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Chair of the Assembly and the Academic Council
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October 30, 2014

**SENATE DIVISION CHAIRS
SENATE COMMITTEE CHAIRS**

Re: Doctoral Student Support Review

Dear Senate Divisional and Committee Chairs:

At the November 2013 Regents meeting, Provost Aimée Dorr and then Academic Council Chair Bill Jacob reported on the challenges facing UC's academic doctoral education in an increasingly competitive environment. The Regents asked for specifics about what to do and how they could be helpful. Subsequently an All-UC Doctoral Student Support Conference was held at UC Irvine in April 2014 to develop a number of proposals in the areas of non-resident supplemental tuition (NRST), competitiveness in net stipends, professional development and partnerships, and competitiveness in diversity and student recruitment. Through a process that involved faculty collaboration and a number of break-out groups, the conference produced multiple proposals in these categories. Immediately following the conference, a Steering Committee was established for the purposes of further refining these proposals with the stated purpose of preparing formal Regents' items for the January 2015 Regents meeting. In early summer, they were also reviewed by a number of systemwide committees, including CCGA, UCPB, and UCAAD.

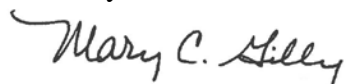
The Steering Committee has now produced number of proposals and background materials and analysis related to doctoral student support, which are now ready for full systemwide Senate review:

- *Non-Resident Supplemental Tuition:* After thoughtful consideration of all of the issues associated with NRST, the Steering Committee is putting forward the following options for review: 1) Change Regental policy so that NRST is not charged after the first year; 2) make it a UC policy to either reimburse faculty grants for NRST or not charge NRST to faculty grants at all; or 3) encourage campuses to engage in financial NRST work-arounds, and share those plans with other campuses, without a formal change to UC or Regental policy.
- *Net Stipend Competitiveness, Multi-Year Funding, and Transparent Offer Letters:* Conference participants identified UC's net stipend competitiveness, multi-year funding, and transparent offer letters as three key areas central to better doctoral student support. The related analyses and review materials detail the additional funding to eliminate the University net stipend competitive gap, and makes the recommendation that multi-year funding become a stated policy of each UC Graduate Division.

- *Professional Development:* Conference participants also identified professional development as a key area of attention. With the changing landscape of postgraduate education, increasing numbers of doctoral students are pursuing careers outside of higher education. In particular, graduate students expressed a need for a greater focus on professional development, especially for those that are investigating alternative career opportunities. Towards that end, the Steering Committee is proposing a UC-wide graduate student career portal be created using a UC-wide shared services model.
- *Diversity Proposals:* In addition to the more tangible aspects of competitiveness, such as NRST and net stipends, the Steering Committee feels strongly that improving diversity also contributes to the University's competitiveness. With this in mind, therefore, the Steering Committee is forwarding two new diversity proposals, the UC Hispanic-serving Institutions and Tribal Colleges and Universities Initiative (UC HSI-TCU) and the UC LEADS proposal, along with two existing programs, the UC Historically Black Colleges and Universities Initiative (UC-HBCU) and summer bridge programs, which are designed to assist under-represented minorities (URMs) other under-privileged students who are entering Ph.D. programs.

I ask that you distribute these materials for review and that you submit responses to SenateReview@ucop.edu by Friday, November 21, 2014 so that Council can discuss the responses at its meeting on November 24. Please do not hesitate to contact me with any questions.

Sincerely,



Mary Gilly, Chair
Academic Council

Cc: Academic Council
Hilary Baxter, Senate Executive Director

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Summary of Doctoral Student Support Recommendations

I. Nonresidential Supplemental Tuition (NRST)

A. *Recommendations/Options:*

1. Change Regental policy so that NRST is not charged after the first year;
2. Make it a UC policy to either reimburse faculty grants for NRST or not charge NRST to faculty grants at all;
3. Or encourage campuses to engage in financial NRST work-arounds, and share those plans with other campuses, without a formal change to UC or Regental policy.

II. Net Stipends Competitiveness and Multi-Year Support

A. *Net Stipends Competitiveness:*

A. **Goals:**

1. Close the net stipend gap. Meet the current per capita net stipend gap of \$1,406 for all UC campuses (\$31M systemwide).
2. Competitiveness with UC's top peer institutions. Make UC's net stipends competitive to the top 25% of cited non-UC institutions cited in the 2013 Graduate Student Support Survey (\$42.7M systemwide).
3. Future Net Stipend Competitiveness. Ensure that UC can offer competitive net stipends to future numbers of enrolled doctoral students (\$38M systemwide based 27,655 projected enrolled doctoral students by 2020-21).

B. **Recommendations:**

1. Identify Additional Resources. Identify existing resources and/or free up other sources of revenue to partially bridge the University's net stipend gap on all of its ten campuses.
2. Philanthropy. Work with UC Regents to develop philanthropy targeting the creation of new fellowships and scholarships for doctoral students.
3. Balanced Budget. Achieve an overall balanced University budget in order to make the needed investments in doctoral student support. For instance, the University's long-range financial plan (which will be presented at the November Regents meeting), calls for an annual investment of \$50M into academic quality, with increased graduate enrollment as one of the investment areas.
4. Data Collection. While the University has relied upon the Graduate Student Support Survey for information on net stipends, it may be useful to collect data directly from academic departments and Graduate Divisions on their stipends.

B. *Multi-Year Support:*

A. **Goals:**

1. Multi-year funding packages should draw upon a diverse combination of sources. These include campus or Graduate Division fellowships, departmental fellowships, teaching assistantships, and graduate student research positions funded either by campus or PI funds.
2. Provide multi-year support for all Ph.D. students as long as they are making adequate progress.

3. Provide 100% fellowship for all first year students.

B. Recommendations:

1. Resources. Identify existing resources/services on all ten campuses to provide multi-year support drawn from a wide array of sources.
2. Make multi-year funding a stated policy of each UC Graduate Division.
3. Make explicit the source of back-up funds so that departments do not become more conservative in making offers of admission.

C. Transparent Offer Letters:

- A. Goal:** Identify transparent offer letters as a best practice. Letters will identify probable sources of support each year for the length of the program, and specify which fees will be paid by the respective source of support. Any out-of-pocket fees for students will be clearly noted.
- B. Recommendation:** Task the Council of Graduate Deans with the implementation of transparent offer letters as a best practice.

III. Professional Development

- A. Goal:** In order to align UC's strategic mission of increasing success for graduate students and strengthening connections to industry, design, create, and implement a UC-wide graduate student career portal be created using a UC-wide shared services model
- B. Recommendations:**
 1. Identify existing resources/services on all ten campuses, assess current graduate student satisfaction with existing resources/services, and identify gaps in the resources/services currently being offered;
 2. Develop a UC-wide online resource, and supporting services, for graduate students to facilitate professional development and employment; and
 3. Re-assess graduate student satisfaction post-deployment of the UC-wide online resources and services and measure their effectiveness in supporting student professional development and employment.

IV. Diversity Proposals

- A. Goal:** Improve the less-tangible aspects of UC's competitiveness by improving the diversity of its doctoral students.
- B. Recommendations:**
 1. UC Hispanic-serving Institutions and Tribal Colleges and Universities Initiative. The UC HSI-TCU program to increase the number of scholars from Hispanic Serving Institutions (HSIs) and Tribal Colleges and Universities (TCUs) enrolling in UC academic doctoral programs.
 2. UC Historically Black Colleges and Universities Initiative. The existing UC-HBCU Initiative, which was launched in 2012, seeks to increase the number of HBCU graduates in UC PhD programs by investing in relationships between UC faculty and HBCUs.
 3. UC LEADS Proposal. UC LEADS is a new initiative designed to offer an attractive recruitment award to all UC LEADS Scholars who choose to enroll in a UC Ph.D. STEM program.

4. Summer Bridge Programs. Strengthen and possibly expand UC's summer bridge programs, which are an important component of UC's strategy to assist URMs and other entering doctoral students who come from under-privileged backgrounds.

Doctoral Student Support Systemwide Review Executive Summary

Introduction

At the November 2013 Regents meeting, Provost Aimée Dorr and then Academic Council Chair Bill Jacob reported on the challenges facing UC's academic doctoral education in an increasingly competitive environment. The Regents asked for specifics about what to do and how they could be helpful. Subsequently an All-UC Doctoral Student Support Conference was held at UC Irvine in April 2014 to develop a number of proposals in the areas of professional development and partnerships, non-resident supplemental tuition (NRST), competitiveness in net stipends, and competitiveness in diversity and student recruitment. Through a process that involved faculty collaboration and a number of break-out groups, the conference produced multiple proposals in these categories, most notably the proposal that NRST be eliminated after the first year for non-resident doctoral students. Immediately following the conference, the steering committee, which was established for the purposes of planning the conference, continued to refine these proposals with the stated purpose of preparing as formal Regents' items for the January 2015 Regents meeting. In early summer, they were also reviewed by a number of systemwide committees, including CCGA, UCPB, and UCAAD. The following paragraphs provide a summary of the various proposals:

Non-Resident Supplemental Tuition

The steering committee has confirmed that NRST remains a barrier to recruiting the most talented doctoral students within a globally competitive context for several reasons:

- Departments must identify funding resources to cover students' NRST – in addition to covering students' other charges and providing them with a competitive net stipend for living expenses.
- Faculty may be reluctant to hire nonresident students on research grants due to financial burden of covering NRST.
- The “sticker price” of NRST may be daunting to prospective students.

As noted above, a proposal has emerged to eliminate NRST for academic doctoral students after their first year. The estimated impact of the proposal would be between \$17.5M and \$32.0M of lost revenue (net of the UC-funded fellowships that already cover this expense) based on 2012-13 data. Since the conference, several campuses have adopted strategies to address this issue, such as setting aside more fellowship funds for NRST, or charging only in-state tuition and fees to faculty research grants and covering a GSR's NRST with other sources. Although the original proposal was unanimously supported by members at the conference, political considerations may constrain UC's ability to forego revenue from this source while also calling for additional State funding or increases to the University's other student charges and/or tuition. That said, the steering committee did consult with the Office of General Counsel, which determined that this proposal did not implicate any legal issues (although some revision of Regents Policy 3106 and the UC Residence Policy and Guidelines may be needed).

After consultation with Graduate Deans and a number of campus Executive Vice Chancellors (EVCs) and Vice Chancellors for Budget and Planning (VCPBs), ***the Steering Committee has outlined the following options with respect to NRST: 1) Change Regental policy so that NRST is not charged after the first year; 2) make it a UC policy to either reimburse faculty grants for NRST or not charge NRST to faculty grants at all; or 3) encourage campuses to engage in financial NRST work-arounds, and share those plans with other campuses, without a formal change to UC or Regental policy.***

Within the NRST materials, the following is included:

1. Nonresident Supplemental Tuition for Academic Doctoral Students: Current Funding and Implications of Proposed Changes: Presents an overview of the proposal and related issues, along with systemwide estimates of the proposal's financial implications.
2. Estimated Nonresident Supplemental Tuition and the Student Support Funds that Cover It: Tables showing systemwide and campus figures for total NRST revenue attributable to academic doctoral students and the fund sources that cover it, by broad academic discipline.
3. Methodology for Estimating the Financial Impact of Eliminating Nonresident Supplemental Tuition for Academic Doctoral Students After their First Year: A description of the methodology used to estimate the figures presented in the other documents.

Net Stipend Competitiveness and Multi-Year Offers

Conference participants identified UC's net stipend competitiveness and multi-year offers as two key areas central to better doctoral student support. Graduate students at the conference also noted that offer letters should be more transparent and specify the contributions of fellowships, teaching assistantships, and/or research assistantships, as well as when each will apply. In making this recommendation, both graduate divisions and doctoral students operate under a shared understanding that the funding arrangements outlined in these letters are not an iron-clad *guarantee* of funding, but probable funding for multiple years of the doctoral student's program if students continue to make adequate progress within their doctoral programs. Optimal letters would break out funding not only by year and anticipated source of support, but also which fees (e.g., health insurance and other miscellaneous fees) will be paid from these respective sources.

With respect to ***net stipend competitiveness***, analyses of the 2013 UC Graduate Student Support Survey showed that on average, UC's stipend offers are lower than those of its competitors by a systemwide net stipend per capita gap of -\$1,406 in 2013. In order to close the average current gap of \$1,406, UC would need an additional \$31M (at 21,974 2013-14 enrolled doctoral students) to make itself nominally competitive with its peer institutions. In examining this issue, the steering committee looked at the gap between UC campuses and the top 25% of cited non-UC universities in the graduate student support survey; the gap (if left unchanged) for the University's aspirational doctoral student enrollments (per the Long Range Enrollment Plan) by 2020-21, as well as inter-UC campus net stipend differences.

Subsequently, the following goals are identified: 1) Meet the current per capita net stipend gap of \$1,406 for all UC campuses (\$31M systemwide); 2) make UC's net stipends competitive to the top 25% of cited non-UC institutions cited in the 2013 Graduate Student Support Survey (\$42.7M systemwide); and 3) ensure that UC can offer competitive net stipends to future numbers of enrolled doctoral students (\$38M systemwide based 27,655 projected enrolled doctoral students by 2020-21). Likewise, ***the recommendations include: 1) Identify existing resources and/or free up other sources of revenue to partially bridge the University's net stipend gap on all of its ten campuses; 2) work with UC Regents to develop philanthropy targeting the creation of new fellowships and scholarships for doctoral students; and 3) achieve an overall balanced University budget in order to make the needed investments in doctoral student support.***

Multi-year support also emerged from the conference as an important priority (preferably for four to five years). While all campuses and many departments do indeed provide some kind of multi-year support, this practice does not seem to be completely universal, nor is it a stated policy. Towards that end, the steering committee identified three goals in this area:

- 1) Multi-year funding packages should draw upon a diverse combination of sources, which should include campus or Graduate Division fellowships, departmental fellowships, teaching assistantships, and graduate student research positions funded either by campus or PI funds.
- 2) Multi-year support should be provided for all Ph.D. students as long as they are making adequate progress.
- 3) There should be 100% fellowship support for all first year students.

With the aim of reaching these goals, the steering committee is making three recommendations:

- 1) ***Identify existing resources/services on all ten campuses to provide multi-year support drawn from a wide array of sources.***
- 2) ***Make multi-year funding a stated policy of each UC Graduate Division.***
- 3) ***Make explicit the source of back-up funds so that departments do not become more conservative in making offers of admission.***
- 4) ***While the University has relied upon the Graduate Student Support Survey for information on net stipends, it may be useful to collect data directly from academic departments and Graduate Divisions on their stipends.***

Conference participants, especially graduate students, emphasized the need for ***transparent offer letters*** in order to effectively plan their finances over a five to seven year doctoral program. Such letters do not guarantee support, but offer probable sources of support (e.g., stipend, teaching assistantship, and research assistantship) if students continue to make adequate progress within their doctoral programs. ***The Steering Committee therefore asserts the goal of identifying transparent offer letters as a best practice, and recommended that the Council of Graduate Deans implement this important best practice.***

In addition to the analyses above, this section also contains graduate student enrollment data by discipline and year; campus, discipline and gender; campus, discipline, and URM/international status; discipline and residency status by year; and international students' country of origin by year.

Professional Development

Prompted by calls from administration, students, and faculty, the UC-wide Doctoral Student Support Conference identified professional development as a key area of attention as well. With the changing landscape of postgraduate education, increasing numbers of doctoral students are pursuing careers outside of higher education, while the availability of tenure-track University positions continues to decrease relative to the population of Ph.D.s seeking these positions. While the availability of professional development services varies across campuses, overall, graduate students express a need for a greater focus on professional development, especially for those that are investigating career opportunities outside of higher education. ***To align with UC strategic mission of increasing success for graduate students and strengthening connections to industry, the Steering Committee is proposing a UC-wide graduate student career portal be created using a UC-wide shared services model.*** The model will include UC-wide governance for determining functionality, funding, and prioritization of goals while utilizing a Center of Competency at a local campus managing the development and change management of the portal. The portal will be based in part on existing technology used for the UC San Diego Undergraduate Research Portal (<http://urp.ucsd.edu>). Once established, the portal would realize in the following benefits: 1) Allow more graduate students who want to build a strong professional profile; 2) higher visibility of pre-existing professional development resources/services; 3) higher level of involvement of the university in job placements for graduate students; 4) improved student satisfaction with services provided by the university; and 5) a unique resource that can be used as a recruitment tool for graduate students.

A draft proposal has been developed which makes the following recommendations:

- Identify existing resources/services on all ten campuses, assess current graduate student satisfaction with existing resources/services, and identify gaps in the resources/services currently being offered;
- Develop a UC-wide online resource, and supporting services, for graduate students to facilitate professional development and employment; and
- Re-assess graduate student satisfaction post-deployment of the UC-wide online resources and services and measure their effectiveness in supporting student professional development and employment.

Three draft budgets (or models) have been proposed:

- Option 1: This proposal closely models UCSD's URP, with a minimal amount of career development content, and would include job opportunities only. It would include a comprehensive database that will host all graduate-level job opportunities across all campuses as identified by Career Services on each campus. The total development costs for this option would be \$363,750.
- Option 2: This proposal is the most comprehensive, and would provide graduate students with the job opportunities database in option 1, but would also include additional in-depth information to

assist with career planning and resources for development of professional skills (e.g. résumé advice, professionalization of research skills). The total development cost for this option is \$752,700; ongoing campus-based support staff costs would be \$858,000; and annual maintenance costs (at UCSD) would be \$98,950.

- Option 3 (located in second document): This proposal represents the middle ground between options 1 and 2. Option 3 decouples the role of the campus-based staff from the development of the portal, reducing development costs. Though these staff would still perform their primary function of developing and expanding professional development programming on their home campuses, and though they would still promote and facilitate the portal's usage on their home campuses, they would not engage in the development process of the Portal as in Option 2. Professional development content created by the campus-based staff would not be housed on the Portal website under this option, nor would project management for these staff be centrally provided by UCSD. The total development cost is \$363,750; the ongoing campus costs are \$858,000; and the ongoing annual costs at UCSD are \$98,950.

Diversity Programs & Proposals

In addition to the more tangible aspects of competitiveness, such as NRST and net stipends, the steering committee feels strongly that improving diversity also contributes to the University's competitiveness. This is also supported by evidence from the 2013 Graduate Student Support Survey. As such, conference participants were very keen on including a number of diversity proposals in the mix of recommendations. Therefore, ***the Steering Committee is forwarding two new diversity proposals, the UC Hispanic-serving Institutions and Tribal Colleges and Universities Initiative (UC HSI-TCU) and the UC LEADS proposal, along with two existing programs, the UC Historically Black Colleges and Universities Initiative (UC-HBCU) and summer bridge programs, which are designed to assist under-represented minorities (URMs) other under-privileged students who are entering Ph.D. programs.***

The first of these diversity proposals is one to initiate a ***UC HSI-TCU program*** to increase the number of scholars from Hispanic Serving Institutions (HSIs) and Tribal Colleges and Universities (TCUs) enrolling in UC academic doctoral programs. It would allow students from HSIs and TCUs to do research at a UC campus on a faculty grant. Faculty grants will be awarded competitively to support student summer research internships as well as other collaborations or opportunities that serve the goals of the initiative, and may be used for summer research programs, conference participation, and travel or meetings to establish new collaborations with HSI or TCU students and faculty. A \$6M grant pool for the UC HSI-TCU is proposed. The existing ***UC-HBCU Initiative***, which was launched in 2012, seeks to increase the number of HBCU graduates in UC PhD programs by investing in relationships between UC faculty and HBCUs. Grants are competitively awarded to UC faculty members to host HBCU student summer research interns and facilitate faculty research collaborations and other educational activities that serve the goals of the initiative. Currently, the UC-HBCU initiative operates with a \$1M grant pool. The biggest issue at this point is resources, and the UC HSI-TCU initiative is currently not funded. ***UC LEADS*** is a new initiative designed to offer an attractive recruitment award to all UC LEADS Scholars who choose to enroll in a UC Ph.D. STEM program. It aims to leverage the impact of UC's premier STEM graduate-school preparation program by providing financial incentives to UC undergraduates from diverse backgrounds who choose

to pursue their PhD within the UC system. This proposal is framed to offer summer funding for these fellows for up to five summers (earmarking up to 20 students).

