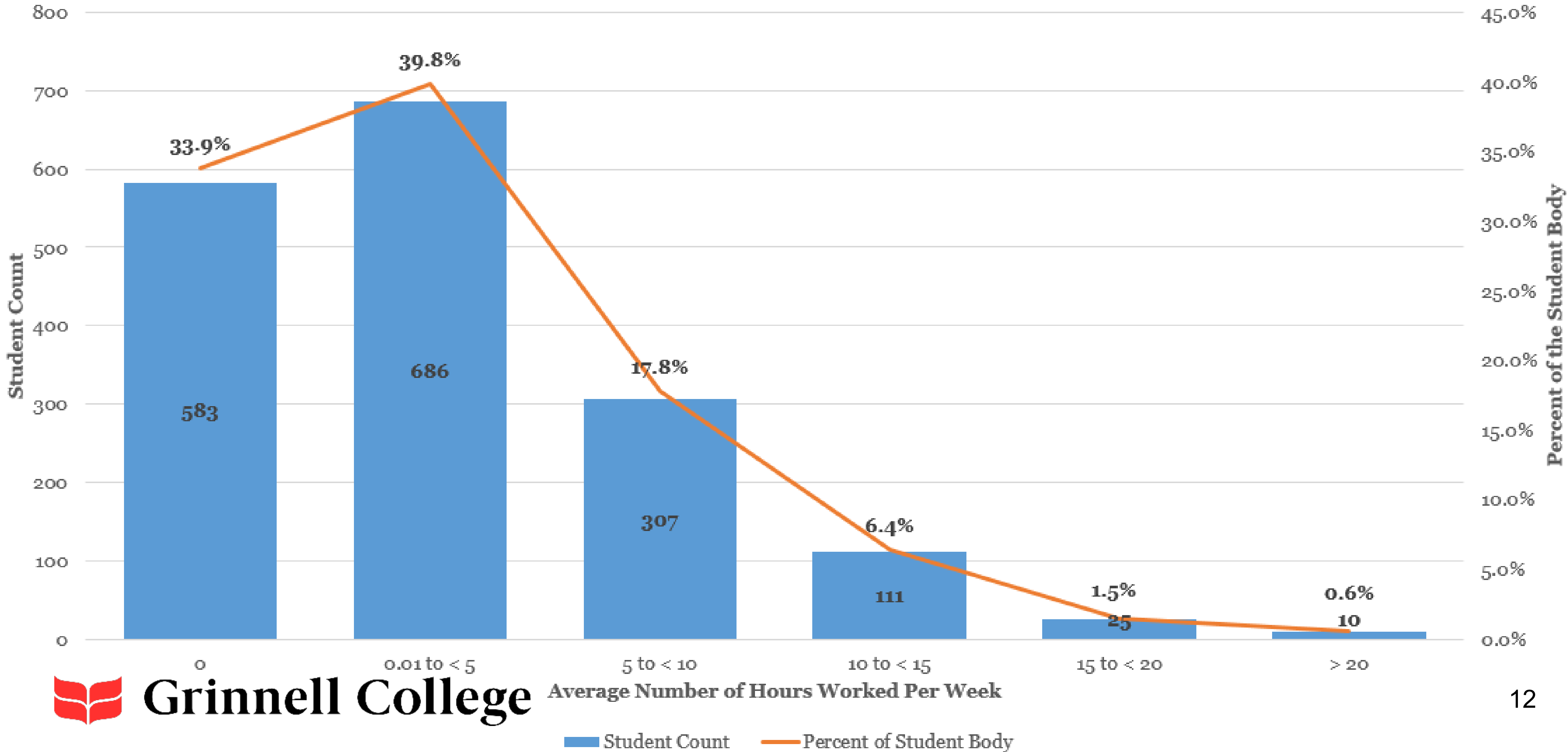
REDUCED  
RELIANCE ON  
EMPLOYMENT  
TO FUND  
COMP FEE  
INCREASES

## Hours Worked, Wages Paid, Average Hourly Wage



**STUDENTS ARE WORKING FEWER HOURS (29% DECREASE SINCE ADOPTION OF NO LOAN)**

# 2021 - 2022 Academic Year