Finally, **summer bridge programs** are an important component of UC's strategy to assist URMs and other entering doctoral students who come from under-privileged backgrounds. These programs serve students who have accepted an admissions offer but have not matriculated yet, and exist on many UC campuses, but not all (Berkeley, Davis, Irvine, Los Angeles, Riverside, San Diego, San Francisco, Santa Barbara, and Santa Cruz). In essence, these programs act as an academic head-start, and include stipends, research experiences, peer-to-peer mentoring, and a thorough orientation to graduate education, the particular discipline, and possible career paths. Some of these programs are overseen by the campus's respective Graduate Division, while others fall under the control of individual departments. The steering committee estimates that for 2013, approximately 300 students were served by these programs at an overall cost of about \$800,000 (mostly stipend costs). As these programs offer an excellent return on investment (\$2,594 per student), the steering committee is looking into whether, and to what extent, these programs could be expanded if funding is increased. Towards that end, the enclosed document lays out the costs, number of students served, and the cost per student for the extant summer bridge programs. It also includes a number of "scaled-up" summer bridge program proposals (grayed out text), as well as the additional costs for the scaled-up proposals and the new combined costs for both the scaled-up proposals and existing summer bridge programs.

Proposal to Eliminate Nonresident Supplemental Tuition for Graduate Academic Students After Their First Year: Key Issues

- Nonresident Supplemental Tuition (NRST) is seen as a barrier to recruiting the most talented doctoral students within a globally competitive context for several reasons. For example,
 - Departments must identify funding resources to cover students' NRST – in addition to covering students' other charges and providing them with a competitive net stipend for living expenses.
 - Faculty may be reluctant to hire nonresident students on research grants due to financial burden of covering NRST.
 - The “sticker price” of NRST may be daunting to prospective students.
- A proposal has emerged to eliminate NRST for academic doctoral students after their first year. The estimated impact of the proposal would be between \$17.5M and \$32.0M of lost revenue (net of the UC-funded fellowships that already cover this expense) based on 2012-13 data.
- Political considerations also constrain UC's ability to forego revenue from this revenue source while also calling for additional State funding or increases to the University's other student charges.
- Several campuses have adopted strategies to address this issue, such as setting aside more fellowship funds for NRST, or charging only in-state tuition and fees to faculty research grants and covering a GSR's NRST with other sources.
- Additional information about the proposal is provided in three documents:
 1. ***Nonresident Supplemental Tuition for Academic Doctoral Students: Current Funding and Implications of Proposed Changes:*** Presents an overview of the proposal and related issues, along with systemwide estimates of the proposal's financial implications.
 2. ***Estimated Nonresident Supplemental Tuition and the Student Support Funds that Cover It:*** Tables showing systemwide and campus figures for total NRST revenue attributable to academic doctoral students and the fund sources that cover it, by broad academic discipline.
 3. ***Methodology for Estimating the Financial Impact of Eliminating Nonresident Supplemental Tuition for Academic Doctoral Students After their First Year:*** A description of the methodology used to estimate the figures presented in the other documents.

Nonresident Supplemental Tuition for Academic Doctoral Students: Current Funding and Implications of Proposed Changes

Students Affected by Nonresident Supplemental Tuition (NRST)

In 2012-13, UC collected an estimated \$76M in gross Nonresident Supplemental Tuition (NRST) attributable to students in academic doctoral programs,¹ consisting of:

- \$44 million from first-year domestic nonresident and international students in academic doctoral programs; and
- \$32 million from continuing international students in academic doctoral programs who either (a) had not yet advanced to candidacy, or (b) had advanced to candidacy three or more years earlier and had not yet graduated. (This number also includes a few domestic nonresident students who for various reasons do not become California residents.)

Domestic nonresident graduate students generally become California residents after one year. As a result, the \$32 million in gross NRST revenue from continuing students was attributable almost entirely to international students for years other than the first three after advancing to candidacy.

Fund Sources that Pay NRST

The competitive market for academic doctoral students generally requires the University to provide funding to fully cover a student's NRST, in addition to covering other student charges and providing a competitive stipend for housing, books, and other expenses. Much of this NRST funding comes from other parts of the University's budget. University-funded fellowships, for example, represent the single largest fund source for covering NRST for academic doctoral students; most (\$47M) of the \$76M in NRST charged to academic doctoral students is paid from UC-funded fellowships and similar support. Other fund sources are shown below.

**Display 1: Estimated NRST Revenue Paid by Various Fund Sources, 2012-13
Academic Doctoral Students (\$M)**

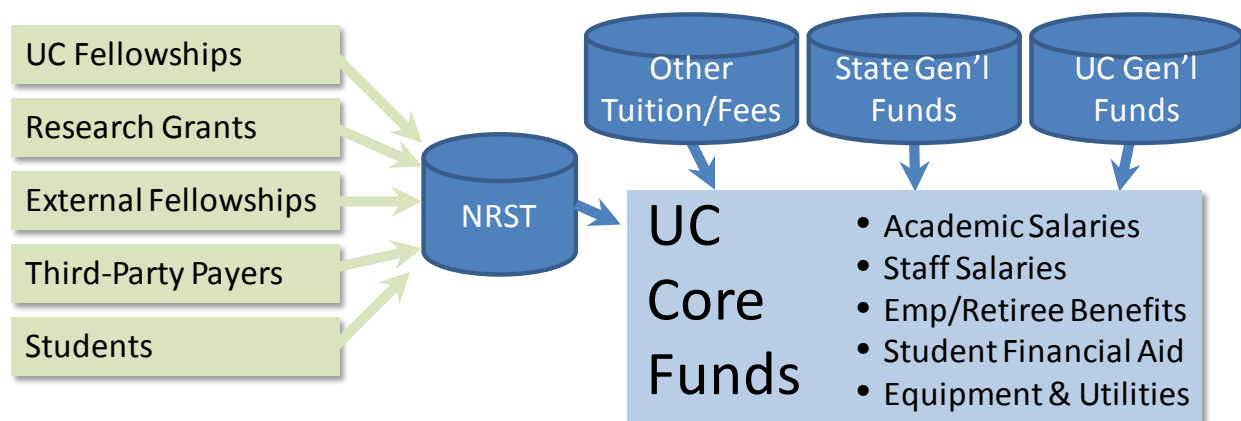
	First-year Students	Continuing Students	Total
Gross NRST Revenue	\$43.7	\$32.0	\$75.7
1. Portion covered by UC Fellowships ²	(\$32.4)	(\$14.5)	(\$46.9)
NRST Revenue Net of UC fellowships	\$11.3	\$17.5	\$28.8
<i>Other Funds that Cover NRST</i>			
2. Research Grants (includes UC, federal, and other grants)	(\$4.3)	(\$9.6)	(\$13.9)
3. Outside Fellowships	(\$3.2)	(\$2.0)	(\$5.2)
4. Other Third-Party Payers (e.g., employers)	(\$0.5)	(\$0.9)	(\$1.4)
5. Students	(\$3.3)	(\$5.0)	(\$8.3)

¹ For purposes of this analysis, students in Master of Fine Arts (MFA) programs are included in figures for academic doctoral students, since the MFA represents the terminal academic degree for that discipline.

² Includes other UC awards that offset NRST – e.g., waivers for dependents of faculty who work out-of-state.

Fiscal Impact of Reducing or Eliminating NRST

NRST contributes to UC core funds, which support basic functions such as faculty and staff salaries, equipment and utilities, student financial support, employee and retiree benefits, equipment and supplies. See the illustration below.



Eliminating or reducing NRST would reduce the revenue available for these functions. It would also free up some funds that could be redirected for other purposes. Eliminating NRST has different ramifications for each fund source:

1. **UC Fellowships.** UC fellowship funds cover NRST for many students. If NRST is reduced, these funds could be redirected. They could either (i) be reallocated for purposes other than academic doctoral student support in order to reduce the revenue loss to the UC core funds, (ii) remain budgeted for academic doctoral student support and thus improve the University's competitiveness or (iii) some combination of the two.
2. **Research Grants.** Faculty research grants cover NRST for some graduate students. If NRST were reduced, (i) these funds could be used to support additional graduate student researchers, or support the same number of researchers at a higher wage rate; (ii) the funds could be spent on other aspects of the faculty researcher's grant (e.g., supplies or equipment); or (iii) faculty members could reduce the size of their grant proposals in an effort to compete more successfully for extramural research funds, resulting in a loss of income to UC.
3. **Extramural Fellowships.** Some students' NRST is paid by extramural fellowships. To the extent that NRST is reduced, this funding would either (i) revert to the extramural fellowship agency if the award is directly tied to the student's fees and tuition, or (ii) remain with the student if the award is independent of fees and tuition. In either case, this income is lost to UC.
4. **Third-Party Payers.** Some students' NRST is paid on behalf of a student by third-party payers such as a student's employer or home country. To the extent that NRST is reduced, this funding would likely revert to the third party and would be lost to UC.
5. **Students' Own Resources.** Some students pay all or part of their NRST from their own funds. To the extent that NRST is reduced, this income would also be reduced and would remain with the student.

The table below summarizes the impact to various fund sources and the options for using freed-up funds if UC were to eliminate NRST for all continuing academic doctoral students (i.e., not charge NRST beyond a student's first year).

**Estimated Benefit to Fund Sources and Associated Revenue Loss
from Eliminating Nonresident Tuition for Academic Doctoral Students
Beyond Their First Year**

<i>Fund Source</i>	<i>Estimated Freed-Up Funds</i>	<i>Options for Use of Freed-up Funds</i>
UC Fellowships	\$14.5 M	<ul style="list-style-type: none"> • Re-awarded to increase number/value of Graduate Student Support awards • Used to offset loss in tuition revenue
Research Assistantships	\$9.6 M	<ul style="list-style-type: none"> • Re-awarded to increase number/value of Graduate Student Researcher positions • Other grant-related expenses • Reduce budgets of grant proposals to improve competitiveness
Extramural Fellowships	\$2.0 M	<ul style="list-style-type: none"> • Returned to extramural agency • Returned to student
Third-Party Payers	\$0.9 M	<ul style="list-style-type: none"> • Returned to extramural payer
Students	\$5.0 M	<ul style="list-style-type: none"> • Returned to student
Total	\$32.0 M	

Other Implications of Reducing NRST

In addition to the impact on UC's budget and the different fund sources that cover NRST, eliminating NRST would have other implications for students, departments, and the University as a whole. A few are noted below.

- *Removing financial incentives to advance international students to candidacy.* International students are subject to NRST until they advance to candidacy, at which point they are exempt from NRST for a 3-year window. This provides a financial incentive to have international students advance to candidacy as quickly as possible, which may not always be in a particular student's best interest.
- *Removing financial disincentive to hire international students as Graduate Student Researchers.* Although international students are exempt from NRST for up to 3 years, the NRST that they are assessed before they advance to candidacy and after the 3-year "window" described above makes them more costly to hire as a Graduate Student Researcher than are domestic students.
- *Allowing teaching assistantships to be a more viable source of support for international students.* Unlike a domestic student, an international student who is not within the three-year "window"

of NRST exemption cannot be fully supported by a teaching assistantship alone, since assistantships do not include NRST remission.

- *Reducing barriers to international enrollment growth.* Many departments have expressed an interest in growing the number or proportion of international academic doctoral students that they enroll. Doing so can be prohibitively expensive due to the cost of covering NRST. Eliminating NRST beyond the first year would reduce this cost.
- *Reducing “sticker shock” for international students.* Some have suggested that international students are dissuaded from even applying for admission to UC because of the high “sticker price” associated with nonresident status. (Note, however, that the “sticker price” for many of UC’s private competitor institutions is even higher.) Eliminating NRST after the first year would help address this potential barrier.
- *Interaction with State policy and expectations regarding nonresident students.* Current State law includes a provision stating that, for nonresident students, nonresident tuition plus required fees must remain at or above the marginal cost of instruction for students in each segment. The University is not legally bound by this provision, however, due to the University’s constitutional autonomy. Nevertheless, any proposal to eliminate an existing source of extramural funds may be seen as inconsistent with the University’s repeated requests for additional State funding and/or the need for additional revenue from Tuition and other fund sources.

Other Options for Addressing Issues Associated with NRST

Campuses already have the means to address some of the issues associated with NRST. For example:

- A campus can reduce the NRST levels charged to faculty research grants by identifying other campus funds to cover all or a portion of a Graduate Student Researcher’s NRST.
- A campus can reduce the economic disincentive faced by a faculty member who would like to hire an international student on a research grant by charging the same “blended” rate to research grants for all Graduate Student Researchers -- resident and nonresident alike.
- A campus can improve its ability to compete for international students who pay NRST by reallocating funds from other areas of a campus’s budget to fund UC fellowships (rather than by reducing NRST and then cutting fellowships or other parts of a campus’s budget to offset the lost revenue).

Such approaches, which might differ from campus to campus, would not address all of the issues described above, however (e.g., the “sticker shock” associated with NRST).

Estimated Nonresident Supplemental Tuition and the Student Support Funds that Cover It Academic Doctoral Students, 2012-13

Systemwide By Student Status

	Stage		
	New	Continuing	Grand Total
Count of Students	2,948	2,569	5,517
Total NRST Revenue	\$43,697,637	\$31,960,866	\$75,658,503
Total NRST covered by Fellowship	\$35,549,438	\$16,486,989	\$52,036,427
NRST covered by UC fellowships	\$32,374,223	\$14,478,345	\$46,852,569
NRST covered by Fed fell	\$2,246,836	\$437,030	\$2,683,867
NRST covered by Other fell	\$928,378	\$1,571,614	\$2,499,992
NRST covered by Unknown fellowships	\$0	\$0	\$0
Total NRST covered by Remission	\$4,271,460	\$9,608,767	\$13,880,227
NRST covered from UC RA remission	\$1,502,555	\$2,223,116	\$3,725,672
NRST covered from Fed RA remission	\$1,849,233	\$5,008,152	\$6,857,385
NRST covered from Other RA remission	\$884,434	\$2,320,436	\$3,204,870
NRST covered from Unknown RA remission	\$35,238	\$57,063	\$92,301
Sum of NRST covered by Other support	\$538,618	\$884,182	\$1,422,799
NRST covered by other Fed support	\$168,323	\$9,000	\$177,323
NRST covered by other Outside support	\$370,295	\$875,182	\$1,245,477
NRST covered by other Unknown support	\$0	\$0	\$0
Sum of NRST paid by student earnings/loans/savings	\$3,338,122	\$4,980,928	\$8,319,050
<i>Per capita NRST paid by earnings/loans/savings</i>	<i>\$1,132</i>	<i>\$1,939</i>	<i>\$1,508</i>

**Estimated Nonresident Supplemental Tuition and the Student Support Funds that Cover II
Academic Doctoral Students, 2012-13**

**UC System
By Campus and Student Status**

		Campus										
Stage		Berkeley	Davis	Irvine	Los Angeles	Merced	Riverside	San Diego	San Francisco	Santa Barbara	Santa Cruz	Grand Total
New	Count of Students	694	358	290	481	49	205	388	92	273	118	2,948
	Total NRST Revenue	\$10,427,931	\$5,275,632	\$4,273,866	\$7,218,756	\$709,794	\$2,970,060	\$5,693,454	\$1,293,738	\$4,097,676	\$1,736,730	\$43,697,637
	Total NRST covered by Fellowship	\$8,720,541	\$3,854,777	\$3,646,336	\$6,045,846	\$679,590	\$2,857,560	\$4,265,951	\$1,120,568	\$3,018,564	\$1,339,704	\$35,549,438
	NRST covered by UC fellowships	\$7,558,727	\$3,587,330	\$3,527,279	\$5,749,973	\$663,741	\$2,769,555	\$3,665,245	\$783,287	\$2,774,780	\$1,294,306	\$32,374,223
	NRST covered by Fed fell	\$1,003,317	\$147,002	\$55,556	\$278,344	\$0	\$11,845	\$267,561	\$331,833	\$115,399	\$35,978	\$2,246,836
	NRST covered by Other fell	\$158,497	\$120,445	\$63,501	\$17,529	\$15,849	\$76,160	\$333,145	\$5,447	\$128,385	\$9,420	\$928,378
	NRST covered by Unknown fellowships	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Total NRST covered by Remission	\$883,467	\$849,340	\$251,700	\$382,584	\$22,653	\$15,102	\$926,256	\$0	\$745,032	\$195,326	\$4,271,460
	NRST covered from UC RA remission	\$144,662	\$377,705	\$48,225	\$129,603	\$0	\$749	\$497,318	\$0	\$246,784	\$57,510	\$1,502,555
	NRST covered from Fed RA remission	\$396,468	\$338,048	\$135,588	\$226,623	\$15,102	\$12,652	\$197,882	\$0	\$414,489	\$112,380	\$1,849,233
	NRST covered from Other RA remission	\$334,786	\$133,587	\$52,785	\$26,358	\$0	\$1,701	\$231,056	\$0	\$83,758	\$20,402	\$884,434
	NRST covered from Unknown RA remission	\$7,551	\$0	\$15,102	\$0	\$7,551	\$0	\$0	\$0	\$0	\$5,034	\$35,238
	Sum of NRST covered by Other support	\$101,155	\$281,383	\$70,436	\$5,637	\$0	\$4,218	\$0	\$42,286	\$33,503	\$0	\$538,618
	NRST covered by other Fed support	\$22,815	\$14,581	\$60,385	\$5,637	\$0	\$4,218	\$0	\$27,184	\$33,503	\$0	\$168,323
	NRST covered by other Outside support	\$78,341	\$266,802	\$10,051	\$0	\$0	\$0	\$0	\$15,102	\$0	\$0	\$370,295
	NRST covered by other Unknown support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST paid by student earnings/loans/savings	\$722,768	\$290,132	\$305,394	\$784,688	\$7,551	\$93,180	\$501,247	\$130,884	\$300,577	\$201,700	\$3,338,122
	<i>Per capita NRST paid by earnings/loans/savings</i>	<i>\$1,041</i>	<i>\$810</i>	<i>\$1,053</i>	<i>\$1,631</i>	<i>\$154</i>	<i>\$455</i>	<i>\$1,292</i>	<i>\$1,423</i>	<i>\$1,101</i>	<i>\$1,709</i>	<i>\$1,132</i>
Continuing	Count of Students	567	287	272	475	34	128	408	119	183	96	2,569
	Total NRST Revenue	\$7,686,918	\$3,428,154	\$3,347,610	\$5,733,726	\$392,652	\$1,490,064	\$5,537,400	\$805,440	\$2,295,504	\$1,243,398	\$31,960,866
	Total NRST covered by Fellowship	\$5,280,881	\$1,169,640	\$2,077,152	\$3,030,616	\$369,632	\$1,059,611	\$1,886,570	\$297,765	\$1,008,598	\$306,523	\$16,486,989
	NRST covered by UC fellowships	\$4,727,094	\$1,142,497	\$1,831,272	\$2,898,192	\$369,632	\$891,723	\$1,383,718	\$233,235	\$720,802	\$280,180	\$14,478,345
	NRST covered by Fed fell	\$211,071	\$10,755	\$41,488	\$83,847	\$0	\$0	\$9,064	\$54,462	\$0	\$26,343	\$437,030
	NRST covered by Other fell	\$342,717	\$16,387	\$204,393	\$48,577	\$0	\$167,887	\$493,788	\$10,068	\$287,796	\$0	\$1,571,614
	NRST covered by Unknown fellowships	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Total NRST covered by Remission	\$1,532,853	\$1,164,249	\$885,984	\$1,276,119	\$15,102	\$110,748	\$3,181,488	\$0	\$946,392	\$495,832	\$9,608,767
	NRST covered from UC RA remission	\$255,723	\$391,851	\$127,497	\$259,848	\$15,102	\$25,734	\$800,548	\$0	\$199,211	\$147,602	\$2,223,116
	NRST covered from Fed RA remission	\$656,992	\$505,312	\$647,913	\$765,104	\$0	\$60,721	\$1,642,783	\$0	\$499,286	\$230,041	\$5,008,152
	NRST covered from Other RA remission	\$563,075	\$267,086	\$110,574	\$251,167	\$0	\$24,293	\$738,157	\$0	\$247,895	\$118,189	\$2,320,436
	NRST covered from Unknown RA remission	\$57,063	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$57,063
	Sum of NRST covered by Other support	\$86,668	\$700,436	\$12,318	\$30,454	\$0	\$0	\$0	\$45,306	\$9,000	\$0	\$884,182
	NRST covered by other Fed support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$9,000	\$0	\$9,000
	NRST covered by other Outside support	\$86,668	\$700,436	\$12,318	\$30,454	\$0	\$0	\$0	\$45,306	\$0	\$0	\$875,182
	NRST covered by other Unknown support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST paid by student earnings/loans/savings	\$786,516	\$393,829	\$372,156	\$1,396,537	\$7,918	\$319,705	\$469,342	\$462,369	\$331,514	\$441,043	\$4,980,928
	<i>Per capita NRST paid by earnings/loans/savings</i>	<i>\$1,387</i>	<i>\$1,372</i>	<i>\$1,368</i>	<i>\$2,940</i>	<i>\$233</i>	<i>\$2,498</i>	<i>\$1,150</i>	<i>\$3,885</i>	<i>\$1,812</i>	<i>\$4,594</i>	<i>\$1,939</i>
All Students With NRST	Count of Students	1,261	645	562	956	83	333	796	211	456	214	5,517
	Total NRST Revenue	\$18,114,849	\$8,703,786	\$7,621,476	\$12,952,482	\$1,102,446	\$4,460,124	\$11,230,854	\$2,099,178	\$6,393,180	\$2,980,128	\$75,658,503
	Total NRST covered by Fellowship	\$14,001,422	\$5,024,417	\$5,723,488	\$9,076,463	\$1,049,222	\$3,917,171	\$6,152,521	\$1,418,333	\$4,027,162	\$1,646,227	\$52,036,427
	NRST covered by UC fellowships	\$12,285,820	\$4,729,827	\$5,358,551	\$8,648,165	\$1,033,373	\$3,661,279	\$5,048,963	\$1,016,522	\$3,495,582	\$1,574,486	\$46,852,569
	NRST covered by Fed fell	\$1,214,388	\$157,758	\$97,044	\$362,191	\$0	\$11,845	\$276,625	\$386,296	\$115,399	\$62,321	\$2,683,867
	NRST covered by Other fell	\$501,213	\$136,832	\$267,893	\$66,106	\$15,849	\$244,047	\$826,933	\$15,515	\$416,181	\$9,420	\$2,499,992
	NRST covered by Unknown fellowships	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Total NRST covered by Remission	\$2,416,320	\$2,013,589	\$1,137,684	\$1,658,703	\$37,755	\$125,850	\$4,107,744	\$0	\$1,691,424	\$691,158	\$13,880,227
	NRST covered from UC RA remission	\$400,385	\$769,556	\$175,722	\$389,451	\$15,102	\$26,483	\$1,297,866	\$0	\$445,995	\$205,111	\$3,725,672
	NRST covered from Fed RA remission	\$1,053,461	\$843,360	\$783,501	\$991,727	\$15,102	\$73,373	\$1,840,665	\$0	\$913,776	\$342,421	\$6,857,385
	NRST covered from Other RA remission	\$897,860	\$400,673	\$163,359	\$277,525	\$0	\$25,994	\$969,213	\$0	\$331,653	\$138,592	\$3,204,870
	NRST covered from Unknown RA remission	\$64,614	\$0	\$15,102	\$0	\$7,551	\$0	\$0	\$0	\$0	\$5,034	\$92,301
	Sum of NRST covered by Other support	\$187,823	\$981,819	\$82,754	\$36,091	\$0	\$4,218	\$0	\$87,592	\$42,503	\$0	\$1,422,799
	NRST covered by other Fed support	\$22,815	\$14,581	\$60,385	\$5,637	\$0	\$4,218	\$0	\$27,184	\$42,503	\$0	\$177,323
	NRST covered by other Outside support	\$165,009	\$967,238	\$22,369	\$30,454	\$0	\$0	\$0	\$60,408	\$0	\$0	\$1,245,477
	NRST covered by other Unknown support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST paid by student earnings/loans/savings	\$1,509,284	\$683,961	\$677,550	\$2,181,225	\$15,469	\$412,885	\$970,589	\$593,253	\$632,091	\$642,743	\$8,319,050
	<i>Per capita NRST paid by earnings/loans/savings</i>	<i>\$1,197</i>	<i>\$1,060</i>	<i>\$1,206</i>	<i>\$2,282</i>	<i>\$186</i>	<i>\$1,240</i>	<i>\$1,219</i>	<i>\$2,812</i>	<i>\$1,386</i>	<i>\$3,003</i>	<i>\$1,508</i>