Average Hours Worked per Week





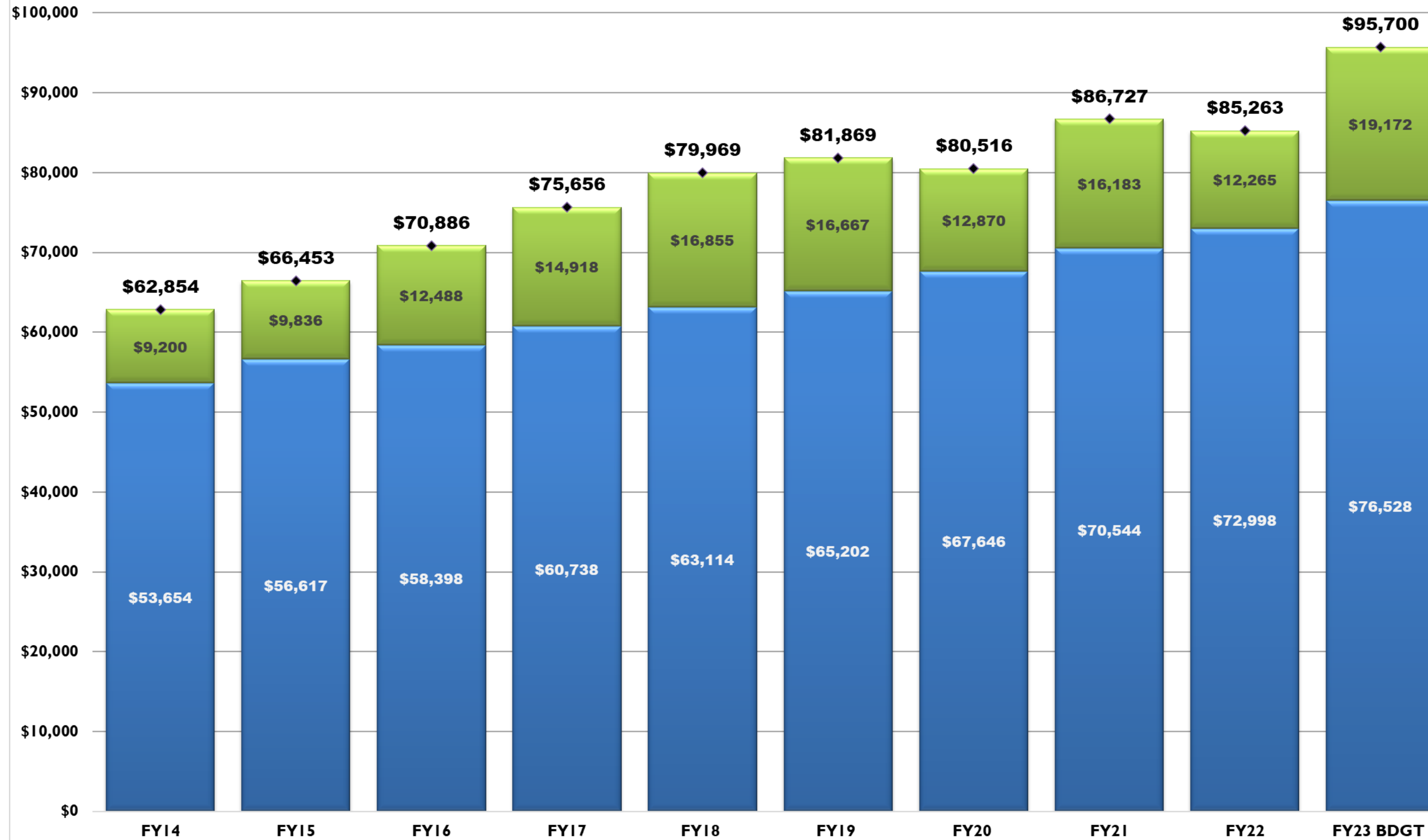
# INSTITUTIONAL GRANTS & SCHOLARSHIPS

No need-blind school that meets 100% of financial need gives more institutional grant aid as a share of operational expenses than does Grinnell College.