Estimated Nonresident Supplemental Tuition and the Student Support Funds that Cover It
Academic Doctoral Students, 2012-13

UC System
By Discipline and Student Status

Stage		Discipline									Grand Total
		Engineering/C S	Fine Arts	Health Sciences	Humanities	Life Sciences	OTHER	Physical Sciences	Professional	Social Sciences	
New	Count of Students	817	135	21	281	473	26	689	137	369	2,948
	Total NRST Revenue	\$11,930,580	\$2,033,736	\$317,142	\$4,208,424	\$7,050,117	\$392,652	\$10,229,088	\$2,051,355	\$5,484,543	\$43,697,637
	Total NRST covered by Fellowship	\$7,730,280	\$1,899,212	\$270,244	\$3,951,366	\$6,228,543	\$368,021	\$8,780,330	\$1,724,744	\$4,596,697	\$35,549,438
	NRST covered by UC fellowships	\$6,819,410	\$1,873,790	\$181,559	\$3,854,005	\$5,103,842	\$334,440	\$8,178,429	\$1,615,296	\$4,413,452	\$32,374,223
	NRST covered by Fed fell	\$602,714	\$15,792	\$81,177	\$50,731	\$827,033	\$24,160	\$493,745	\$44,815	\$106,669	\$2,246,836
	NRST covered by Other fell	\$308,156	\$9,631	\$7,508	\$46,629	\$297,669	\$9,420	\$108,157	\$64,634	\$76,575	\$928,378
	NRST covered by Unknown fellowships	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Total NRST covered by Remission	\$2,457,567	\$10,068	\$0	\$55,374	\$508,570	\$15,102	\$971,562	\$98,163	\$155,054	\$4,271,460
	NRST covered from UC RA remission	\$843,103	\$10,068	\$0	\$55,374	\$172,075	\$0	\$345,178	\$47,823	\$28,934	\$1,502,555
	NRST covered from Fed RA remission	\$970,762	\$0	\$0	\$0	\$280,658	\$0	\$471,962	\$35,238	\$90,612	\$1,849,233
	NRST covered from Other RA remission	\$608,464	\$0	\$0	\$0	\$55,837	\$15,102	\$154,422	\$15,102	\$35,508	\$884,434
	NRST covered from Unknown RA remission	\$35,238	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$35,238
	Sum of NRST covered by Other support	\$85,561	\$0	\$13,592	\$64,920	\$140,578	\$0	\$137,696	\$6,329	\$89,942	\$538,618
	NRST covered by other Fed support	\$15,102	\$0	\$13,592	\$9,614	\$20,830	\$0	\$77,288	\$2,363	\$29,534	\$168,323
	NRST covered by other Outside support	\$70,459	\$0	\$0	\$55,306	\$119,748	\$0	\$60,408	\$3,966	\$60,408	\$370,295
	NRST covered by other Unknown support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST paid by student earnings/loans/savings	\$1,657,173	\$124,456	\$33,306	\$136,764	\$172,425	\$9,529	\$339,500	\$222,119	\$642,851	\$3,338,122
	Per capita NRST paid by earnings/loans/savings	\$2,028	\$922	\$1,586	\$487	\$365	\$367	\$493	\$1,621	\$1,742	\$1,132
Continuing	Count of Students	1,255	62	19	147	305	36	377	131	237	2,569
	Total NRST Revenue	\$15,378,870	\$838,161	\$246,666	\$1,860,063	\$3,632,031	\$437,958	\$4,611,144	\$1,834,893	\$3,121,080	\$31,960,866
	Total NRST covered by Fellowship	\$5,557,701	\$607,651	\$184,415	\$1,550,611	\$1,940,688	\$263,758	\$2,710,608	\$1,474,295	\$2,197,263	\$16,486,989
	NRST covered by UC fellowships	\$4,703,620	\$594,499	\$151,990	\$1,499,696	\$1,638,815	\$231,772	\$2,278,630	\$1,347,054	\$2,032,270	\$14,478,345
	NRST covered by Fed fell	\$218,239	\$0	\$23,297	\$0	\$69,940	\$10,068	\$105,418	\$0	\$10,068	\$437,030
	NRST covered by Other fell	\$635,841	\$13,152	\$9,128	\$50,915	\$231,933	\$21,918	\$326,560	\$127,241	\$154,925	\$1,571,614
	NRST covered by Unknown fellowships	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Total NRST covered by Remission	\$7,294,538	\$0	\$5,034	\$0	\$914,794	\$85,578	\$1,170,405	\$50,340	\$88,078	\$9,608,767
	NRST covered from UC RA remission	\$1,523,588	\$0	\$0	\$0	\$271,662	\$38,215	\$321,445	\$22,653	\$45,554	\$2,223,116
	NRST covered from Fed RA remission	\$3,738,600	\$0	\$0	\$0	\$485,683	\$31,619	\$716,831	\$3,356	\$32,064	\$5,008,152
	NRST covered from Other RA remission	\$1,975,287	\$0	\$5,034	\$0	\$157,450	\$15,744	\$132,130	\$24,331	\$10,460	\$2,320,436
	NRST covered from Unknown RA remission	\$57,063	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$57,063
	Sum of NRST covered by Other support	\$300,485	\$0	\$0	\$83,061	\$340,176	\$39,204	\$68,524	\$7,426	\$45,306	\$884,182
	NRST covered by other Fed support	\$0	\$0	\$0	\$0	\$0	\$9,000	\$0	\$0	\$0	\$9,000
	NRST covered by other Outside support	\$300,485	\$0	\$0	\$83,061	\$340,176	\$30,204	\$68,524	\$7,426	\$45,306	\$875,182
	NRST covered by other Unknown support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST paid by student earnings/loans/savings	\$2,226,146	\$230,511	\$57,217	\$226,391	\$436,373	\$49,418	\$661,607	\$302,832	\$790,433	\$4,980,928
	Per capita NRST paid by earnings/loans/savings	\$1,774	\$3,718	\$3,011	\$1,540	\$1,431	\$1,373	\$1,755	\$2,312	\$3,335	\$1,939
All Students With NRST	Count of Students	2,072	197	40	428	778	62	1,066	268	606	5,517
	Total NRST Revenue	\$27,309,450	\$2,871,897	\$563,808	\$6,068,487	\$10,682,148	\$830,610	\$14,840,232	\$3,886,248	\$8,605,623	\$75,658,503
	Total NRST covered by Fellowship	\$13,287,981	\$2,506,863	\$454,659	\$5,501,976	\$8,169,232	\$631,778	\$11,490,939	\$3,199,039	\$6,793,960	\$52,036,427
	NRST covered by UC fellowships	\$11,523,030	\$2,468,289	\$333,549	\$5,353,701	\$6,742,657	\$566,212	\$10,457,059	\$2,962,350	\$6,445,722	\$46,852,569
	NRST covered by Fed fell	\$820,953	\$15,792	\$104,473	\$50,731	\$896,973	\$34,228	\$599,163	\$44,815	\$116,737	\$2,683,867
	NRST covered by Other fell	\$943,997	\$22,783	\$16,636	\$97,544	\$529,602	\$31,338	\$434,717	\$191,875	\$231,500	\$2,499,992
	NRST covered by Unknown fellowships	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Total NRST covered by Remission	\$9,752,105	\$10,068	\$5,034	\$55,374	\$1,423,364	\$100,680	\$2,141,967	\$148,503	\$243,132	\$13,880,227
	NRST covered from UC RA remission	\$2,366,691	\$10,068	\$0	\$55,374	\$443,737	\$38,215	\$666,623	\$70,476	\$74,488	\$3,725,672
	NRST covered from Fed RA remission	\$4,709,363	\$0	\$0	\$0	\$766,341	\$31,619	\$1,188,793	\$38,594	\$122,676	\$6,857,385
	NRST covered from Other RA remission	\$2,583,751	\$0	\$5,034	\$0	\$213,286	\$30,846	\$286,551	\$39,433	\$45,968	\$3,204,870
	NRST covered from Unknown RA remission	\$92,301	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$92,301
	Sum of NRST covered by Other support	\$386,046	\$0	\$13,592	\$147,981	\$480,754	\$39,204	\$206,220	\$13,755	\$135,248	\$1,422,799
	NRST covered by other Fed support	\$15,102	\$0	\$13,592	\$9,614	\$20,830	\$9,000	\$77,288	\$2,363	\$29,534	\$177,323
	NRST covered by other Outside support	\$370,944	\$0	\$0	\$138,367	\$459,924	\$30,204	\$128,932	\$11,392	\$105,714	\$1,245,477
	NRST covered by other Unknown support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST paid by student earnings/loans/savings	\$3,883,318	\$354,966	\$90,523	\$363,155	\$608,798	\$58,948	\$1,001,107	\$524,951	\$1,433,284	\$8,319,050
	Per capita NRST paid by earnings/loans/savings	\$1,874	\$1,802	\$2,263	\$848	\$783	\$951	\$939	\$1,959	\$2,365	\$1,508

Estimated Nonresident Supplemental Tuition and the Student Support Funds that Cover It
Academic Doctoral Students, 2012-13

Berkeley
By Discipline and Student Status

		Discipline										
		Engineering/C		Health		Physical		Social				
Stage		S	Fine Arts	Sciences	Humanities	Life Sciences	OTHER	Sciences	Professional	Sciences	Grand Total	
New	Count of Students	228	17	2	71	107	3	163	52	51	694	
	Total NRST Revenue	\$3,413,052	\$256,734	\$30,204	\$1,072,242	\$1,615,914	\$45,306	\$2,454,075	\$777,753	\$762,651	\$10,427,931	
	Total NRST covered by Fellowship	\$2,302,642	\$256,734	\$30,204	\$1,002,288	\$1,590,586	\$45,306	\$2,060,278	\$690,304	\$742,199	\$8,720,541	
	NRST covered by UC fellowships	\$1,926,345	\$255,027	\$30,204	\$965,637	\$1,175,559	\$45,306	\$1,884,627	\$640,909	\$635,112	\$7,558,727	
	NRST covered by Fed fell	\$302,382	\$0	\$0	\$36,651	\$396,369	\$0	\$160,829	\$15,103	\$91,985	\$1,003,317	
	NRST covered by Other fell	\$73,915	\$1,707	\$0	\$0	\$18,659	\$0	\$14,822	\$34,292	\$15,102	\$158,497	
	NRST covered by Unknown fellowships	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
	Total NRST covered by Remission	\$649,386	\$0	\$0	\$15,102	\$0	\$0	\$196,326	\$22,653	\$0	\$883,466	
	NRST covered from UC RA remission	\$91,805	\$0	\$0	\$15,102	\$0	\$0	\$30,204	\$7,551	\$0	\$144,662	
	NRST covered from Fed RA remission	\$290,754	\$0	\$0	\$0	\$0	\$0	\$105,714	\$0	\$0	\$396,468	
	NRST covered from Other RA remission	\$259,276	\$0	\$0	\$0	\$0	\$0	\$60,408	\$15,102	\$0	\$334,786	
	NRST covered from Unknown RA remission	\$7,551	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$7,551	
	Sum of NRST covered by Other support	\$15,102	\$0	\$0	\$40,204	\$3,966	\$0	\$30,204	\$6,329	\$5,350	\$101,155	
	NRST covered by other Fed support	\$15,102	\$0	\$0	\$0	\$0	\$0	\$0	\$2,363	\$5,350	\$22,815	
	NRST covered by other Outside support	\$0	\$0	\$0	\$40,204	\$3,966	\$0	\$30,204	\$3,966	\$0	\$78,341	
	NRST covered by other Unknown support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
	Sum of NRST paid by student earnings/loans/savings	\$445,922	\$0	\$0	\$14,648	\$21,361	\$0	\$167,267	\$58,468	\$15,102	\$722,768	
	Per capita NRST paid by earnings/loans/savings	\$1,956	\$0	\$0	\$206	\$200	\$0	\$1,026	\$1,124	\$296	\$1,041	
Continuing	Count of Students	265	6	3	36	56	9	84	50	58	567	
	Total NRST Revenue	\$3,662,235	\$83,061	\$30,204	\$460,611	\$747,549	\$120,816	\$1,079,793	\$672,039	\$830,610	\$7,686,918	
	Total NRST covered by Fellowship	\$2,035,926	\$83,061	\$14,233	\$416,207	\$554,831	\$86,106	\$771,930	\$564,652	\$753,936	\$5,280,881	
	NRST covered by UC fellowships	\$1,724,856	\$83,061	\$14,233	\$410,598	\$527,624	\$78,881	\$683,256	\$493,720	\$710,866	\$4,727,094	
	NRST covered by Fed fell	\$147,709	\$0	\$0	\$0	\$12,766	\$0	\$50,597	\$0	\$0	\$211,071	
	NRST covered by Other fell	\$163,362	\$0	\$0	\$5,609	\$14,442	\$7,225	\$38,077	\$70,931	\$43,070	\$342,717	
	NRST covered by Unknown fellowships	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
	Total NRST covered by Remission	\$1,245,915	\$0	\$0	\$0	\$105,714	\$30,204	\$135,918	\$15,102	\$0	\$1,532,853	
	NRST covered from UC RA remission	\$188,966	\$0	\$0	\$0	\$28,515	\$10,501	\$20,190	\$7,551	\$0	\$255,723	
	NRST covered from Fed RA remission	\$506,945	\$0	\$0	\$0	\$70,475	\$3,960	\$75,613	\$0	\$0	\$656,992	
	NRST covered from Other RA remission	\$492,941	\$0	\$0	\$0	\$6,724	\$15,744	\$40,114	\$7,551	\$0	\$563,075	
	NRST covered from Unknown RA remission	\$57,063	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$57,063	
	Sum of NRST covered by Other support	\$33,196	\$0	\$0	\$7,551	\$6,741	\$0	\$2,992	\$5,984	\$30,204	\$86,668	
	NRST covered by other Fed support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
	NRST covered by other Outside support	\$33,196	\$0	\$0	\$7,551	\$6,741	\$0	\$2,992	\$5,984	\$30,204	\$86,668	
	NRST covered by other Unknown support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
	Sum of NRST paid by student earnings/loans/savings	\$347,198	\$0	\$15,972	\$36,853	\$80,262	\$4,506	\$168,953	\$86,301	\$46,470	\$786,516	
	Per capita NRST paid by earnings/loans/savings	\$1,310	\$0	\$5,324	\$1,024	\$1,433	\$501	\$2,011	\$1,726	\$801	\$1,387	
All Students With NRST	Count of Students	493	23	5	107	163	12	247	102	109	1,261	
	Total NRST Revenue	\$7,075,287	\$339,795	\$60,408	\$1,532,853	\$2,363,463	\$166,122	\$3,533,868	\$1,449,792	\$1,593,261	\$18,114,849	
	Total NRST covered by Fellowship	\$4,338,568	\$339,795	\$44,437	\$1,418,495	\$2,145,418	\$131,412	\$2,832,208	\$1,254,955	\$1,496,135	\$14,001,422	
	NRST covered by UC fellowships	\$3,651,201	\$338,088	\$44,437	\$1,376,235	\$1,703,183	\$124,187	\$2,567,882	\$1,134,630	\$1,345,978	\$12,285,820	
	NRST covered by Fed fell	\$450,091	\$0	\$0	\$36,651	\$409,134	\$0	\$211,426	\$15,103	\$91,985	\$1,214,388	
	NRST covered by Other fell	\$237,276	\$1,707	\$0	\$5,609	\$33,101	\$7,225	\$52,900	\$105,223	\$58,172	\$501,213	
	NRST covered by Unknown fellowships	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
	Total NRST covered by Remission	\$1,895,301	\$0	\$0	\$15,102	\$105,714	\$30,204	\$332,244	\$37,755	\$0	\$2,416,320	
	NRST covered from UC RA remission	\$280,771	\$0	\$0	\$15,102	\$28,515	\$10,501	\$50,394	\$15,102	\$0	\$400,385	
	NRST covered from Fed RA remission	\$797,699	\$0	\$0	\$0	\$70,475	\$3,960	\$181,327	\$0	\$0	\$1,053,461	
	NRST covered from Other RA remission	\$752,217	\$0	\$0	\$0	\$6,724	\$15,744	\$100,522	\$22,653	\$0	\$897,860	
	NRST covered from Unknown RA remission	\$64,614	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$64,614	
	Sum of NRST covered by Other support	\$48,298	\$0	\$0	\$47,755	\$10,707	\$0	\$33,196	\$12,313	\$35,554	\$187,823	
	NRST covered by other Fed support	\$15,102	\$0	\$0	\$0	\$0	\$0	\$0	\$2,363	\$5,350	\$22,815	
	NRST covered by other Outside support	\$33,196	\$0	\$0	\$47,755	\$10,707	\$0	\$33,196	\$9,950	\$30,204	\$165,009	
	NRST covered by other Unknown support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
	Sum of NRST paid by student earnings/loans/savings	\$793,120	\$0	\$15,972	\$51,501	\$101,624	\$4,506	\$336,220	\$144,769	\$61,572	\$1,509,284	
	Per capita NRST paid by earnings/loans/savings	\$1,609	\$0	\$3,194	\$481	\$623	\$376	\$1,361	\$1,419	\$565	\$1,197	

Estimated Nonresident Supplemental Tuition and the Student Support Funds that Cover It
Academic Doctoral Students, 2012-13

Davis
By Discipline and Student Status

		Discipline										
		Engineering/C		Health			Physical			Social		
Stage		S	Fine Arts	Sciences	Humanities	Life Sciences	OTHER	Sciences	Professional	Sciences	Grand Total	
New	Count of Students	87	8		25	95	2	79	9	53	358	
	Total NRST Revenue	\$1,248,432	\$120,816		\$377,550	\$1,419,588	\$30,204	\$1,177,956	\$135,918	\$765,168	\$5,275,632	
	Total NRST covered by Fellowship	\$700,958	\$120,408	\$0	\$350,848	\$984,742	\$15,102	\$1,082,153	\$99,665	\$500,902	\$3,854,777	
	NRST covered by UC fellowships	\$617,308	\$120,408	\$0	\$350,848	\$854,751	\$0	\$1,058,550	\$99,665	\$485,800	\$3,587,330	
	NRST covered by Fed fell	\$67,649	\$0		\$0	\$43,461	\$15,102	\$20,790	\$0	\$0	\$147,002	
	NRST covered by Other fell	\$16,000	\$0		\$0	\$86,530	\$0	\$2,812	\$0	\$15,102	\$120,445	
	NRST covered by Unknown fellowships	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
	Total NRST covered by Remission	\$446,484	\$0		\$10,068	\$271,972	\$15,102	\$45,306	\$20,136	\$40,272	\$849,340	
	NRST covered from UC RA remission	\$244,818	\$0		\$10,068	\$102,683	\$0	\$10,068	\$5,034	\$5,034	\$377,705	
	NRST covered from Fed RA remission	\$132,710	\$0		\$0	\$149,964	\$0	\$20,136	\$15,102	\$20,136	\$338,048	
	NRST covered from Other RA remission	\$68,956	\$0		\$0	\$19,325	\$15,102	\$15,102	\$0	\$15,102	\$133,587	
	NRST covered from Unknown RA remission	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
	Sum of NRST covered by Other support	\$60,408	\$0	\$0	\$15,102	\$107,858	\$0	\$30,204	\$0	\$67,811	\$281,383	
	NRST covered by other Fed support	\$0	\$0		\$0	\$7,178	\$0	\$0	\$0	\$7,403	\$14,581	
	NRST covered by other Outside support	\$60,408	\$0		\$15,102	\$100,680	\$0	\$30,204	\$0	\$60,408	\$266,802	
	NRST covered by other Unknown support	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
	Sum of NRST paid by student earnings/loans/savings	\$40,582	\$408		\$1,532	\$55,016	\$0	\$20,293	\$16,117	\$156,183	\$290,132	
	Per capita NRST paid by earnings/loans/savings	\$466	\$51		\$61	\$579	\$0	\$257	\$1,791	\$2,947	\$810	
Continuing	Count of Students	109	1	1	21	72	5	43	3	32	287	
	Total NRST Revenue	\$1,283,670	\$15,102	\$15,102	\$302,040	\$840,678	\$55,374	\$473,196	\$45,306	\$397,686	\$3,428,154	
	Total NRST covered by Fellowship	\$176,399	\$14,694	\$10,068	\$219,374	\$168,442	\$4,898	\$310,320	\$29,252	\$236,192	\$1,169,640	
	NRST covered by UC fellowships	\$170,166	\$14,694	\$4,564	\$219,374	\$153,037	\$4,898	\$310,320	\$29,252	\$236,192	\$1,142,497	
	NRST covered by Fed fell	\$0	\$0	\$0	\$0	\$10,755	\$0	\$0	\$0	\$0	\$10,755	
	NRST covered by Other fell	\$6,233	\$0	\$5,504	\$0	\$4,650	\$0	\$0	\$0	\$0	\$16,387	
	NRST covered by Unknown fellowships	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
	Total NRST covered by Remission	\$775,508	\$0	\$5,034	\$0	\$257,857	\$20,136	\$70,476	\$0	\$35,238	\$1,164,249	
	NRST covered from UC RA remission	\$260,870	\$0	\$0	\$0	\$93,498	\$17,647	\$4,486	\$0	\$15,350	\$391,851	
	NRST covered from Fed RA remission	\$325,996	\$0	\$0	\$0	\$119,232	\$2,489	\$48,167	\$0	\$9,428	\$505,312	
	NRST covered from Other RA remission	\$188,642	\$0	\$5,034	\$0	\$45,127	\$0	\$17,822	\$0	\$10,460	\$267,086	
	NRST covered from Unknown RA remission	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
	Sum of NRST covered by Other support	\$226,299	\$0	\$0	\$75,510	\$308,015	\$30,204	\$45,306	\$0	\$15,102	\$700,436	
	NRST covered by other Fed support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
	NRST covered by other Outside support	\$226,299	\$0	\$0	\$75,510	\$308,015	\$30,204	\$45,306	\$0	\$15,102	\$700,436	
	NRST covered by other Unknown support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
	Sum of NRST paid by student earnings/loans/savings	\$105,464	\$408	\$0	\$7,156	\$106,364	\$136	\$47,094	\$16,054	\$111,154	\$393,829	
	Per capita NRST paid by earnings/loans/savings	\$968	\$408	\$0	\$341	\$1,477	\$27	\$1,095	\$5,351	\$3,474	\$1,372	
All Students With NRST	Count of Students	196	9	1	46	167	7	122	12	85	645	
	Total NRST Revenue	\$2,532,102	\$135,918	\$15,102	\$679,590	\$2,260,266	\$85,578	\$1,651,152	\$181,224	\$1,162,854	\$8,703,786	
	Total NRST covered by Fellowship	\$877,357	\$135,102	\$10,068	\$570,222	\$1,153,184	\$20,000	\$1,392,473	\$128,917	\$737,094	\$5,024,417	
	NRST covered by UC fellowships	\$787,474	\$135,102	\$4,564	\$570,222	\$1,007,788	\$4,898	\$1,368,870	\$128,917	\$721,992	\$4,729,827	
	NRST covered by Fed fell	\$67,649	\$0	\$0	\$0	\$54,217	\$15,102	\$20,790	\$0	\$0	\$157,758	
	NRST covered by Other fell	\$22,234	\$0	\$5,504	\$0	\$91,180	\$0	\$2,812	\$0	\$15,102	\$136,832	
	NRST covered by Unknown fellowships	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
	Total NRST covered by Remission	\$1,221,992	\$0	\$5,034	\$10,068	\$529,829	\$35,238	\$115,782	\$20,136	\$75,510	\$2,013,589	
	NRST covered from UC RA remission	\$505,687	\$0	\$0	\$10,068	\$196,182	\$17,647	\$14,554	\$5,034	\$20,384	\$769,556	
	NRST covered from Fed RA remission	\$458,707	\$0	\$0	\$0	\$269,195	\$2,489	\$68,303	\$15,102	\$29,564	\$843,360	
	NRST covered from Other RA remission	\$257,598	\$0	\$5,034	\$0	\$64,452	\$15,102	\$32,924	\$0	\$25,562	\$400,673	
	NRST covered from Unknown RA remission	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
	Sum of NRST covered by Other support	\$286,707	\$0	\$0	\$90,612	\$415,873	\$30,204	\$75,510	\$0	\$82,913	\$981,819	
	NRST covered by other Fed support	\$0	\$0	\$0	\$0	\$7,178	\$0	\$0	\$0	\$7,403	\$14,581	
	NRST covered by other Outside support	\$286,707	\$0	\$0	\$90,612	\$408,695	\$30,204	\$75,510	\$0	\$75,510	\$967,238	
	NRST covered by other Unknown support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
	Sum of NRST paid by student earnings/loans/savings	\$146,046	\$816	\$0	\$8,688	\$161,380	\$136	\$67,387	\$32,171	\$267,337	\$683,961	
	Per capita NRST paid by earnings/loans/savings	\$745	\$91	\$0	\$189	\$966	\$19	\$552	\$2,681	\$3,145	\$1,060	

**Estimated Nonresident Supplemental Tuition and the Student Support Funds that Cover It
Academic Doctoral Students, 2012-13**

**Irvine
By Discipline and Student Status**

Stage		Discipline					Physical		Social	Grand Total
		Engineering/C	Fine Arts	Humanities	Life Sciences	OTHER	Sciences	Professional	Sciences	
New	Count of Students	91	19	20	27	5	77	12	39	290
	Total NRST Revenue	\$1,328,976	\$286,938	\$302,040	\$397,686	\$75,510	\$1,122,582	\$181,224	\$578,910	\$4,273,866
	Total NRST covered by Fellowship	\$938,021	\$286,938	\$296,540	\$347,346	\$75,510	\$1,008,321	\$171,156	\$522,504	\$3,646,336
	NRST covered by UC fellowships	\$866,671	\$284,607	\$296,540	\$321,430	\$75,510	\$1,001,847	\$171,156	\$509,518	\$3,527,279
	NRST covered by Fed fell	\$28,186	\$1,357	\$0	\$19,539	\$0	\$6,474	\$0	\$0	\$55,556
	NRST covered by Other fell	\$43,164	\$974	\$0	\$6,377	\$0	\$0	\$0	\$12,986	\$63,501
	NRST covered by Unknown fellowships	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Total NRST covered by Remission	\$90,612	\$0	\$0	\$35,238	\$0	\$70,476	\$10,068	\$45,306	\$251,700
	NRST covered from UC RA remission	\$7,390	\$0	\$0	\$381	\$0	\$30,386	\$10,068	\$0	\$48,225
	NRST covered from Fed RA remission	\$33,019	\$0	\$0	\$29,803	\$0	\$32,493	\$0	\$40,272	\$135,588
	NRST covered from Other RA remission	\$35,100	\$0	\$0	\$5,054	\$0	\$7,597	\$0	\$5,034	\$52,785
	NRST covered from Unknown RA remission	\$15,102	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$15,102
	Sum of NRST covered by Other support	\$10,051	\$0	\$5,500	\$0	\$0	\$43,785	\$0	\$11,100	\$70,436
	NRST covered by other Fed support	\$0	\$0	\$5,500	\$0	\$0	\$43,785	\$0	\$11,100	\$60,385
	NRST covered by other Outside support	\$10,051	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$10,051
	NRST covered by other Unknown support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST paid by student earnings/loans/savings	\$290,292	\$0	\$0	\$15,102	\$0	\$0	\$0	\$0	\$305,394
	<i>Per capita NRST paid by earnings/loans/savings</i>	<i>\$3,190</i>	<i>\$0</i>	<i>\$0</i>	<i>\$559</i>	<i>\$0</i>	<i>\$0</i>	<i>\$0</i>	<i>\$0</i>	<i>\$1,053</i>
Continuing	Count of Students	161	4	7	11	5	52	19	13	272
	Total NRST Revenue	\$1,953,192	\$60,408	\$80,544	\$156,054	\$50,340	\$629,250	\$281,904	\$135,918	\$3,347,610
	Total NRST covered by Fellowship	\$1,038,032	\$51,056	\$75,510	\$120,816	\$35,238	\$417,732	\$221,020	\$117,748	\$2,077,152
	NRST covered by UC fellowships	\$929,482	\$51,056	\$60,408	\$105,029	\$25,170	\$345,138	\$212,343	\$102,646	\$1,831,272
	NRST covered by Fed fell	\$16,068	\$0	\$0	\$0	\$0	\$15,352	\$0	\$0	\$41,488
	NRST covered by Other fell	\$92,483	\$0	\$15,102	\$15,787	\$0	\$57,242	\$8,677	\$15,102	\$204,393
	NRST covered by Unknown fellowships	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Total NRST covered by Remission	\$639,318	\$0	\$0	\$35,238	\$0	\$181,224	\$30,204	\$0	\$885,984
	NRST covered from UC RA remission	\$88,749	\$0	\$0	\$3,793	\$0	\$24,888	\$10,068	\$0	\$127,497
	NRST covered from Fed RA remission	\$467,431	\$0	\$0	\$31,445	\$0	\$145,681	\$3,356	\$0	\$647,913
	NRST covered from Other RA remission	\$83,139	\$0	\$0	\$0	\$0	\$10,656	\$16,780	\$0	\$110,574
	NRST covered from Unknown RA remission	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST covered by Other support	\$718	\$0	\$0	\$0	\$0	\$10,158	\$1,442	\$0	\$12,318
	NRST covered by other Fed support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Outside support	\$718	\$0	\$0	\$0	\$0	\$10,158	\$1,442	\$0	\$12,318
	NRST covered by other Unknown support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST paid by student earnings/loans/savings	\$275,124	\$9,352	\$5,034	\$0	\$15,102	\$20,136	\$29,238	\$18,170	\$372,156
	<i>Per capita NRST paid by earnings/loans/savings</i>	<i>\$1,709</i>	<i>\$2,338</i>	<i>\$719</i>	<i>\$0</i>	<i>\$3,020</i>	<i>\$387</i>	<i>\$1,539</i>	<i>\$1,398</i>	<i>\$1,368</i>
All Students With NRST	Count of Students	252	23	27	38	10	129	31	52	562
	Total NRST Revenue	\$3,282,168	\$347,346	\$382,584	\$553,740	\$125,850	\$1,751,832	\$463,128	\$714,828	\$7,621,476
	Total NRST covered by Fellowship	\$1,976,053	\$337,994	\$372,050	\$468,162	\$110,748	\$1,426,053	\$392,176	\$640,252	\$5,723,488
	NRST covered by UC fellowships	\$1,796,153	\$335,663	\$356,948	\$426,459	\$100,680	\$1,346,985	\$383,499	\$612,164	\$5,358,551
	NRST covered by Fed fell	\$44,254	\$1,357	\$0	\$19,539	\$10,068	\$21,826	\$0	\$0	\$97,044
	NRST covered by Other fell	\$135,647	\$974	\$15,102	\$22,164	\$0	\$57,242	\$8,677	\$28,088	\$267,893
	NRST covered by Unknown fellowships	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Total NRST covered by Remission	\$729,930	\$0	\$0	\$70,476	\$0	\$251,700	\$40,272	\$45,306	\$1,137,684
	NRST covered from UC RA remission	\$96,139	\$0	\$0	\$4,173	\$0	\$55,273	\$20,136	\$0	\$175,722
	NRST covered from Fed RA remission	\$500,450	\$0	\$0	\$61,249	\$0	\$178,174	\$3,356	\$40,272	\$783,501
	NRST covered from Other RA remission	\$118,239	\$0	\$0	\$5,054	\$0	\$18,253	\$16,780	\$5,034	\$163,359
	NRST covered from Unknown RA remission	\$15,102	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$15,102
	Sum of NRST covered by Other support	\$10,769	\$0	\$5,500	\$0	\$0	\$53,943	\$1,442	\$11,100	\$82,754
	NRST covered by other Fed support	\$0	\$0	\$5,500	\$0	\$0	\$43,785	\$0	\$11,100	\$60,385
	NRST covered by other Outside support	\$10,769	\$0	\$0	\$0	\$0	\$10,158	\$1,442	\$0	\$22,369
	NRST covered by other Unknown support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST paid by student earnings/loans/savings	\$565,416	\$9,352	\$5,034	\$15,102	\$15,102	\$20,136	\$29,238	\$18,170	\$677,550
	<i>Per capita NRST paid by earnings/loans/savings</i>	<i>\$2,244</i>	<i>\$407</i>	<i>\$186</i>	<i>\$397</i>	<i>\$1,510</i>	<i>\$156</i>	<i>\$943</i>	<i>\$349</i>	<i>\$1,206</i>

Estimated Nonresident Supplemental Tuition and the Student Support Funds that Cover It
Academic Doctoral Students, 2012-13

Los Angeles

By Discipline and Student Status

Stage		Discipline									Grand Total
		Engineering/C S	Fine Arts	Health Sciences	Humanities	Life Sciences	OTHER	Physical Sciences	Professional	Social Sciences	
New	Count of Students	100	24	5	69	54	3	93	41	92	481
	Total NRST Revenue	\$1,505,166	\$362,448	\$75,510	\$1,037,004	\$815,508	\$45,306	\$1,394,418	\$609,114	\$1,374,282	\$7,218,756
	Total NRST covered by Fellowship	\$917,688	\$315,844	\$42,204	\$968,877	\$795,079	\$36,593	\$1,256,461	\$482,784	\$1,230,317	\$6,045,846
	NRST covered by UC fellowships	\$895,618	\$315,844	\$24,079	\$953,831	\$752,878	\$36,593	\$1,102,739	\$452,933	\$1,215,459	\$5,749,973
	NRST covered by Fed fell	\$19,718	\$0	\$11,613	\$14,081	\$42,202	\$0	\$146,334	\$29,712	\$14,685	\$278,344
	NRST covered by Other fell	\$2,352	\$0	\$6,512	\$966	\$0	\$0	\$7,388	\$138	\$173	\$17,529
	NRST covered by Unknown fellowships	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Total NRST covered by Remission	\$221,496	\$0	\$0	\$15,102	\$20,136	\$0	\$80,544	\$45,306	\$0	\$382,584
	NRST covered from UC RA remission	\$79,263	\$0	\$0	\$15,102	\$5,034	\$0	\$5,034	\$25,170	\$0	\$129,603
	NRST covered from Fed RA remission	\$136,850	\$0	\$0	\$0	\$5,034	\$0	\$64,603	\$20,136	\$0	\$226,623
	NRST covered from Other RA remission	\$5,383	\$0	\$0	\$0	\$10,068	\$0	\$10,907	\$0	\$0	\$26,358
	NRST covered from Unknown RA remission	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST covered by Other support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$5,637	\$5,637
	NRST covered by other Fed support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$5,637	\$5,637
	NRST covered by other Outside support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Unknown support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST paid by student earnings/loans/savings	\$365,982	\$46,604	\$33,306	\$53,025	\$293	\$8,713	\$57,413	\$81,024	\$138,328	\$784,688
	Per capita NRST paid by earnings/loans/savings	\$3,660	\$1,942	\$6,661	\$768	\$5	\$2,904	\$617	\$1,976	\$1,504	\$1,631
Continuing	Count of Students	188	26	10	52	55	5	58	34	47	475
	Total NRST Revenue	\$2,219,994	\$337,278	\$125,850	\$624,216	\$624,216	\$55,374	\$644,352	\$468,162	\$634,284	\$5,733,726
	Total NRST covered by Fellowship	\$644,985	\$227,316	\$84,604	\$485,921	\$430,754	\$50,340	\$304,299	\$363,638	\$438,759	\$3,030,616
	NRST covered by UC fellowships	\$625,800	\$224,198	\$72,785	\$485,921	\$396,380	\$50,340	\$273,847	\$354,231	\$414,689	\$2,898,192
	NRST covered by Fed fell	\$15,102	\$0	\$8,195	\$0	\$30,901	\$0	\$19,582	\$0	\$10,068	\$83,847
	NRST covered by Other fell	\$4,084	\$3,118	\$3,624	\$0	\$3,473	\$0	\$10,869	\$9,407	\$14,002	\$48,577
	NRST covered by Unknown fellowships	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Total NRST covered by Remission	\$941,358	\$0	\$0	\$0	\$130,884	\$0	\$198,843	\$0	\$5,034	\$1,276,119
	NRST covered from UC RA remission	\$215,327	\$0	\$0	\$0	\$30,204	\$0	\$14,317	\$0	\$0	\$259,848
	NRST covered from Fed RA remission	\$505,400	\$0	\$0	\$0	\$80,544	\$0	\$174,126	\$0	\$5,034	\$765,104
	NRST covered from Other RA remission	\$220,631	\$0	\$0	\$0	\$20,136	\$0	\$10,400	\$0	\$0	\$251,167
	NRST covered from Unknown RA remission	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST covered by Other support	\$10,068	\$0	\$0	\$0	\$10,318	\$0	\$10,068	\$0	\$0	\$30,454
	NRST covered by other Fed support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Outside support	\$10,068	\$0	\$0	\$0	\$10,318	\$0	\$10,068	\$0	\$0	\$30,454
	NRST covered by other Unknown support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST paid by student earnings/loans/savings	\$623,583	\$109,962	\$41,246	\$138,295	\$52,260	\$5,034	\$131,143	\$104,524	\$190,491	\$1,396,537
	Per capita NRST paid by earnings/loans/savings	\$3,317	\$4,229	\$4,125	\$2,660	\$950	\$1,007	\$2,261	\$3,074	\$4,053	\$2,940
All Students With NRST	Count of Students	288	50	15	121	109	8	151	75	139	956
	Total NRST Revenue	\$3,725,160	\$699,726	\$201,360	\$1,661,220	\$1,439,724	\$100,680	\$2,038,770	\$1,077,276	\$2,008,566	\$12,952,482
	Total NRST covered by Fellowship	\$1,562,673	\$543,160	\$126,808	\$1,454,799	\$1,225,833	\$86,933	\$1,560,760	\$846,422	\$1,669,075	\$9,076,463
	NRST covered by UC fellowships	\$1,521,418	\$540,042	\$96,864	\$1,439,752	\$1,149,258	\$86,933	\$1,376,586	\$807,164	\$1,630,148	\$8,648,165
	NRST covered by Fed fell	\$34,820	\$0	\$19,808	\$14,081	\$73,102	\$0	\$165,916	\$29,712	\$24,753	\$362,191
	NRST covered by Other fell	\$6,436	\$3,118	\$10,137	\$966	\$3,473	\$0	\$18,257	\$9,545	\$14,175	\$66,106
	NRST covered by Unknown fellowships	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Total NRST covered by Remission	\$1,162,854	\$0	\$0	\$15,102	\$151,020	\$0	\$279,387	\$45,306	\$5,034	\$1,658,703
	NRST covered from UC RA remission	\$294,590	\$0	\$0	\$15,102	\$35,238	\$0	\$19,351	\$25,170	\$0	\$389,451
	NRST covered from Fed RA remission	\$642,250	\$0	\$0	\$0	\$85,578	\$0	\$238,729	\$20,136	\$5,034	\$991,727
	NRST covered from Other RA remission	\$226,014	\$0	\$0	\$0	\$30,204	\$0	\$21,307	\$0	\$0	\$277,525
	NRST covered from Unknown RA remission	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST covered by Other support	\$10,068	\$0	\$0	\$0	\$10,318	\$0	\$10,068	\$0	\$5,637	\$36,091
	NRST covered by other Fed support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$5,637	\$5,637
	NRST covered by other Outside support	\$10,068	\$0	\$0	\$0	\$10,318	\$0	\$10,068	\$0	\$0	\$30,454
	NRST covered by other Unknown support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST paid by student earnings/loans/savings	\$989,565	\$156,566	\$74,552	\$191,319	\$52,553	\$13,747	\$188,556	\$185,548	\$328,819	\$2,181,225
	Per capita NRST paid by earnings/loans/savings	\$3,436	\$3,131	\$4,970	\$1,581	\$482	\$1,718	\$1,249	\$2,474	\$2,366	\$2,282