Source: IPEDS, 2016-2017

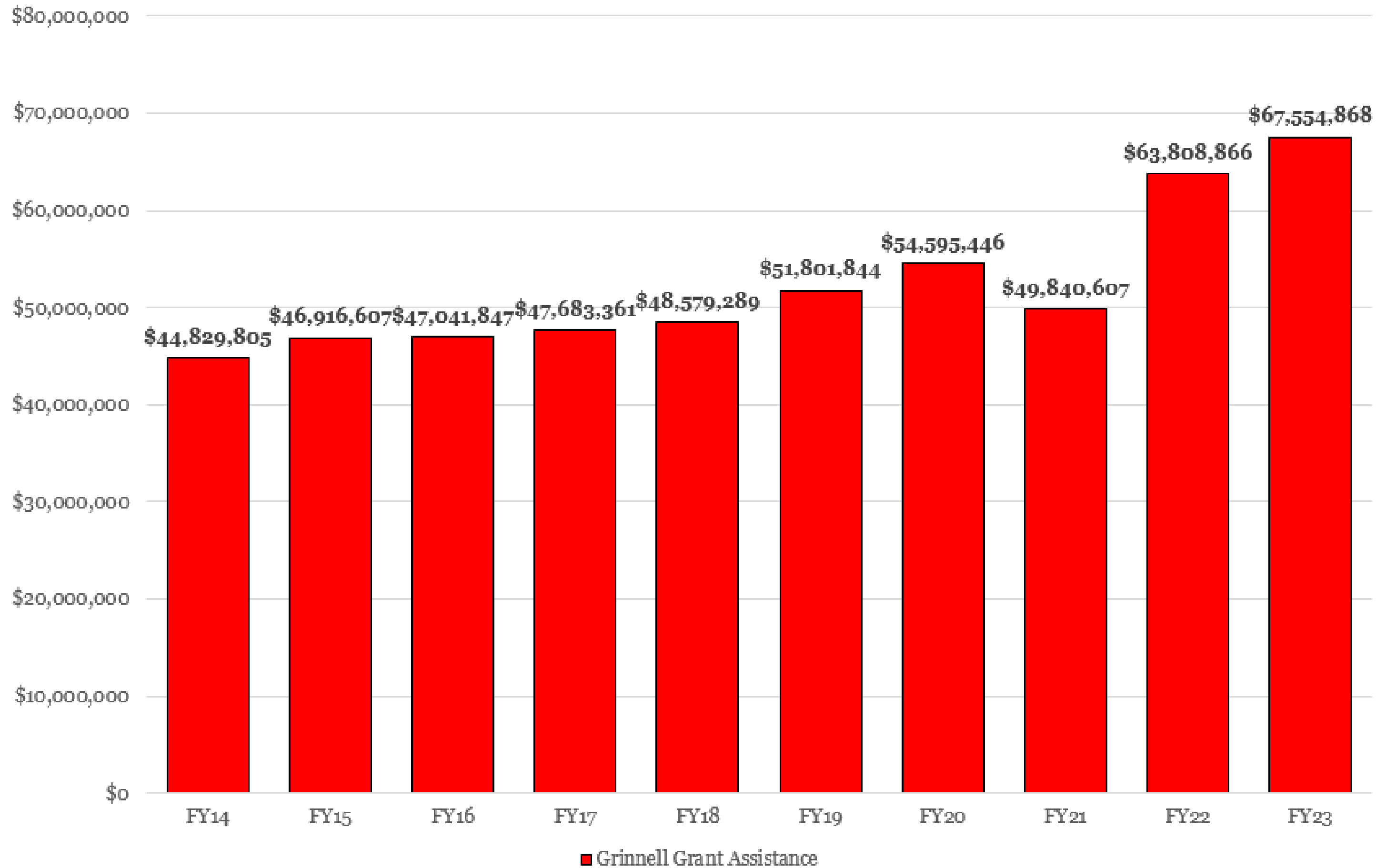
Rank	Institution Name	Institutional Grants as a Percent of Total Expenditures
1	Grinnell College	27.50%
2	Davidson College	26.60%
3	Vassar College	25.80%
5	Trinity College	24.40%
6	Smith College	23.30%
7	College of the Holy Cross	23.20%
11	Amherst College	22.60%
13	Brandeis University	22.20%
14	Hamilton College	21.20%
15	University of Richmond	20.70%
16	University of Notre Dame	20.50%
17	Pomona College	19.90%
18	Wellesley College	19.90%
20	Middlebury College	19.30%
21	Swarthmore College	18.50%
22	Boston College	18.40%
23	Williams College	17.80%
24	Bowdoin College	17.30%
25	Vanderbilt University	17.30%
26	Brown University	17.20%
27	Claremont McKenna College	15.70%
28	Rice University	15.60%
29	Cornell University	15.30%
30	Princeton University	15.20%
31	Northwestern University	14.50%
32	Dartmouth College	13.90%
33	Georgetown University	12.20%
34	Harvard University	9.90%
35	University of Chicago	9.70%
36	Yale University	9.00%
37	Massachusetts Institute of Technology	8.40%
38	Columbia University in the City of New York	8.10%
39	Wake Forest University	7.60%
40	Stanford University	6.90%
41	Duke University	5.20%
42	Johns Hopkins University	4.90%
43	Emory University	4.60%
44	University of Pennsylvania	3.40%
45	California Institute of Technology	1.80%

**Total Cost per Student FTE**  
 (Does **not** include the cost of tuition grants & scholarships)



GRINNELL  
 COMP FEE HAS  
 INCREASED  
 OVER TIME, IT  
 IS CURRENTLY  
 SET 20%  
 LOWER THAN  
 THE ACTUAL  
 COST OF  
 EDUCATING A  
 STUDENT

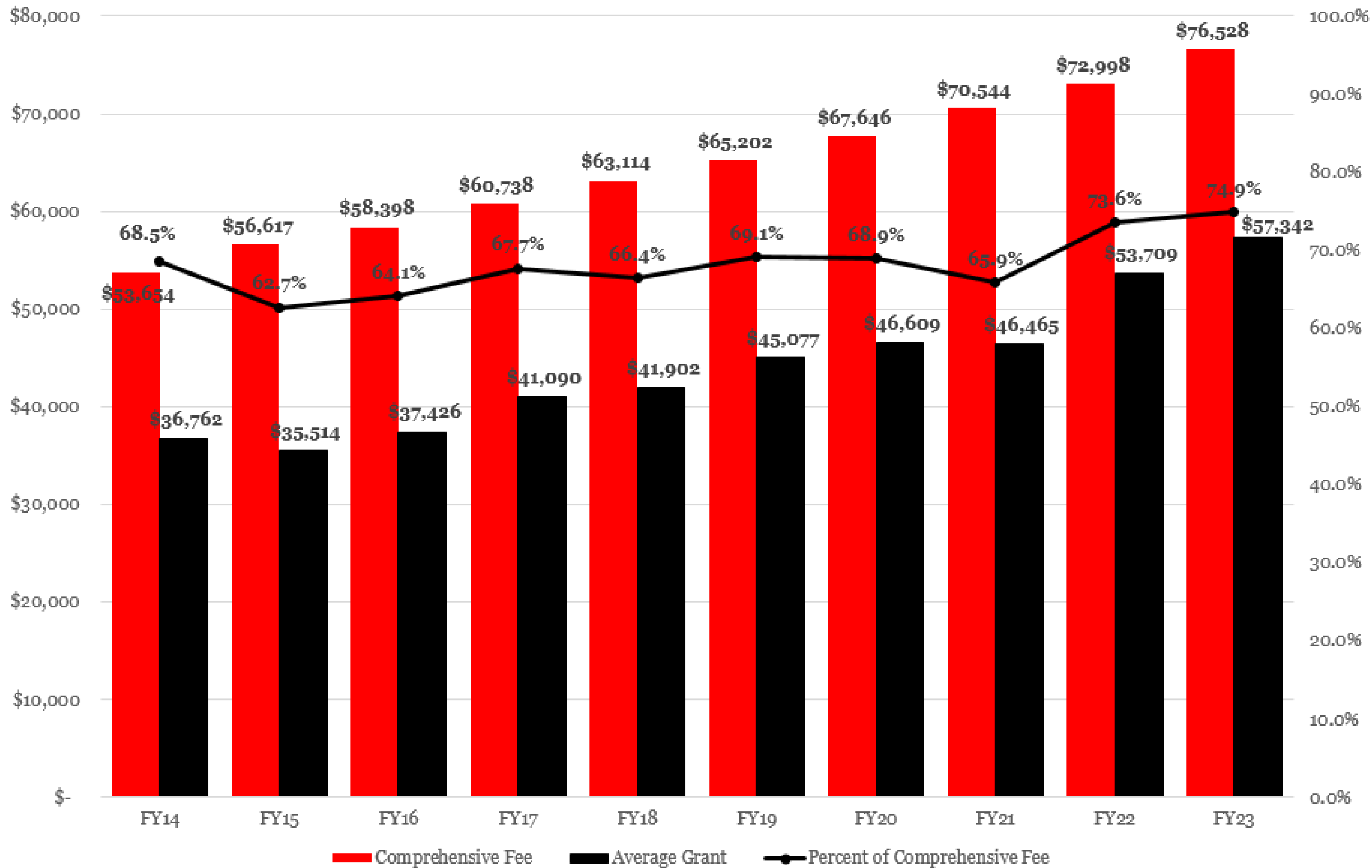
## Annual Investment in Institutional Grant Assistance