**Estimated Nonresident Supplemental Tuition and the Student Support Funds that Cover It
Academic Doctoral Students, 2012-13**

**Merced
By Discipline and Student Status**

Stage		Discipline	Humanties	Life Sciences	OTHER	Physical Sciences	Social Sciences	Grand Total
		Engineering/C S						
New	Count of Students	21		7	6	13	2	49
	Total NRST Revenue	\$302,040		\$98,163	\$90,612	\$188,775	\$30,204	\$709,794
	Total NRST covered by Fellowship	\$271,836	\$0	\$98,163	\$90,612	\$188,775	\$30,204	\$679,590
	NRST covered by UC fellowships	\$260,972	\$0	\$93,178	\$90,612	\$188,775	\$30,204	\$663,741
	NRST covered by Fed fell	\$0		\$0	\$0	\$0	\$0	\$0
	NRST covered by Other fell	\$10,864		\$4,985	\$0	\$0	\$0	\$15,849
	NRST covered by Unknown fellowships	\$0		\$0	\$0	\$0	\$0	\$0
	Total NRST covered by Remission	\$22,653		\$0	\$0	\$0	\$0	\$22,653
	NRST covered from UC RA remission	\$0		\$0	\$0	\$0	\$0	\$0
	NRST covered from Fed RA remission	\$15,102		\$0	\$0	\$0	\$0	\$15,102
	NRST covered from Other RA remission	\$0		\$0	\$0	\$0	\$0	\$0
	NRST covered from Unknown RA remission	\$7,551		\$0	\$0	\$0	\$0	\$7,551
	Sum of NRST covered by Other support	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Fed support	\$0		\$0	\$0	\$0	\$0	\$0
	NRST covered by other Outside support	\$0		\$0	\$0	\$0	\$0	\$0
	NRST covered by other Unknown support	\$0		\$0	\$0	\$0	\$0	\$0
	Sum of NRST paid by student earnings/loans/savings	\$7,551		\$0	\$0	\$0	\$0	\$7,551
	Per capita NRST paid by earnings/loans/savings	\$360		\$0	\$0	\$0	\$0	\$154
Continuing	Count of Students	17	2	9	2	4	-	34
	Total NRST Revenue	\$188,775	\$30,204	\$90,612	\$30,204	\$52,857	\$0	\$392,652
	Total NRST covered by Fellowship	\$181,224	\$30,204	\$75,143	\$30,204	\$52,857	\$0	\$369,632
	NRST covered by UC fellowships	\$181,224	\$30,204	\$75,143	\$30,204	\$52,857	\$0	\$369,632
	NRST covered by Fed fell	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by Other fell	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by Unknown fellowships	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Total NRST covered by Remission	\$7,551	\$0	\$7,551	\$0	\$0	\$0	\$15,102
	NRST covered from UC RA remission	\$7,551	\$0	\$7,551	\$0	\$0	\$0	\$15,102
	NRST covered from Fed RA remission	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered from Other RA remission	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered from Unknown RA remission	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST covered by Other support	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Fed support	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Outside support	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Unknown support	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST paid by student earnings/loans/savings	\$0	\$0	\$7,918	\$0	\$0	\$0	\$7,918
	Per capita NRST paid by earnings/loans/savings	\$0	\$0	\$880	\$0	\$0	#DIV/0!	\$233
All Students With NRST	Count of Students	38	2	16	8	17	2	83
	Total NRST Revenue	\$490,815	\$30,204	\$188,775	\$120,816	\$241,632	\$30,204	\$1,102,446
	Total NRST covered by Fellowship	\$453,060	\$30,204	\$173,306	\$120,816	\$241,632	\$30,204	\$1,049,222
	NRST covered by UC fellowships	\$442,196	\$30,204	\$168,321	\$120,816	\$241,632	\$30,204	\$1,033,373
	NRST covered by Fed fell	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by Other fell	\$10,864	\$0	\$4,985	\$0	\$0	\$0	\$15,849
	NRST covered by Unknown fellowships	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Total NRST covered by Remission	\$30,204	\$0	\$7,551	\$0	\$0	\$0	\$37,755
	NRST covered from UC RA remission	\$7,551	\$0	\$7,551	\$0	\$0	\$0	\$15,102
	NRST covered from Fed RA remission	\$15,102	\$0	\$0	\$0	\$0	\$0	\$15,102
	NRST covered from Other RA remission	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered from Unknown RA remission	\$7,551	\$0	\$0	\$0	\$0	\$0	\$7,551
	Sum of NRST covered by Other support	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Fed support	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Outside support	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Unknown support	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST paid by student earnings/loans/savings	\$7,551	\$0	\$7,918	\$0	\$0	\$0	\$15,469
	Per capita NRST paid by earnings/loans/savings	\$199	\$0	\$495	\$0	\$0	\$0	\$186

**Estimated Nonresident Supplemental Tuition and the Student Support Funds that Cover It
Academic Doctoral Students, 2012-13**

Riverside

By Discipline and Student Status

		Discipline							
Stage		Engineering/C	Fine Arts	Humanities	Life Sciences	Physical Sciences	Professional	Social Sciences	Grand Total
New	Count of Students	46	5	23	46	56	4	25	205
	Total NRST Revenue	\$669,522	\$75,510	\$337,278	\$659,454	\$805,440	\$60,408	\$362,448	\$2,970,060
	Total NRST covered by Fellowship	\$649,386	\$75,510	\$330,630	\$649,326	\$790,304	\$30,204	\$332,201	\$2,857,560
	NRST covered by UC fellowships	\$649,386	\$68,560	\$326,403	\$622,630	\$755,274	\$15,102	\$332,201	\$2,769,555
	NRST covered by Fed fell	\$0	\$0	\$0	\$9,538	\$2,307	\$0	\$0	\$11,845
	NRST covered by Other fell	\$0	\$6,950	\$4,227	\$17,157	\$32,724	\$15,102	\$0	\$76,160
	NRST covered by Unknown fellowships	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Total NRST covered by Remission	\$0	\$0	\$0	\$10,068	\$5,034	\$0	\$0	\$15,102
	NRST covered from UC RA remission	\$0	\$0	\$0	\$749	\$0	\$0	\$0	\$749
	NRST covered from Fed RA remission	\$0	\$0	\$0	\$9,319	\$3,333	\$0	\$0	\$12,652
	NRST covered from Other RA remission	\$0	\$0	\$0	\$0	\$1,701	\$0	\$0	\$1,701
	NRST covered from Unknown RA remission	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST covered by Other support	\$0	\$0	\$4,114	\$60	\$0	\$0	\$43	\$4,218
	NRST covered by other Fed support	\$0	\$0	\$4,114	\$60	\$0	\$0	\$43	\$4,218
	NRST covered by other Outside support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Unknown support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST paid by student earnings/loans/savings	\$20,136	\$0	\$2,534	\$0	\$10,102	\$30,204	\$30,204	\$93,180
	Per capita NRST paid by earnings/loans/savings	\$438	\$0	\$110	\$0	\$180	\$7,551	\$1,208	\$455
Continuing	Count of Students	39	1	2	26	37	7	16	128
	Total NRST Revenue	\$402,720	\$15,102	\$30,204	\$307,074	\$437,958	\$105,714	\$191,292	\$1,490,064
	Total NRST covered by Fellowship	\$297,337	\$5,000	\$0	\$228,381	\$352,270	\$78,477	\$98,146	\$1,059,611
	NRST covered by UC fellowships	\$282,235	\$0	\$0	\$166,174	\$281,794	\$78,477	\$83,044	\$891,723
	NRST covered by Fed fell	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by Other fell	\$15,102	\$5,000	\$0	\$62,207	\$70,476	\$0	\$15,102	\$167,887
	NRST covered by Unknown fellowships	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Total NRST covered by Remission	\$30,204	\$0	\$0	\$60,408	\$20,136	\$0	\$0	\$110,748
	NRST covered from UC RA remission	\$4,669	\$0	\$0	\$18,548	\$2,517	\$0	\$0	\$25,734
	NRST covered from Fed RA remission	\$21,377	\$0	\$0	\$26,758	\$12,585	\$0	\$0	\$60,721
	NRST covered from Other RA remission	\$4,157	\$0	\$0	\$15,102	\$5,034	\$0	\$0	\$24,293
	NRST covered from Unknown RA remission	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST covered by Other support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Fed support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Outside support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Unknown support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST paid by student earnings/loans/savings	\$75,179	\$10,102	\$30,204	\$18,285	\$65,552	\$27,237	\$93,146	\$319,705
	Per capita NRST paid by earnings/loans/savings	\$1,928	\$10,102	\$15,102	\$703	\$1,772	\$3,891	\$5,822	\$2,498
All Students With NRST	Count of Students	85	6	25	72	93	11	41	333
	Total NRST Revenue	\$1,072,242	\$90,612	\$367,482	\$966,528	\$1,243,398	\$166,122	\$553,740	\$4,460,124
	Total NRST covered by Fellowship	\$946,723	\$80,510	\$330,630	\$877,707	\$1,142,574	\$108,681	\$430,347	\$3,917,171
	NRST covered by UC fellowships	\$931,621	\$68,560	\$326,403	\$788,804	\$1,037,068	\$93,579	\$415,245	\$3,661,279
	NRST covered by Fed fell	\$0	\$0	\$0	\$9,538	\$2,307	\$0	\$0	\$11,845
	NRST covered by Other fell	\$15,102	\$11,950	\$4,227	\$79,365	\$103,200	\$15,102	\$15,102	\$244,047
	NRST covered by Unknown fellowships	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Total NRST covered by Remission	\$30,204	\$0	\$0	\$70,476	\$25,170	\$0	\$0	\$125,850
	NRST covered from UC RA remission	\$4,669	\$0	\$0	\$19,297	\$2,517	\$0	\$0	\$26,483
	NRST covered from Fed RA remission	\$21,377	\$0	\$0	\$36,077	\$15,918	\$0	\$0	\$73,373
	NRST covered from Other RA remission	\$4,157	\$0	\$0	\$15,102	\$6,735	\$0	\$0	\$25,994
	NRST covered from Unknown RA remission	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST covered by Other support	\$0	\$0	\$4,114	\$60	\$0	\$0	\$43	\$4,218
	NRST covered by other Fed support	\$0	\$0	\$4,114	\$60	\$0	\$0	\$43	\$4,218
	NRST covered by other Outside support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Unknown support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST paid by student earnings/loans/savings	\$95,315	\$10,102	\$32,738	\$18,285	\$75,654	\$57,441	\$123,350	\$412,885
	Per capita NRST paid by earnings/loans/savings	\$1,121	\$1,684	\$1,310	\$254	\$813	\$5,222	\$3,009	\$1,240

Estimated Nonresident Supplemental Tuition and the Student Support Funds that Cover It
Academic Doctoral Students, 2012-13

San Diego

By Discipline and Student Status

Stage		Discipline					Physical		Social	
		Engineering/C	Fine Arts	Humanities	Life Sciences	OTHER	Sciences	Professional	Sciences	Grand Total
New	Count of Students	134	35	25	65	3	77	4	45	388
	Total NRST Revenue	\$1,902,852	\$528,570	\$372,516	\$981,630	\$45,306	\$1,122,582	\$60,408	\$679,590	\$5,693,454
	Total NRST covered by Fellowship	\$960,149	\$474,488	\$372,516	\$892,943	\$45,306	\$944,157	\$60,408	\$515,984	\$4,265,951
	NRST covered by UC fellowships	\$798,362	\$460,053	\$372,516	\$550,292	\$36,248	\$884,900	\$60,408	\$502,465	\$3,665,245
	NRST covered by Fed fell	\$15,102	\$14,434	\$0	\$183,632	\$9,058	\$45,335	\$0	\$0	\$267,561
	NRST covered by Other fell	\$146,685	\$0	\$0	\$159,018	\$0	\$13,922	\$0	\$13,519	\$333,145
	NRST covered by Unknown fellowships	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Total NRST covered by Remission	\$664,488	\$10,068	\$0	\$60,408	\$0	\$171,156	\$0	\$20,136	\$926,256
	NRST covered from UC RA remission	\$295,655	\$10,068	\$0	\$45,609	\$0	\$130,884	\$0	\$15,102	\$497,318
	NRST covered from Fed RA remission	\$172,712	\$0	\$0	\$0	\$0	\$20,136	\$0	\$5,034	\$197,882
	NRST covered from Other RA remission	\$196,121	\$0	\$0	\$14,799	\$0	\$20,136	\$0	\$0	\$231,056
	NRST covered from Unknown RA remission	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST covered by Other support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Fed support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Outside support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Unknown support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST paid by student earnings/loans/savings	\$278,215	\$44,015	\$0	\$28,279	\$0	\$7,269	\$0	\$143,470	\$501,247
	Per capita NRST paid by earnings/loans/savings	\$2,076	\$1,258	\$0	\$435	\$0	\$94	\$0	\$3,188	\$1,292
Continuing	Count of Students	262	13	14	33	-	45	8	33	408
	Total NRST Revenue	\$3,554,004	\$171,156	\$176,190	\$458,094	\$0	\$634,284	\$120,816	\$422,856	\$5,537,400
	Total NRST covered by Fellowship	\$740,325	\$137,720	\$171,698	\$166,303	\$0	\$257,637	\$115,782	\$297,107	\$1,886,570
	NRST covered by UC fellowships	\$431,052	\$132,686	\$171,698	\$76,786	\$0	\$188,811	\$115,782	\$266,903	\$1,383,718
	NRST covered by Fed fell	\$0	\$0	\$0	\$0	\$0	\$9,064	\$0	\$0	\$9,064
	NRST covered by Other fell	\$309,273	\$5,034	\$0	\$89,516	\$0	\$59,761	\$0	\$30,204	\$493,788
	NRST covered by Unknown fellowships	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Total NRST covered by Remission	\$2,567,340	\$0	\$0	\$261,768	\$0	\$347,346	\$5,034	\$0	\$3,181,488
	NRST covered from UC RA remission	\$533,023	\$0	\$0	\$80,474	\$0	\$182,017	\$5,034	\$0	\$800,548
	NRST covered from Fed RA remission	\$1,362,954	\$0	\$0	\$127,025	\$0	\$152,804	\$0	\$0	\$1,642,783
	NRST covered from Other RA remission	\$671,363	\$0	\$0	\$54,269	\$0	\$12,525	\$0	\$0	\$738,157
	NRST covered from Unknown RA remission	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST covered by Other support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Fed support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Outside support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Unknown support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST paid by student earnings/loans/savings	\$246,339	\$33,437	\$4,493	\$30,024	\$0	\$29,302	\$0	\$125,749	\$469,342
	Per capita NRST paid by earnings/loans/savings	\$940	\$2,572	\$321	\$910	#DIV/0!	\$651	\$0	\$3,811	\$1,150
All Students With NRST	Count of Students	396	48	39	98	3	122	12	78	796
	Total NRST Revenue	\$5,456,856	\$699,726	\$548,706	\$1,439,724	\$45,306	\$1,756,866	\$181,224	\$1,102,446	\$11,230,854
	Total NRST covered by Fellowship	\$1,700,474	\$612,207	\$544,214	\$1,059,245	\$45,306	\$1,201,793	\$176,190	\$813,092	\$6,152,521
	NRST covered by UC fellowships	\$1,229,414	\$592,739	\$544,214	\$627,078	\$36,248	\$1,073,712	\$176,190	\$769,368	\$5,048,963
	NRST covered by Fed fell	\$15,102	\$14,434	\$0	\$183,632	\$9,058	\$54,398	\$0	\$0	\$276,625
	NRST covered by Other fell	\$455,958	\$5,034	\$0	\$248,535	\$0	\$73,683	\$0	\$43,723	\$826,933
	NRST covered by Unknown fellowships	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Total NRST covered by Remission	\$3,231,828	\$10,068	\$0	\$322,176	\$0	\$518,502	\$5,034	\$20,136	\$4,107,744
	NRST covered from UC RA remission	\$828,678	\$10,068	\$0	\$126,083	\$0	\$312,901	\$5,034	\$15,102	\$1,297,866
	NRST covered from Fed RA remission	\$1,535,666	\$0	\$0	\$127,025	\$0	\$172,940	\$0	\$5,034	\$1,840,665
	NRST covered from Other RA remission	\$867,484	\$0	\$0	\$69,068	\$0	\$32,661	\$0	\$0	\$969,213
	NRST covered from Unknown RA remission	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST covered by Other support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Fed support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Outside support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Unknown support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST paid by student earnings/loans/savings	\$524,554	\$77,451	\$4,493	\$58,303	\$0	\$36,571	\$0	\$269,218	\$970,589
	Per capita NRST paid by earnings/loans/savings	\$1,325	\$1,614	\$115	\$595	\$0	\$300	\$0	\$3,452	\$1,219

**Estimated Nonresident Supplemental Tuition and the Student Support Funds that Cover It
Academic Doctoral Students, 2012-13**

**San Francisco
By Discipline and Student Status**

		Discipline Engineering/C S*	Health Sciences	Life Sciences	Social Sciences	Grand Total
Stage						
New	Count of Students	32	14	43	3	92
	Total NRST Revenue	\$397,686	\$211,428	\$639,318	\$45,306	\$1,293,738
	Total NRST covered by Fellowship	\$276,870	\$197,836	\$600,556	\$45,306	\$1,120,568
	NRST covered by UC fellowships	\$135,811	\$127,277	\$474,893	\$45,306	\$783,287
	NRST covered by Fed fell	\$141,059	\$69,564	\$121,211	\$0	\$331,833
	NRST covered by Other fell	\$0	\$996	\$4,452	\$0	\$5,447
	NRST covered by Unknown fellowships	\$0	\$0	\$0	\$0	\$0
	Total NRST covered by Remission	\$0	\$0	\$0	\$0	\$0
	NRST covered from UC RA remission	\$0	\$0	\$0	\$0	\$0
	NRST covered from Fed RA remission	\$0	\$0	\$0	\$0	\$0
	NRST covered from Other RA remission	\$0	\$0	\$0	\$0	\$0
	NRST covered from Unknown RA remission	\$0	\$0	\$0	\$0	\$0
	Sum of NRST covered by Other support	\$0	\$13,592	\$28,694	\$0	\$42,286
	NRST covered by other Fed support	\$0	\$13,592	\$13,592	\$0	\$27,184
	NRST covered by other Outside support	\$0	\$0	\$15,102	\$0	\$15,102
	NRST covered by other Unknown support	\$0	\$0	\$0	\$0	\$0
	Sum of NRST paid by student earnings/loans/savings	\$120,816	\$0	\$10,068	\$0	\$130,884
	<i>Per capita NRST paid by earnings/loans/savings</i>	<i>\$3,776</i>	<i>\$0</i>	<i>\$234</i>	<i>\$0</i>	<i>\$1,423</i>
Continuing	Count of Students	88	5	26	-	119
	Total NRST Revenue	\$518,502	\$75,510	\$211,428	\$0	\$805,440
	Total NRST covered by Fellowship	\$111,507	\$75,510	\$110,748	\$0	\$297,765
	NRST covered by UC fellowships	\$72,147	\$60,408	\$100,680	\$0	\$233,235
	NRST covered by Fed fell	\$39,360	\$15,102	\$0	\$0	\$54,462
	NRST covered by Other fell	\$0	\$0	\$10,068	\$0	\$10,068
	NRST covered by Unknown fellowships	\$0	\$0	\$0	\$0	\$0
	Total NRST covered by Remission	\$0	\$0	\$0	\$0	\$0
	NRST covered from UC RA remission	\$0	\$0	\$0	\$0	\$0
	NRST covered from Fed RA remission	\$0	\$0	\$0	\$0	\$0
	NRST covered from Other RA remission	\$0	\$0	\$0	\$0	\$0
	NRST covered from Unknown RA remission	\$0	\$0	\$0	\$0	\$0
	Sum of NRST covered by Other support	\$30,204	\$0	\$15,102	\$0	\$45,306
	NRST covered by other Fed support	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Outside support	\$30,204	\$0	\$15,102	\$0	\$45,306
	NRST covered by other Unknown support	\$0	\$0	\$0	\$0	\$0
	Sum of NRST paid by student earnings/loans/savings	\$376,791	\$0	\$85,578	\$0	\$462,369
	<i>Per capita NRST paid by earnings/loans/savings</i>	<i>\$4,282</i>	<i>\$0</i>	<i>\$3,291</i>	<i>#DIV/0!</i>	<i>\$3,885</i>
All Students With NRST	Count of Students	120	19	69	3	211
	Total NRST Revenue	\$916,188	\$286,938	\$850,746	\$45,306	\$2,099,178
	Total NRST covered by Fellowship	\$388,377	\$273,346	\$711,304	\$45,306	\$1,418,333
	NRST covered by UC fellowships	\$207,958	\$187,685	\$575,573	\$45,306	\$1,016,522
	NRST covered by Fed fell	\$180,419	\$84,666	\$121,211	\$0	\$386,296
	NRST covered by Other fell	\$0	\$996	\$14,520	\$0	\$15,515
	NRST covered by Unknown fellowships	\$0	\$0	\$0	\$0	\$0
	Total NRST covered by Remission	\$0	\$0	\$0	\$0	\$0
	NRST covered from UC RA remission	\$0	\$0	\$0	\$0	\$0
	NRST covered from Fed RA remission	\$0	\$0	\$0	\$0	\$0
	NRST covered from Other RA remission	\$0	\$0	\$0	\$0	\$0
	NRST covered from Unknown RA remission	\$0	\$0	\$0	\$0	\$0
	Sum of NRST covered by Other support	\$30,204	\$13,592	\$43,796	\$0	\$87,592
	NRST covered by other Fed support	\$0	\$13,592	\$13,592	\$0	\$27,184
	NRST covered by other Outside support	\$30,204	\$0	\$30,204	\$0	\$60,408
	NRST covered by other Unknown support	\$0	\$0	\$0	\$0	\$0
	Sum of NRST paid by student earnings/loans/savings	\$497,607	\$0	\$95,646	\$0	\$593,253
	<i>Per capita NRST paid by earnings/loans/savings</i>	<i>\$4,147</i>	<i>\$0</i>	<i>\$1,386</i>	<i>\$0</i>	<i>\$2,812</i>

*Includes ~90 students in a joint program with UC Berkeley. Their NRST was actually assessed by Berkeley, not UCSF. As a result, some of their NRST revenue and funds covering NRST are more properly associated with Berkeley, not UCSF as shown here.

Estimated Nonresident Supplemental Tuition and the Student Support Funds that Cover It
Academic Doctoral Students, 2012-13

Santa Barbara
By Discipline and Student Status

Stage		Discipline					Physical		Social	Grand Total
		Engineering/C	Fine Arts	Humanities	Life Sciences	OTHER	Sciences	Professional	Sciences	
New	Count of Students	59	15	38	15	2	92	15	37	273
	Total NRST Revenue	\$891,018	\$226,530	\$558,774	\$221,496	\$30,204	\$1,389,384	\$226,530	\$553,740	\$4,097,676
	Total NRST covered by Fellowship	\$520,349	\$218,112	\$493,749	\$176,190	\$29,388	\$954,565	\$190,224	\$435,987	\$3,018,564
	NRST covered by UC fellowships	\$476,555	\$218,112	\$452,312	\$175,700	\$29,388	\$831,297	\$175,122	\$416,294	\$2,774,780
	NRST covered by Fed fell	\$28,620	\$0	\$0	\$0	\$0	\$86,779	\$0	\$0	\$115,399
	NRST covered by Other fell	\$15,175	\$0	\$41,437	\$490	\$0	\$36,489	\$15,102	\$19,693	\$128,385
	NRST covered by Unknown fellowships	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Total NRST covered by Remission	\$297,006	\$0	\$0	\$45,306	\$0	\$362,448	\$0	\$40,272	\$745,032
	NRST covered from UC RA remission	\$104,036	\$0	\$0	\$10,068	\$0	\$124,172	\$0	\$8,508	\$246,784
	NRST covered from Fed RA remission	\$154,376	\$0	\$0	\$35,238	\$0	\$204,739	\$0	\$20,136	\$414,489
	NRST covered from Other RA remission	\$38,594	\$0	\$0	\$0	\$0	\$33,537	\$0	\$11,628	\$83,758
	NRST covered from Unknown RA remission	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST covered by Other support	\$0	\$0	\$0	\$0	\$0	\$33,503	\$0	\$0	\$33,503
	NRST covered by other Fed support	\$0	\$0	\$0	\$0	\$0	\$33,503	\$0	\$0	\$33,503
	NRST covered by other Outside support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Unknown support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST paid by student earnings/loans/savings	\$73,663	\$8,418	\$65,025	\$0	\$816	\$38,868	\$36,306	\$77,481	\$300,577
	Per capita NRST paid by earnings/loans/savings	\$1,249	\$561	\$1,711	\$0	\$408	\$422	\$2,420	\$2,094	\$1,101
Continuing	Count of Students	88	4	12	9	10	32	10	18	183
	Total NRST Revenue	\$1,122,582	\$60,408	\$140,952	\$95,646	\$125,850	\$377,550	\$140,952	\$231,564	\$2,295,504
	Total NRST covered by Fellowship	\$276,180	\$42,423	\$136,595	\$55,374	\$56,972	\$184,683	\$101,474	\$154,897	\$1,008,598
	NRST covered by UC fellowships	\$230,874	\$42,423	\$106,391	\$23,585	\$42,279	\$94,549	\$63,249	\$117,452	\$720,802
	NRST covered by Fed fell	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by Other fell	\$45,306	\$0	\$30,204	\$31,789	\$14,693	\$90,134	\$38,225	\$37,445	\$287,796
	NRST covered by Unknown fellowships	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Total NRST covered by Remission	\$739,998	\$0	\$0	\$40,272	\$35,238	\$110,748	\$0	\$20,136	\$946,392
	NRST covered from UC RA remission	\$140,523	\$0	\$0	\$9,078	\$10,068	\$24,439	\$0	\$15,102	\$199,211
	NRST covered from Fed RA remission	\$380,626	\$0	\$0	\$20,136	\$25,170	\$68,320	\$0	\$5,034	\$499,286
	NRST covered from Other RA remission	\$218,849	\$0	\$0	\$11,058	\$0	\$17,988	\$0	\$0	\$247,895
	NRST covered from Unknown RA remission	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST covered by Other support	\$0	\$0	\$0	\$0	\$9,000	\$0	\$0	\$0	\$9,000
	NRST covered by other Fed support	\$0	\$0	\$0	\$0	\$9,000	\$0	\$0	\$0	\$9,000
	NRST covered by other Outside support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Unknown support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST paid by student earnings/loans/savings	\$106,404	\$17,985	\$4,357	\$0	\$24,640	\$82,119	\$39,478	\$56,531	\$331,514
	Per capita NRST paid by earnings/loans/savings	\$1,209	\$4,496	\$363	\$0	\$2,464	\$2,566	\$3,948	\$3,141	\$1,812
All Students With NRST	Count of Students	147	19	50	24	12	124	25	55	456
	Total NRST Revenue	\$2,013,600	\$286,938	\$699,726	\$317,142	\$156,054	\$1,766,934	\$367,482	\$785,304	\$6,393,180
	Total NRST covered by Fellowship	\$796,529	\$260,535	\$630,344	\$231,564	\$86,360	\$1,139,248	\$291,698	\$590,884	\$4,027,162
	NRST covered by UC fellowships	\$707,429	\$260,535	\$558,703	\$199,284	\$71,667	\$925,846	\$238,371	\$533,746	\$3,495,582
	NRST covered by Fed fell	\$28,620	\$0	\$0	\$0	\$0	\$86,779	\$0	\$0	\$115,399
	NRST covered by Other fell	\$60,480	\$0	\$71,641	\$32,280	\$14,693	\$126,623	\$53,327	\$57,138	\$416,181
	NRST covered by Unknown fellowships	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Total NRST covered by Remission	\$1,037,004	\$0	\$0	\$85,578	\$35,238	\$473,196	\$0	\$60,408	\$1,691,424
	NRST covered from UC RA remission	\$244,559	\$0	\$0	\$19,146	\$10,068	\$148,611	\$0	\$23,610	\$445,995
	NRST covered from Fed RA remission	\$535,002	\$0	\$0	\$55,374	\$25,170	\$273,060	\$0	\$25,170	\$913,776
	NRST covered from Other RA remission	\$257,443	\$0	\$0	\$11,058	\$0	\$51,525	\$0	\$11,628	\$331,653
	NRST covered from Unknown RA remission	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST covered by Other support	\$0	\$0	\$0	\$0	\$9,000	\$33,503	\$0	\$0	\$42,503
	NRST covered by other Fed support	\$0	\$0	\$0	\$0	\$9,000	\$33,503	\$0	\$0	\$42,503
	NRST covered by other Outside support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Unknown support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST paid by student earnings/loans/savings	\$180,067	\$26,403	\$69,382	\$0	\$25,456	\$120,987	\$75,784	\$134,012	\$632,091
	Per capita NRST paid by earnings/loans/savings	\$1,225	\$1,390	\$1,388	\$0	\$2,121	\$976	\$3,031	\$2,437	\$1,386

**Estimated Nonresident Supplemental Tuition and the Student Support Funds that Cover It
Academic Doctoral Students, 2012-13**

Santa Cruz

By Discipline and Student Status

Stage	Discipline					Physical		Grand Total
	Engineering/C S	Fine Arts	Humanities	Life Sciences	OTHER	Sciences	Social Sciences	
New	Count of Students	19	12	10	14	2	39	118
	Total NRST Revenue	\$271,836	\$176,190	\$151,020	\$201,360	\$30,204	\$573,876	\$1,736,730
	Total NRST covered by Fellowship	\$192,381	\$151,179	\$135,918	\$93,612	\$30,204	\$495,317	\$1,339,704
	NRST covered by UC fellowships	\$192,381	\$151,179	\$135,918	\$82,531	\$20,784	\$470,420	\$1,294,306
	NRST covered by Fed fell	\$0	\$0	\$0	\$11,081	\$0	\$24,897	\$35,978
	NRST covered by Other fell	\$0	\$0	\$0	\$0	\$9,420	\$0	\$9,420
	NRST covered by Unknown fellowships	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Total NRST covered by Remission	\$65,442	\$0	\$15,102	\$65,442	\$0	\$40,272	\$195,326
	NRST covered from UC RA remission	\$20,136	\$0	\$15,102	\$7,551	\$0	\$14,431	\$57,510
	NRST covered from Fed RA remission	\$35,238	\$0	\$0	\$51,301	\$0	\$20,807	\$112,380
	NRST covered from Other RA remission	\$5,034	\$0	\$0	\$6,590	\$0	\$5,034	\$20,402
	NRST covered from Unknown RA remission	\$5,034	\$0	\$0	\$0	\$0	\$0	\$5,034
	Sum of NRST covered by Other support	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Fed support	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Outside support	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Unknown support	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST paid by student earnings/loans/savings	\$14,013	\$25,011	\$0	\$42,306	\$0	\$38,287	\$201,700
	<i>Per capita NRST paid by earnings/loans/savings</i>	<i>\$738</i>	<i>\$2,084</i>	<i>\$0</i>	<i>\$3,022</i>	<i>\$0</i>	<i>\$982</i>	<i>\$1,709</i>
Continuing	Count of Students	38	7	1	8	-	22	96
	Total NRST Revenue	\$473,196	\$95,646	\$15,102	\$100,680	\$0	\$281,904	\$1,243,398
	Total NRST covered by Fellowship	\$55,785	\$46,381	\$15,102	\$29,896	\$0	\$58,881	\$306,523
	NRST covered by UC fellowships	\$55,785	\$46,381	\$15,102	\$14,377	\$0	\$48,058	\$280,180
	NRST covered by Fed fell	\$0	\$0	\$0	\$15,519	\$0	\$10,823	\$26,343
	NRST covered by Other fell	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by Unknown fellowships	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Total NRST covered by Remission	\$347,346	\$0	\$0	\$15,102	\$0	\$105,714	\$495,832
	NRST covered from UC RA remission	\$83,910	\$0	\$0	\$0	\$0	\$48,590	\$147,602
	NRST covered from Fed RA remission	\$167,871	\$0	\$0	\$10,068	\$0	\$39,534	\$230,041
	NRST covered from Other RA remission	\$95,566	\$0	\$0	\$5,034	\$0	\$17,590	\$118,189
	NRST covered from Unknown RA remission	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST covered by Other support	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Fed support	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Outside support	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Unknown support	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST paid by student earnings/loans/savings	\$70,065	\$49,265	\$0	\$55,682	\$0	\$117,309	\$441,043
	<i>Per capita NRST paid by earnings/loans/savings</i>	<i>\$1,844</i>	<i>\$7,038</i>	<i>\$0</i>	<i>\$6,960</i>	<i>#DIV/0!</i>	<i>\$5,332</i>	<i>\$4,594</i>
All Students With NRST	Count of Students	57	19	11	22	2	61	214
	Total NRST Revenue	\$745,032	\$271,836	\$166,122	\$302,040	\$30,204	\$855,780	\$2,980,128
	Total NRST covered by Fellowship	\$248,166	\$197,560	\$151,020	\$123,508	\$30,204	\$554,198	\$1,646,227
	NRST covered by UC fellowships	\$248,166	\$197,560	\$151,020	\$96,908	\$20,784	\$518,477	\$1,574,486
	NRST covered by Fed fell	\$0	\$0	\$0	\$26,600	\$0	\$35,721	\$62,321
	NRST covered by Other fell	\$0	\$0	\$0	\$0	\$9,420	\$0	\$9,420
	NRST covered by Unknown fellowships	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Total NRST covered by Remission	\$412,788	\$0	\$15,102	\$80,544	\$0	\$145,986	\$691,158
	NRST covered from UC RA remission	\$104,046	\$0	\$15,102	\$7,551	\$0	\$63,021	\$205,111
	NRST covered from Fed RA remission	\$203,109	\$0	\$0	\$61,369	\$0	\$60,341	\$342,421
	NRST covered from Other RA remission	\$100,600	\$0	\$0	\$11,624	\$0	\$22,624	\$138,592
	NRST covered from Unknown RA remission	\$5,034	\$0	\$0	\$0	\$0	\$0	\$5,034
	Sum of NRST covered by Other support	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Fed support	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Outside support	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	NRST covered by other Unknown support	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Sum of NRST paid by student earnings/loans/savings	\$84,078	\$74,276	\$0	\$97,988	\$0	\$155,596	\$642,743
	<i>Per capita NRST paid by earnings/loans/savings</i>	<i>\$1,475</i>	<i>\$3,909</i>	<i>\$0</i>	<i>\$4,454</i>	<i>\$0</i>	<i>\$2,551</i>	<i>\$3,003</i>

Methodology for Estimating the Financial Impact of Eliminating Nonresident Supplemental Tuition for Academic Doctoral Students¹ After their First Year

Assessing the financial impact of eliminating Nonresident Supplemental Tuition (NRST) for certain academic doctoral students requires estimating:

- a) the amount of Nonresident Supplemental Tuition (NRST) revenue attributable to academic doctoral students in various categories,
- b) the funding currently provided by different types and sources of support to pay students' NRST, and
- c) the extent to which funding in (b), which would be "freed up" by the elimination of NRST, could be repurposed to help cover the gap in a campus's operating budget created by the lost NRST revenue calculated in (a).

Details behind these estimates are provided below. All estimates are based on 2012-13 student data from the Corporate Student System (CSS).

Estimating NRST Revenue Associated with Academic Doctoral Students

Three distinct categories of academic doctoral students are assessed NRST:

1. Domestic nonresident students – typically those in their first year of enrollment (after which they usually qualify for in-state tuition)
2. International students who have not yet advanced to candidacy
3. International students who advanced to candidacy 3 or more years ago

Information about students' residency classification, domestic vs. international status, and candidacy status were obtained from the Corporate Student System to group students into these three categories. Each student was assumed to represent \$15,102 of NRST revenue, prorated by the portion of the academic year that the student was actually enrolled. (For students whose category changed mid-year – e.g., someone who advanced to candidacy in winter, or whose 3-year exemption from NRST elapsed mid-year – their estimated NRST was adjusted to reflect the actual number of terms they were subject to NRST during that year.)

Attributing NRST Coverage to Sources of Support

In many instances, data in the CSS do not indicate what awards received by a student were specifically intended to cover some or all of a student's NRST (versus their in-state tuition and fees, campus-based fees, or stipend). To estimate the funding awarded to cover NRST, a hierarchy was used.

1. NRST remissions associated with Graduate Student Researcher (GSR) appointments were assumed to cover NRST for students with such remissions.

¹ For purposes of this analysis, students in Master of Fine Arts (MFA) programs are included in figures for academic doctoral students, since the MFA represents the terminal academic degree for that discipline.

2. Fellowships from UC and non-UC sources were applied to a student's remaining NRST charges (if any) after taking remissions from (1) into account. For students with fellowships from multiple sources (e.g., \$10,000 from UC and \$10,000 from an outside agency), NRST coverage was attributed proportionately to each fellowship.
3. Other forms of support (e.g., payments from employers or Veteran's educational benefits), when known, were applied to any remaining NRST charges.
4. NRST not covered by remissions, fellowships, or other forms of gift aid were assumed to be paid by the student – either from their wages from an appointments as a GSR or Teaching Assistant (TA), or from other resources such as loans, savings, or earnings not captured in the CSS.

Within categories (1), (2), and (3), funds were attributed to various sources – University, Federal government, other outside agency, or unknown – based on the fund code associated with each award in the CSS. The CSS does not have reliable information about the fund source used to pay NRST remissions for GSRs; for those awards, funding was attributed to the same fund source(s) that paid the student's GSR wages.

Evaluating the Possible "Re-Purposing" of Funds to Estimate a "Net" Cost

The total amount of lost NRST revenue represents the "gross" cost of eliminating NRST for certain students. If NRST were eliminated, however, a campus could repurpose some of the funding currently used to cover NRST (estimated as described above) to other parts of the campus budget in order to backfill some of the gap created by the lost NRST revenue, resulting in a lower "net" cost. The extent to which this is possible – or desirable – depends on the type of award.