SINCE 2014  
THE OVERALL  
GROWTH IN  
GRANT AID  
EXCEEDS THE  
INCREASE IN  
CHARGED  
COMP FEE BY  
8%



## Average Grant as Percentage of Comprehensive Fee



**AVERAGE NEED  
BASED GRANTS  
HAVE  
INCREASED  
56% SINCE  
FY14**

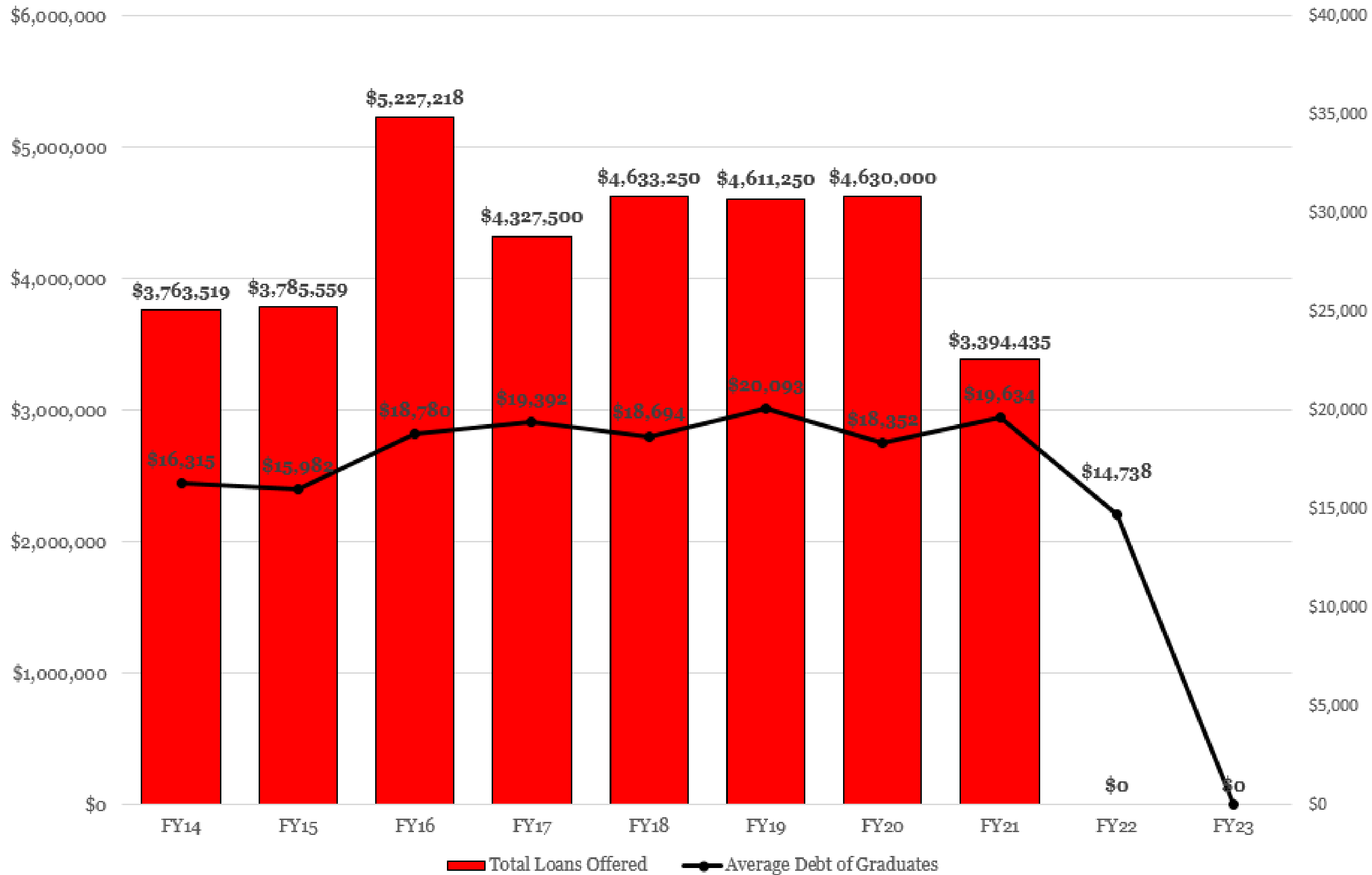


LOANS & OTHER SUPPORT

# INVESTMENT IN NO LOAN

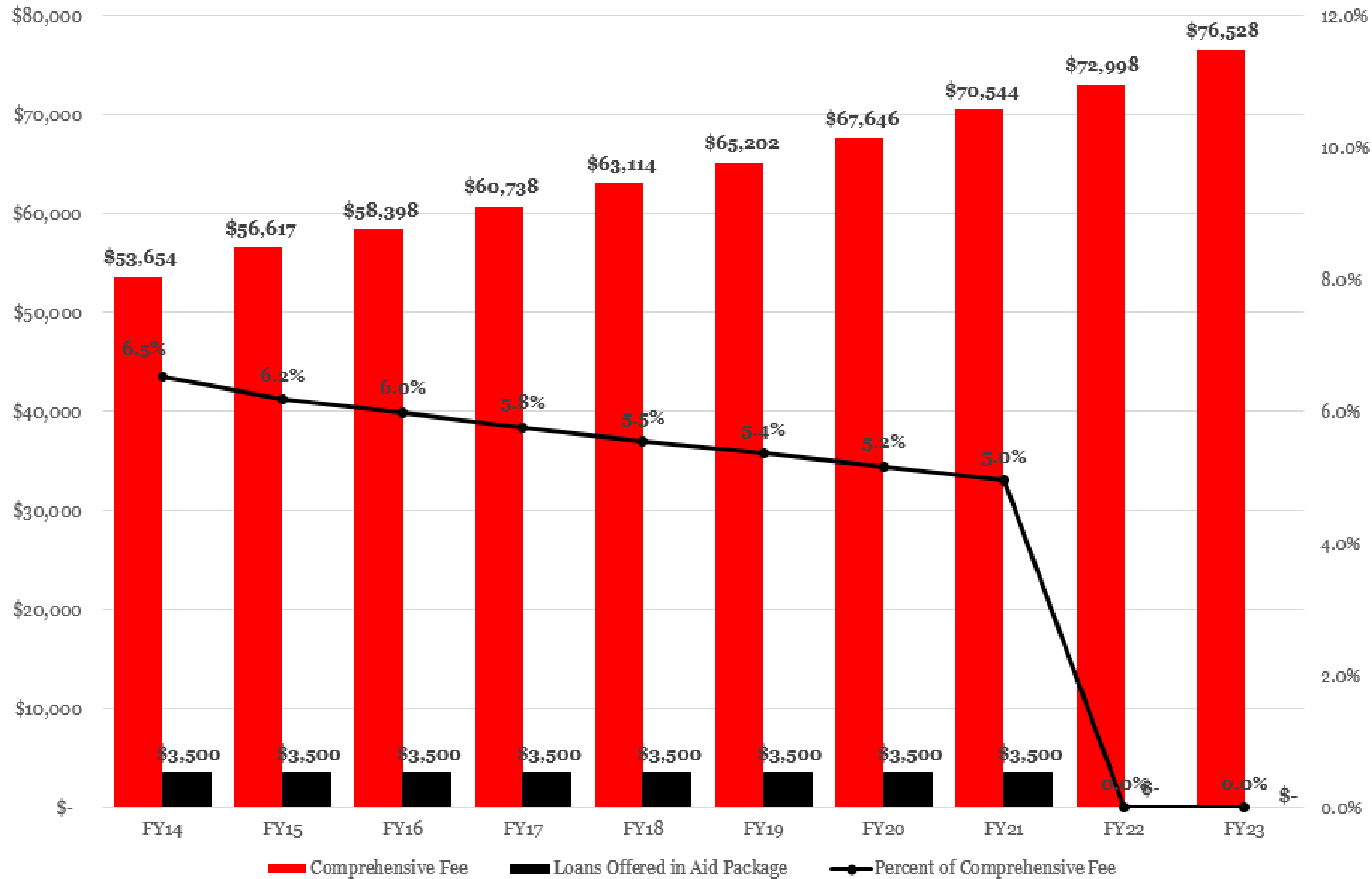
- Grinnell invests over \$5 million dollars annually to fund our no loan initiative, ensuring initial financial aid packages do not include loans.
- The No Loan Initiative will result in fewer students borrowing loans, and reduce the overall average debt across the student body.
- No Loan, in combination with increases in grant assistance primarily offset increases to comprehensive fee over time.