To help campuses derive their own estimates of the potential "net cost" under different scenarios, tables were created to illustrate how much funding could (or could not) be potentially "freed up" from various sources if NRST were eliminated. Those sources are described below:

- **NRST covered by UC Fellowships.** These funds could be used to backfill a portion of lost NRST revenue if a campus decided to reduce its UC fellowship budget by the amount shown. Alternatively, a campus could keep some or all of these funds budgeted for graduate student support and address the budget gap created by the lost NRST revenue in another way.
- **NRST covered by Fed Fellowships and NRST covered by Other Fellowships.** These funds could not be easily repurposed to backfill lost NRST revenue because they were awarded by an outside agency. These funds would either revert to the funding agency or remain with the student (thus enhancing the student's net stipend). In either case, the figures represent a loss of income to UC.
- **NRST covered by Unknown Fellowships.** These fellowships lack any identifiable fund source on the CSS. They are most likely to be from outside agencies, though, and hence not available to backfill lost NRST revenue.
- **NRST Covered by UC RA remission.** These funds are derived from UC-funded research grants (including State-funded grants). To the extent that such funds no longer contribute to NRST revenue, faculty researchers would have more funds available for other purposes, but UC core funds would decline. How the University would address such a decline – for example, by reducing UC's research budget to account for the fact that grants no longer needed to cover NRST, or by taking cuts elsewhere in the University's budget – would need to be determined.

- **NRST Covered by Federal RA remission and NRST Covered by Other RA remission.** These funds are derived from research grants from outside entities. To the extent that such funds no longer contribute to NRST revenue, faculty researchers would have more funds available for other purposes, but UC core funds would decline.
- **NRST Covered by Unknown RA remission.** These funds are derived from research grants whose fund sources are unknown. They could be UC, federal, or other extramural funds.
- **NRST Covered by Other Federal support and NRST Covered by Other Outside Support.** These funds are from federal programs (e.g., Chapter 33 GI Bill benefits) and other third-party payers (e.g., a student's employer or host country) that, depending on the program, may or may not be directly tied to the charges assessed to the student. To the extent that NRST is reduced, this funding would likely revert to the third party or to the student.
- **NRST Paid by Student Earnings/Loans/Savings.** These funds represent the difference between (a) the total NRST charged to students and (b) the combined funding the student received from the sources listed above. Funds in this category could not be "recaptured" by the University – they would revert to the student, with an equivalent loss of revenue to UC. Figures are presented in total dollar amounts as well as on a per capita basis to facilitate comparison between campuses or between disciplines at the same campus.

Competitive Net Stipends

Introduction

Although many of UC's doctoral programs are rated among the best in the world, uncompetitive net stipends threaten to seriously undermine the quality of those programs. The net stipend is defined as the total compensation paid to a graduate student, minus the tuition and fees that are paid for or by the student. Graduate student stipends are to a large degree determined by the salaries that doctoral students can earn as teaching assistants or graduate student researchers (GSRs), and any fellowship stipends they are awarded. In addition, many support offers include payment of the student's tuition and fees. Teaching assistant salaries and benefits are determined at the systemwide level¹, and GSR salaries are established locally. Individual graduate programs choose where on a set of centrally determined scales to set their GSR salaries; local decisions are based on available resources and competition in the respective disciplines. For students who receive fellowships from the University, rather than employment, net stipends are paid from the same pool of funds that pays for their tuition and, if applicable, non-resident supplemental tuition (NRST). It should be said that many students are supported by more than one type of stipend during the course of their doctoral studies and there are differences in the composition of offers for students at any UC campus and those at its peer institutions. For example, UC has historically trailed competitors in the percent of students offered institutional fellowships and research assistantships, and has offered a higher percentage of teaching assistantships than other institutions. In 2013, however, the percent of students offered UC institutional fellowships rose to 66% compared to 62% among UC's competitors. Fellowships remained the most common type of support offered by UC to first-year students, and were cited far more frequently in the 2013 Graduate Student Support Survey than either teaching assistantships (28%) or research assistantships (24%).

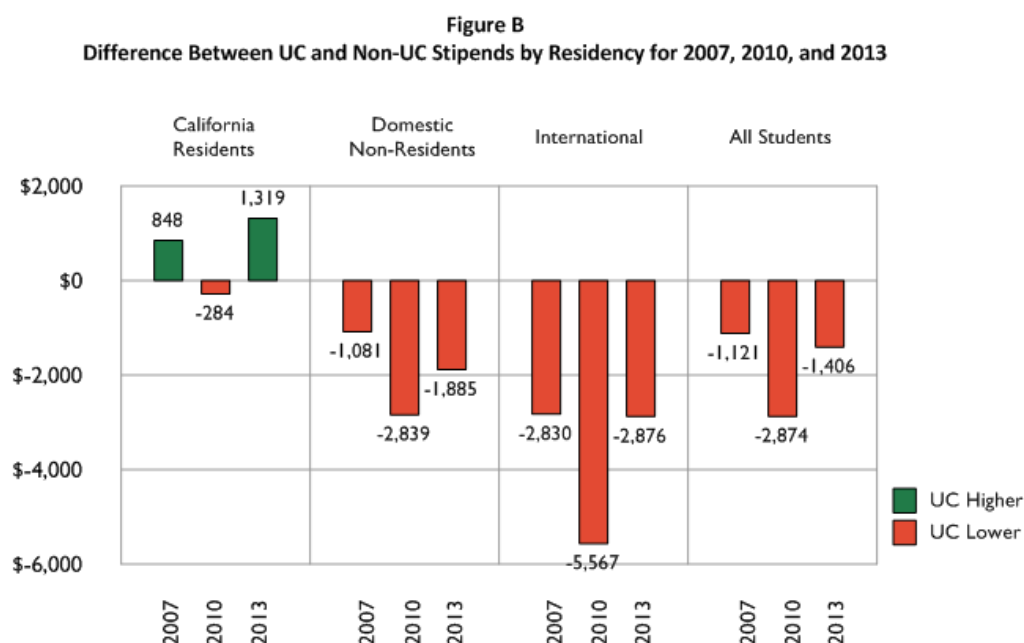
UC's net stipend offers are lower than those of its competitors, and have been for a long time, which lessens UC's ability to attract the best Ph.D. students from around the world. Participants at the *All-UC Doctoral Student Support Conference* identified uncompetitive net stipends as a strategic area of the highest priority. Systemwide, the gap (compared to UC's peer institutions) in the average net stipend offered to UC admits stood at -\$1,406 in 2013. Although UC has increased its net stipends by \$1,772 from 2007 to 2013, the University's competitors have increased their net stipends by \$2,057 during the same time period. Students are more likely to choose schools that offer higher stipends, pay moving expenses, and offer signing bonuses – even if the differences amount to one or two thousand dollars annually. Insufficient offers of financial support in recruitment packages – committing inadequate funding and/or too few years of support – often result in UC losing the best potential students to other institutions. This problem poses a direct threat to the programs that have already achieved national and international prominence, and it reduces the likelihood that rising programs will achieve equal distinction. UC offers are not as generous and are less likely to include fellowship funding that is not linked to an employment commitment. Indeed, the data show a very linear relationship between acceptance of the UC admission letter and the amount over and below the competing stipend offer. An analysis of the Graduate Student Support Survey shows that the magnitude of UC's competitive net stipend gap also matters. For instance, when UC's net stipend is greater than the non-UC net stipend by at least \$10,000, 83% of respondents choose to attend UC. When UC net stipends are lower than non-UC's by at least \$10,000, only 21% choose UC.

The net stipend gap also affects international students differentially. In world-class research universities, doctoral education is an international activity. UC recruits students from throughout California, the nation, and the world. Faculty prize applicants who provide evidence of strong intellectual knowledge and skills in relevant areas, lively curiosity, good fit with the strengths and directions of the degree program, and personal characteristics and interests that increase diversity in the student body. In 2013-14, 70% of UC Ph.D. students were domestic in-State students, and 23% of UC Ph.D. students were international². As U.S. residents can become California residents after one year (and are encouraged to do so), the 70% figure for California residents among all enrolled Ph.D. students includes many students who came from elsewhere in the U.S. in order to attend a UC Ph.D. program. International students cannot become

¹ GSI salaries are negotiated through negotiations between UCOP and the United Auto Workers.

² Approximately 7% of domestic Ph.D. students retain their out-of-state status for one reason or another.

California residents at any point in their Ph.D. program. Enrollment of international Ph.D. students at UC has declined in recent years from a high of about 30% to about 23% today. This fraction is well below the average percentage of international doctoral enrollment for UC's peer institutions. For example, the median percentage of international Ph.D. students at the Association of American Universities (AAU) peer institutions was close to 40%. UC faculty believe that the University is not enrolling enough international students, largely because of limited capacity to provide adequate financial support packages, which is coupled with the high cost of NRST that is typically born by PIs. The following chart shows the significant net stipend gap(s) for California residents, domestic non-residents, and international students.



Campuses and Disciplines

As has been the case in past iterations of the Graduate Student Support Survey, there is a wide variance in the competitiveness of UC's offers by campus, (see the following table). For instance, the average net stipend offered by Riverside exceeded that of its competitors by over \$7,100. Irvine also did quite well, beating the average net stipends of its competitors by \$3,367. UCSF is only at a slight competitive disadvantage, with its net stipend of \$739 only lower than those of its chief competitors. In contrast, the average net stipend offered by Santa Barbara was \$3,900 less than that of its competitors. The campuses with the greatest improvement in either closing the deficit between it and its competitors between 2010 and 2013, or increasing its existing advantage, were Berkeley, Irvine, Los Angeles, San Diego, and San Francisco. It is useful to note that not all UC campuses compete against the same institutions. The ten most frequently cited institutions accounted for 39% of all responses, and the institutions varied only slightly from those identified in the previous survey.³ Across the board, Stanford University is consistently identified as the top UC competitor, followed by the University of Washington, the Massachusetts Institute of Technology (MIT), and Harvard University. The relative difference in the competitiveness between the campuses is a function of many factors – dollars available for support as well as the different mix of competitors. For instance, Irvine and Riverside, which both had relative competitive advantages over some of the other UC campuses, compete for many of the same students and with the many of the same non-UC institutions – the University of Southern California, California Institute of Technology, the University of Texas at Austin, the University of Michigan at Ann Arbor, and Arizona State University.⁴ The performance of UCSF is particularly impressive given its principal competitors – Stanford, MIT, Harvard, California Institute of Technology, and Princeton. In spite of the mix of competitors, some campuses are taking concerted actions to address these relative gaps. For instance, Riverside has been very active in supplementing USAP funds to increase its graduate fellowships; these actions may have had the most impact in improving its competitive position. These efforts have indeed paid

³ Among responses who were dual admits.

⁴ It should be noted the UCI also competes with Stanford.

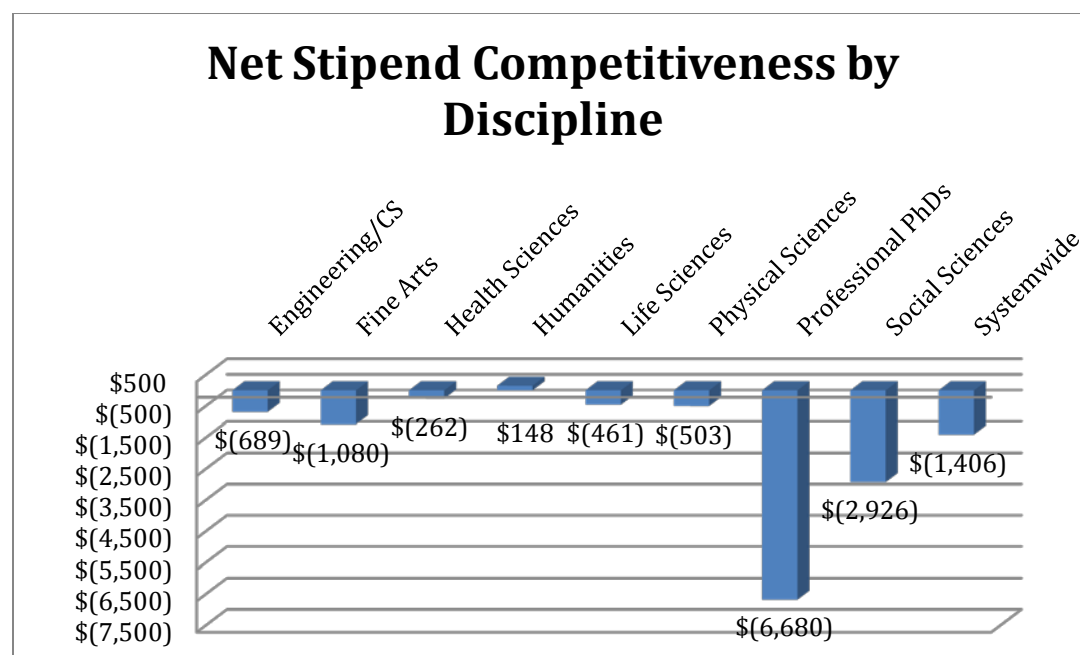
dividends, as Riverside has had the largest proportional increase in new graduate students over the last three years; the 2014 cohort is up 25% over the 2012 entering cohort. This is in large part due to stronger support packages (both in length of support and overall dollars committed).

Trends in Per Capita Net Stipend by Top-Choice UC Campus*

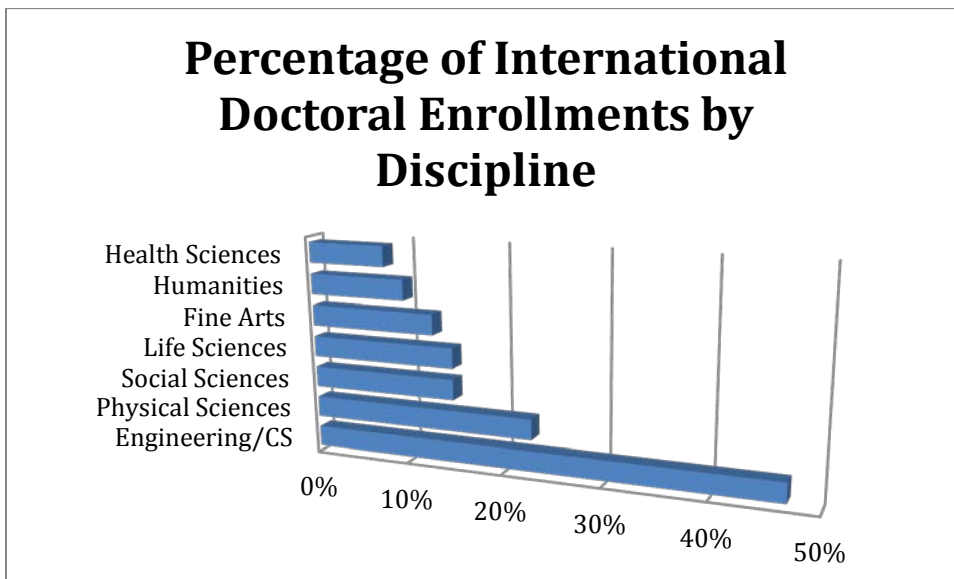
	2007			2010			2013		
	Per Capita UC Net Stipend	Per Capita Non-UC Net Stipend	Difference	Per Capita UC Net Stipend	Per Capita Non-UC Net Stipend	Difference	Per Capita UC Net Stipend	Per Capita Non-UC Net Stipend	Difference
Berkeley	\$21,859	\$24,012	-\$2,153	\$22,417	\$26,845	-\$4,428	\$24,802	\$26,743	-\$1,942
Davis	\$17,024	\$19,650	-\$2,626	\$17,493	\$19,017	-\$1,524	\$18,563	\$21,746	-\$3,183
Irvine	\$20,915	\$19,026	\$1,889	\$20,151	\$19,273	\$878	\$23,362	\$19,995	\$3,367
Los Angeles	\$16,743	\$19,595	-\$2,852	\$15,446	\$21,919	-\$6,473	\$18,541	\$20,854	-\$2,313
Merced	\$24,362	\$26,788	-\$2,426	\$19,495	\$17,538	\$1,957	\$15,590	\$18,167	-\$2,577
Riverside	\$17,033	\$11,354	\$5,679	\$21,182	\$14,668	\$6,514	\$21,400	\$14,260	\$7,140
San Diego	\$18,223	\$20,756	-\$2,534	\$20,382	\$23,936	-\$3,554	\$20,512	\$21,822	-\$1,310
San Francisco	\$28,344	\$29,095	-\$751	\$28,246	\$30,242	-\$1,996	\$29,390	\$30,129	-\$739
Santa Barbara	\$18,909	\$19,538	-\$630	\$18,153	\$21,918	-\$3,766	\$18,636	\$22,590	-\$3,953
Santa Cruz	\$18,750	\$16,735	\$2,015	\$18,754	\$18,163	\$591	\$13,377	\$17,337	-\$3,960
Systemwide	\$19,450	\$20,571	-\$1,121	\$19,777	\$22,651	-\$2,874	\$21,222	\$22,628	-\$1,406

*2007 and 2010 dollars adjusted to 2013 dollars based on changes in the Consumer Price Index.

UC's competitiveness has improved in most disciplines – notably, in all the STEM fields. Engineering/Computer Science and Health Sciences became significantly more competitive at UC, cutting their competitive gap by over \$6,200 and \$4,000 between 2010 and 2013, respectively. That said, UC only has a competitive advantage in one discipline, the Humanities. UC's greatest competitive disadvantage is in the Social Sciences, where the average stipend among UC competitors exceeded UC's average net stipend by more than \$2,900.



An examination of the relative mix of international enrollments by discipline alongside the net stipend gaps may shed some light on this issue. One would expect that disciplines that attract large numbers of international students (e.g., the STEM fields) would need to offer higher stipends to remain competitive due to the impact of NRST. The following chart shows that large numbers of Engineering and Computer Science Ph.D. students are international students, followed by the Physical Sciences, Social Sciences, and the Life Sciences. Indeed, all of these disciplines find themselves at a competitive disadvantage in terms of net stipends. That said, the competitive disadvantage of Engineering and Computer Science is only slight (-\$689) when compared to the large percentage of international students that these doctoral programs enroll (47%). This might be possible due to the fact that there is greater funding in these fields in the form of faculty extramural grants than there are in the Humanities, Fine Arts, or the Social Sciences. Departments in these latter fields are forced to make fewer offers to international students simply because they do not have the resources to do so (even if there are high quality international Ph.D. applicants). For instance, it is highly desirable to attract native speakers to UC's foreign language doctoral programs, who by definition would be international students. However, given the combined deleterious effects of both NRST and less-than-competitive net stipends, at least one prominent language program was forced to take no international students at all. While the Humanities do indeed register a slight competitive advantage of \$148 in its net stipends across the campuses, only 10% of its UC doctoral students are international. Therefore, UC may want to attract (and enroll) more international students in the Humanities, but cannot; the advantage may pertain mostly to domestic students. Fine Arts and Social Sciences are two disciplinary areas that are at a fairly large competitive disadvantage when it comes to net stipends (-\$2,926 and -\$1,080 respectively). However, both of these fields also enroll between 13% and 15% international students.



UC campuses also compete with each other for the same students; this would not be reflected in the Survey however. We therefore do not have an estimate of the net stipend gap between campuses, and or campuses within disciplines. That said, students did report stipends offered across the campuses in certain fields show a high degree of variance (see table below). However, given the low number of responses for some campuses in some disciplines, much of this data may not reflect the typical stipend amounts for these disciplines at UC campuses. For those disciplines that do have robust response rates, we see the following net stipends in selected disciplines.

Campus Net Stipends in Engineering, Life Sciences, the Physical Sciences, & the Social Sciences*									
Engineering/CS		Life Sciences		Physical Sciences		Social Sciences		Humanities	
Campus	Stipend	Campus	Stipend	Campus	Stipend	Campus	Stipend	Campus	Stipend
UCR	\$23,558	UCI	\$31,660	UCB	\$28,660	UCLA	\$25,093	UCB	\$24,493
UCB	\$22,953	UCSF	\$30,834	UCI	\$26,331	UCB	\$23,416	UCLA	\$21,964
UCSB	\$21,697	UCSD	\$29,874	UCR	\$24,823	UCI	\$20,588	UCSD	\$19,331
UCI	\$18,419	UCB	\$29,594	UCLA	\$24,343	UCSD	\$15,586	UCSB	\$13,445
UCD	\$16,680	UCLA	\$24,751	UCD	\$23,826	UCD	\$12,429		
UCSD	\$14,771	UCR	\$21,666	UCSD	\$22,638				
UCSC	\$12,867	UCD	\$20,661	UCSB	\$22,407				
UCLA	\$4,428			UCSC	\$20,804				
*Disciplines/campuses with less than 30 responses were eliminated.									