# Annual Student Loans Offered and Average Debt of Graduates



SINCE THE INCEPTION OF NO LOAN UPON GRADUATION HAS DECREASED 36% (AFTER ONLY TWO YEARS)

## Student Loans Offered as Percentage of Comprehensive Fee



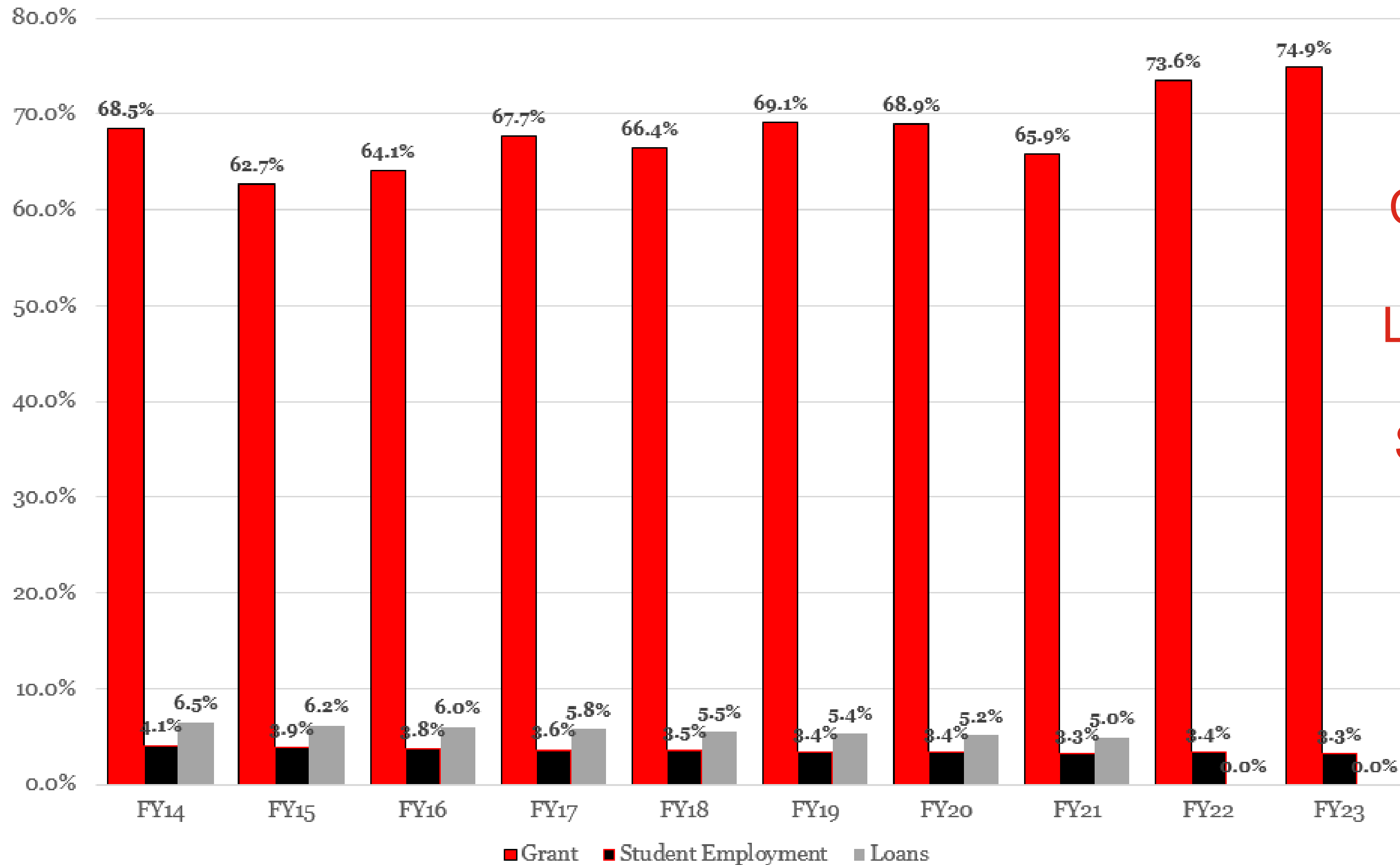
GRINNELL  
CONTINUES TO  
FUND AN  
INCREASING  
SHARE OF THE  
COMP FEE  
THROUGH THE  
REDUCTION OF  
STUDENT  
CONTRIBUTION

# NON-AID OPPORTUNITIES FOR SUPPORT

A series of de-centralized funding sources are available to students in need of assistance outside of the financial aid program:

- The Emergency Fund
- Food Pantry
- Lending Library
- Textbook Advance Program
- CLS Funding: Internships, travel, interviews, clothing
- Low and no cost course-embedded travel

## Financial Aid Offered as Percentage of Comprehensive Fee



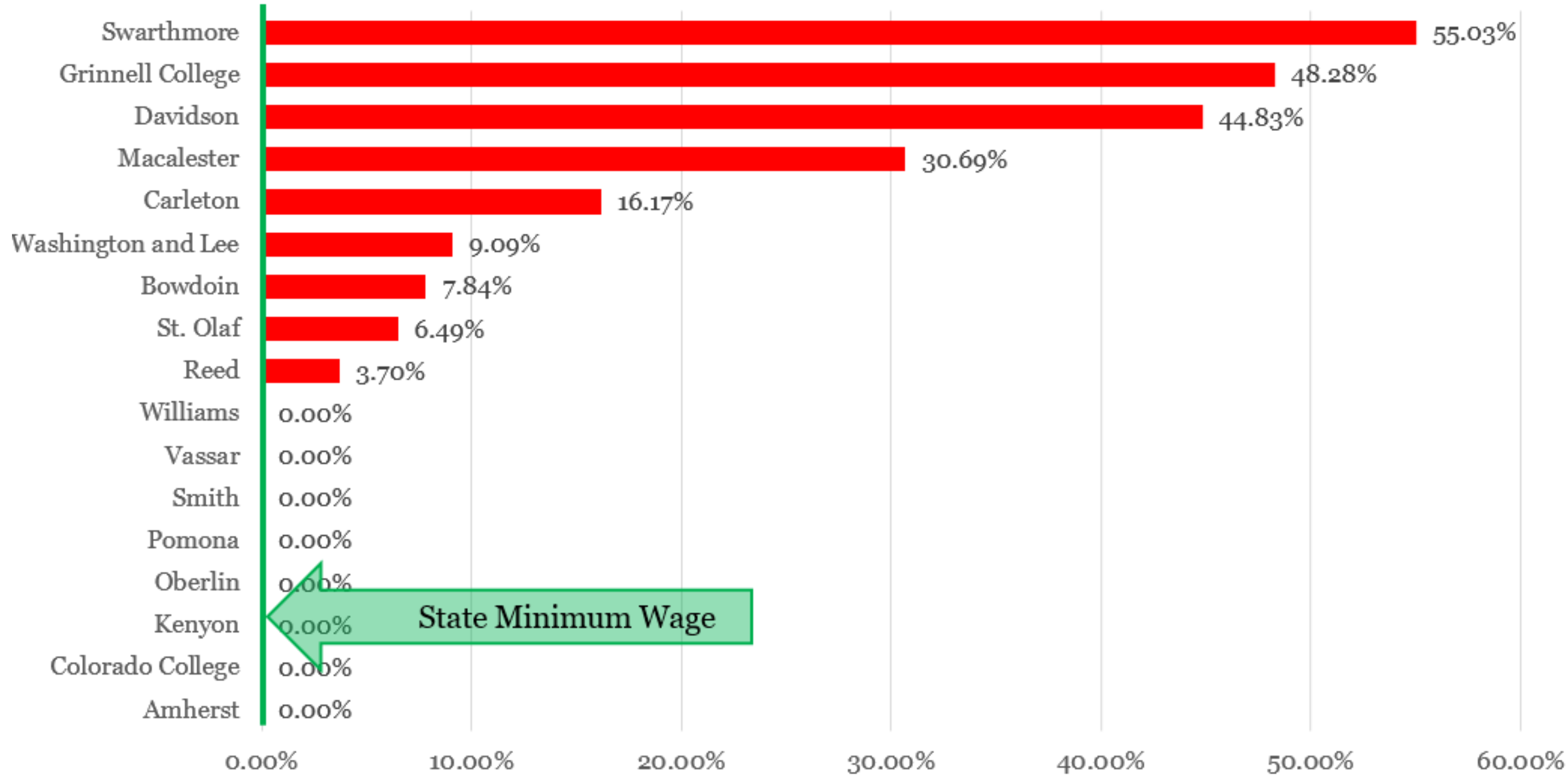
STUDENT CONTRIBUTION (WORK AND LOANS) FUND A DECREASING SHARE OF THE COMP FEE

*CONSIDERING STUDENT WAGES WITHIN THE  
CONTEXT OF STATE MINIMUM WAGE*





Base Wage by Percent Above State Minimum Wage



GRINNELL  
PROPOSES A  
HIGHER  
STUDENT  
WAGE  
RELATIVE TO  
STATE  
MINIMUMS  
THAN MOST OF  
OUR PEERS

# KEY TAKEAWAYS

- Student employment, as part of a holistic aid package, funds a decreasing share of the college's comprehensive fee
- Grant assistance as a percentage of Grinnell's operating budget exceeds the investment of all need blind peers.
- Institutional grant assistance has increased 56% since 2014.
- Since adoption of the no-loan initiative, student employment earnings have decreased 24% and hours worked have decreased by 29%.
- A wage increase should be informed by a comprehensive understanding of the financial aid program.