Closing the Net Stipend Gap

Closing the competitive net stipend gap will take additional resources. In 2013-14, UC enrolled 21,974 academic doctoral students. ***In order to close the average current gap of -\$1,406, UC needs an additional \$31M to make itself nominally competitive with its peer institutions.*** If the University received such additional funding for graduate support, funding would not be equally distributed across all campuses and all areas. As shown above, some campuses are uncompetitive in some areas and competitive in other areas. In such a scenario, UCOP would require the campuses to submit a plan on how they would strategically invest additional funding for net stipends. Some of this funding would also go to those campuses that are under-enrolled in terms of doctoral students. Indeed, as part of the proposed 2015-16 budget, \$50M is devoted to “academic quality”. Although support for Ph.D. students would compete for other strategic priorities within the larger category of academic quality, partially closing the net stipend gap should be a key consideration.

There is also considerable danger in electing to do nothing now and waiting to address this problem later when the University’s doctoral population will be much larger. For instance, UC’s long-range enrollment plan projects 27,655 academic doctoral students by 2020-21. If the net stipend gap remains the same, and nothing is done in the intervening years, UC would need almost \$38M to close it by 2020-21 in inflation-adjusted dollars.⁵ In other words, a minimum of \$31M is needed to close the current competitive gap, but this will increase to \$38m by 2020-21 if no action is taken.

While \$31M would close the nominal systemwide net stipend gap now, it does not accurately indicate what UC needs to challenge its primary competitors. Stanford, the University of Washington at Seattle, MIT, Harvard, and the University of Michigan at Ann Arbor were among the top 25% of cited institutions in the 2013 Graduate Student Support Survey. In addition, these top-tier competitors were not only cited at a few of UC top-rated campuses; these competitors were cited by admits to most of UC’s campuses. Therefore, in order to make itself competitive with these top institutions currently, the University would need to raise its average stipend by \$1,942, or allocate an additional \$42.7M systemwide. While UC has a number of options to improve its competitiveness in net stipends, if nothing is done now, its ability to consistently attract the very best Ph.D. students in each cohort will be significantly diluted with every passing year.

Cost of Living Differences

The dollar amounts of the net stipends noted in this analysis do not reflect differences in the cost of living in the areas where UC campuses and other institutions are located. For the purposes of simplification, nominal net stipend differences have been used. That said, two similar net stipends can provide very different lifestyles depending on the local cost of living (housing, transportation, etc.), which may in turn influence students’ enrollment decisions. In the

⁵ At an assumed 3% inflation rate.

Graduate Student Support Survey, a local cost of living (COL) index obtained from a proprietary database was used, which captures each institution's local cost of living relative to a national average, assuming a common student lifestyle. Once a COL index was established for each institution, the indexes were applied to a standard graduate student budget to calculate a COL adjustor, represents the estimated difference in purchasing power between the net stipends offered by UC and its competitor institutions. On average, UC campuses are located in communities with an average COL that is 73% higher than the national average; for UC competitor institutions, the comparable figure is 54%. The relatively higher cost of UC communities results in an average COL adjustor of -\$2,574. **At the systemwide level, UC's nominal competitive gap of -\$1,406 is equivalent to a competitive gap of -\$3,980 in terms of students' actual purchasing power. If one were to take actual COL differences into account, the University would need almost \$87.5M to close the gap in terms of restoring UC students' purchasing power.**

Goals

- 1) Close the net stipend gap.** Meet the current per capita net stipend gap of \$1,406 for all UC campuses (\$31M systemwide).
- 2) Competitiveness with UC's top peer institutions.** Make UC's net stipends competitive to the top 25% of cited non-UC institutions cited in the 2013 Graduate Student Support Survey (\$42.7M systemwide).
- 3) Future Net Stipend Competitiveness.** Ensure that UC can offer competitive net stipends to future numbers of enrolled doctoral students (\$38M systemwide based 27,655 projected enrolled doctoral students by 2020-21).

Recommendations

- 1) Identify Additional Resources.** Identify existing resources and/or free up other sources of revenue to partially bridge the University's net stipend gap on all of its ten campuses.
- 2) Philanthropy.** Work with UC Regents to develop philanthropy targeting the creation of new fellowships and scholarships for doctoral students.
- 3) Balanced Budget.** Achieve an overall balanced University budget in order to make the needed investments in doctoral student support. For instance, the University's long-range financial plan (which will be presented at the November Regents meeting), calls for an annual investment of \$50M into academic quality, with increased graduate enrollment as one of the investment areas.
- 4) Data Collection.** While the University has relied upon the Graduate Student Support Survey for information on net stipends, it may be useful to collect data directly from academic departments and Graduate Divisions on their stipends.

Multi-Year Offers and Transparent Offer Letters

Introduction

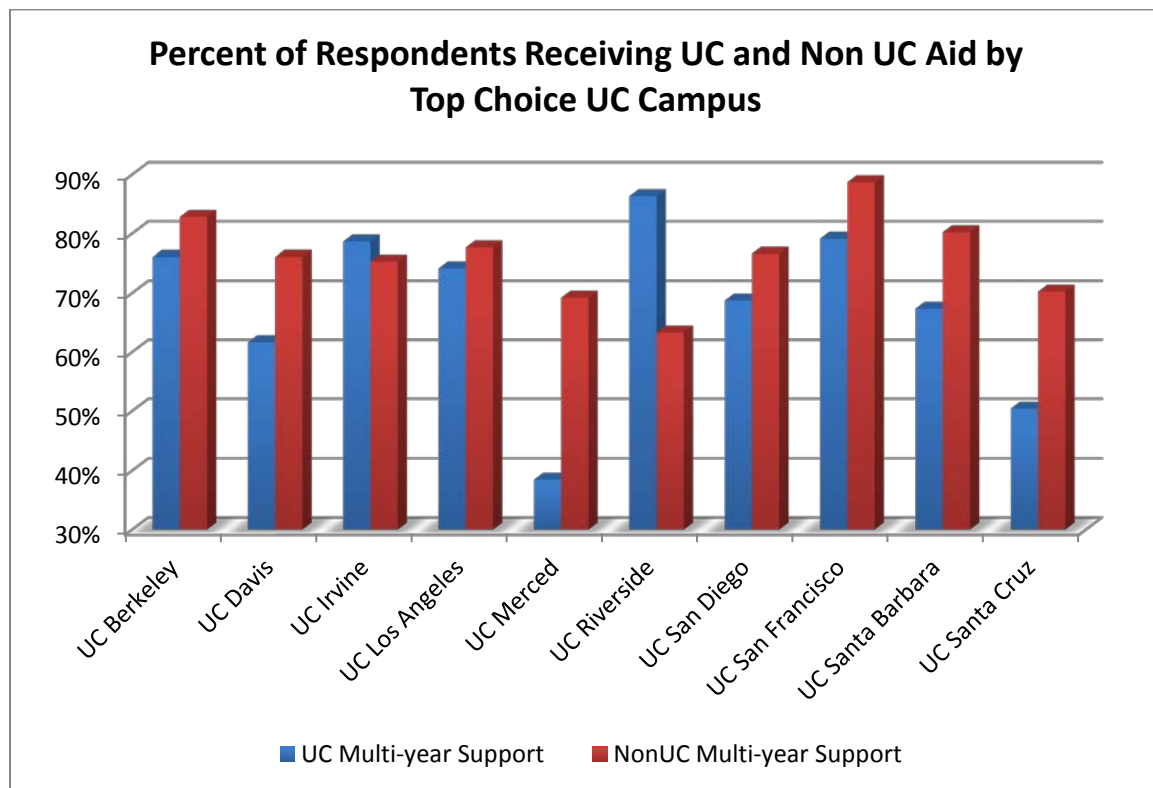
In order to remain nationally and internationally competitive for the best doctoral students, the UCs must be prepared to offer multi-year (preferably four or five year) funding guarantees to those students recruited to its Ph.D. programs. Participants at the *All-UC Doctoral Student Support Conference* agreed on the need for some kind of multi-year funding guarantee, which represents both a best practice (for some disciplines/departments) and a recommendation (for other disciplines/departments). While there are relatively few unfunded doctoral students systemwide, some departments are unable to fund all of their students (notwithstanding the fact that even these students may be able to secure funding by taking positions (e.g., as GSI's) elsewhere on campus). Therefore, some base level of multi-year funding should be provided that includes the following elements:

- 1) Funding should be as transparent as possible and should specify the contributions of fellowships, teaching assistantships, and/or research assistantships, as well as when each will apply.
- 2) Financial offer letter guidelines should be developed that ask campuses to include potential sources of support, durations, and conditions in their offer letters.
- 3) Programmatic data should be collected on the number of students currently funded by discipline and campus, as well as their level and duration of funding.

Support packages should be contingent upon a student's continued good standing and acceptable progress toward the degree, as well as upon the continued availability of funds. Currently, the University draws upon a number of sources to ensure that doctoral students are adequately funded over multiple years. These include institutional fellowships, research assistantships, teaching assistantships, and portable extramural fellowships. Historically, UC has trailed competitors in the percent of students offered institutional fellowships and research assistantships, and has offered a higher percentage of teaching assistantships than other institutions (see report on Net Stipends). In 2013, however, the percent of students offered UC institutional fellowships rose to 66% compared to 62% among UC's competitors. Fellowships remained the most common type of support offered by UC to first-year students, and were cited far more frequently than either teaching assistantships (28%) or research assistantships (24%). Overall, 91% of UC doctoral students received some kind of institutional support.

Respondents to the 2013 Graduate Student Support Survey reported that 72% of UC offers were multi-year offers compared to 78% of offers from UC's competitors. This suggests a potential competitive disadvantage for UC. What is more, this competitive disadvantage grew from only -3% to -6% between 2007 and 2013. The campuses are highly diverse in the relative percentage of multi-year institutional support that they offer as well. For instance, only 38% of doctoral students at UC Merced received multi-year institutional support, while 76% and 78% of the doctoral students enrolling at UC Berkeley and UC Los Angeles received such support. However, some of these students received non-UC multi-year support, as demonstrated in the following chart. With this in mind, funding options may need to be explored to address those campuses with

the lowest percentages of doctoral enrollments (e.g., Merced, Santa Cruz, Riverside, and maybe Irvine), in order to make them more competitive.



As one case study, the UC Riverside Graduate Division allocates money to its doctoral programs by tying funding directly to students, not in the form of block grants, but as a per student average. The Graduate Division examines the way offers are structured, and makes sure that each student can see where his or her support will come from. If a department or program only offers fellowship dollars without teaching assistantships or research assistantships, that file is returned to the program and the student will not be admitted until a multi-year offer is provided that includes both fellowship and program funding. After a particular cohort has progressed through their respective programs for four years, fellowship funds not originally allocated to students by the Graduate Division are released for other purposes, such as campus-wide merit-based dissertation fellowships. However, if a student encounters a funding gap midway through his or her program, the line of mitigation runs from the program first, then to the college, and finally to the Graduate Division, which carries forward some money per student cohort precisely for these exigencies (approximately 5% of its total fellowship allocation for the campus). This is similar to UC Berkeley's practice of holding back funds to prepare for contingencies. For those departments or programs that chronically run short on the funding of their students, the UC Riverside Graduate Division actively manages the admissions for these programs, working in concert with college or school deans to meet enrollment/recruitment goals. Finally, the UC Riverside principal investigator (PI) discount program also makes a student eligible for up to a year's tuition from the Graduate Division if a student is supported by a PI's grant for six quarters. The UCR Graduate Division only has enough money to do this for domestic students however.

Goals

- 1) **Multi-year funding packages should draw upon a diverse combination of sources.** These include campus or Graduate Division fellowships, departmental fellowships, teaching assistantships, and graduate student research positions funded either by campus or PI funds.
- 2) **Provide multi-year support for all Ph.D. students as long as they are making adequate progress.**
- 3) **Provide 100% fellowship for all first year students.**

Recommendations

- 1) **Resources.** Identify existing resources/services on all ten campuses to provide multi-year support drawn from a wide array of sources.
- 2) **Make multi-year funding a stated policy of each UC Graduate Division.**
- 3) **Make explicit the source of back-up funds so that departments do not become more conservative in making offers of admission.**

Transparent Offer Letters

A number of doctoral students at the *All-UC Doctoral Student Support Conference* identified transparent offer letters as an important area. Even if academic departments cannot guarantee full multi-year funding for the entire length of their respective programs, these students emphasized the need for transparent offer letters in order to effectively plan their finances over a five to seven year doctoral program. Such letters do not guarantee support, but offer probable sources of support (e.g., stipend, teaching assistantship, and research assistantship) if students continue to make adequate progress within their doctoral programs. As such, the UC Graduate Division(s) and/or academic departments do not enter into ironclad agreements with students, but make good-faith agreements with them. The letters also may not specify whether the non-fellowship support will be in the form of a teaching assistantship or a graduate student research assistantship. It is unclear how many departments and/or Graduate Divisions provide offer letters that are suboptimal in their transparency, but the Council of Graduate Deans has put forward the goal of transparent offer letters as a valued best practice with the understanding that letters may differ by campus and discipline. Optimal letters will break out funding not only by year and anticipated source of support, but also which fees (e.g., health insurance and other miscellaneous fees) will be paid from these respective sources. Any out-of-pocket costs/fees to be paid by the student should also be identified in the letter. For international students, the amount of NRST paid by the award should be specified. In this way, students can adequately plan for their entire program, and not live year-to-year.

Goal

Identify transparent offer letters as a best practice. Letters will identify probable sources of support each year for the length of the program, and specify which fees will be paid by the respective source of support. Any out-of-pocket fees for students will be clearly noted.

Recommendation

Task the Council of Graduate Deans with the implementation of transparent offer letters as a best practice.

UC Graduate Enrollments by Discipline
Full Year Equivalent Enrollment
UC System

	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13
Academic Doctoral (n)	19,415	20,610	22,312	23,316	23,512	24,024	24,243	24,801	24,883	25,224	25,235	24,664	25,099
Life Sciences	20%	20%	20%	20%	20%	21%	21%	20%	20%	19%	19%	18%	19%
Physical Sciences	17%	17%	17%	17%	17%	17%	17%	17%	17%	18%	18%	18%	18%
Engineering/CS	19%	20%	21%	22%	21%	21%	21%	21%	21%	22%	22%	22%	22%
Health Sciences	2%	2%	2%	2%	2%	2%	2%	2%	1%	2%	2%	2%	2%
Social Sciences	15%	14%	14%	14%	14%	14%	14%	14%	14%	14%	14%	14%	14%
Humanities	15%	15%	14%	14%	14%	14%	14%	14%	14%	14%	14%	13%	13%
Fine Arts	3%	3%	3%	3%	3%	3%	3%	3%	3%	3%	3%	3%	3%
Professional PhD	7%	7%	7%	7%	7%	7%	7%	7%	7%	7%	7%	7%	7%
Other Academic	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%
Academic Masters (n)	3,565	3,814	4,144	4,548	4,413	4,123	3,901	4,077	4,083	4,275	4,499	4,506	4,577
Life Sciences	16%	16%	16%	16%	18%	19%	19%	17%	17%	17%	17%	17%	17%
Physical Sciences	6%	6%	6%	6%	6%	6%	6%	6%	6%	6%	7%	7%	7%
Engineering/CS	39%	41%	41%	42%	41%	40%	40%	45%	45%	45%	47%	50%	49%
Health Sciences	2%	2%	1%	2%	2%	2%	3%	3%	2%	2%	2%	2%	2%
Social Sciences	3%	3%	4%	3%	3%	4%	3%	3%	3%	3%	3%	2%	2%
Humanities	11%	10%	11%	11%	10%	10%	11%	10%	9%	9%	8%	7%	7%
Fine Arts	14%	13%	12%	11%	11%	13%	14%	14%	14%	13%	13%	11%	11%
Professional PhD	5%	4%	4%	4%	4%	4%	1%	1%	1%	1%	1%	1%	2%
Other Academic	4%	4%	5%	5%	5%	4%	3%	2%	2%	3%	3%	2%	3%
Prof Fee Paying	10,635	10,840	11,031	11,319	11,126	11,236	11,614	11,888	12,073	12,395	12,500	12,777	12,699
Other Professional	1,465	1,613	1,803	1,908	1,833	1,772	2,076	2,040	1,968	1,927	1,822	2,246	1,504
Self Supporting	1,833	1,985	2,247	2,548	2,935	3,222	3,468	3,782	4,023	4,277	4,387	4,410	4,663
Unknown	213	226	244	221	212	22	1	0	2	1	1	0	17
Total	37,126	39,087	41,781	43,860	44,031	44,398	45,301	46,588	47,032	48,098	48,443	48,601	48,559

UC Graduate Enrollments by Discipline
Full Year Equivalent Enrollment
By Campus, 2013-14

	Berkeley	Davis	Irvine	Los Angeles	Merced	Riverside	San Diego	San Francisco	Santa Barbara	Santa Cruz	UC
Academic Doctoral (n)	5,450	3,160	2,442	4,521	308	1,771	3,090	771	2,219	1,204	24,936
Life Sciences	16%	31%	13%	15%	23%	21%	18%	55%	7%	18%	19%
Physical Sciences	18%	17%	21%	15%	6%	21%	21%	0%	23%	24%	18%
Engineering/CS	26%	20%	27%	19%	22%	21%	29%	14%	18%	17%	22%
Health Sciences	1%	0%	0%	3%	0%	0%	0%	25%	0%	0%	2%
Social Sciences	14%	15%	20%	20%	19%	19%	16%	5%	22%	18%	17%
Humanities	12%	8%	8%	10%	0%	10%	5%	0%	12%	7%	9%
Fine Arts	2%	1%	2%	4%	0%	3%	4%	0%	6%	5%	3%
Professional PhD	9%	2%	3%	9%	0%	5%	4%	0%	8%	2%	6%
Other Academic	3%	6%	6%	4%	31%	0%	3%	2%	4%	9%	4%
Academic Masters (n)	295	827	742	955	41	234	868	121	442	173	4,698
Life Sciences	6%	32%	4%	5%	51%	8%	13%	27%	38%	9%	16%
Physical Sciences	4%	10%	4%	4%	0%	19%	11%	0%	10%	11%	8%
Engineering/CS	66%	37%	64%	62%	27%	40%	58%	0%	28%	37%	50%
Health Sciences	3%	0%	0%	6%	0%	0%	0%	10%	0%	0%	2%
Social Sciences	1%	1%	2%	2%	22%	2%	0%	0%	7%	12%	2%
Humanities	10%	5%	4%	9%	0%	16%	2%	0%	3%	8%	6%
Fine Arts	4%	6%	16%	7%	0%	12%	13%	0%	5%	20%	10%
Professional PhD	0%	4%	1%	0%	0%	0%	0%	0%	0%	0%	1%
Other Academic	6%	5%	5%	5%	0%	3%	4%	64%	9%	2%	6%
Prof Fee Paying	2,853	1,585	941	4,149	0	252	1,045	1,793	0	0	12,618
Other Professional	290	254	264	572	0	103	97	18	103	72	1,774
Self Supporting	1,181	580	710	1,589	0	199	393	295	0	0	4,947
Unknown	5	0	0	0	0	0	0	11	0	9	25
Total	10,072	6,406	5,099	11,787	349	2,559	5,493	3,010	2,764	1,457	48,996

**UC Academic Doctoral Students by Discipline and Gender
2013-14 Full Year Equivalent Enrollment**

Field of Study	Berkeley	Davis	Irvine	Los Angeles	Merced	Riverside	San Diego	San Francisco	Santa Barbara	Santa Cruz	UC
Life Sciences (n)	847	987	328	682	70	369	545	422	156	219	4,624
Female	53%	55%	50%	52%	47%	50%	49%	55%	53%	57%	53%
Male	47%	45%	50%	48%	53%	50%	51%	45%	47%	43%	47%
Physical Sciences (n)	982	544	504	675	19	380	648		513	292	4,557
Female	29%	32%	28%	25%	38%	27%	30%	0%	24%	40%	29%
Male	71%	68%	72%	75%	62%	73%	70%	0%	76%	60%	71%
Engineering/CS (n)	1,400	625	664	861	67	364	900	105	405	210	5,600
Female	26%	25%	25%	20%	19%	27%	19%	36%	19%	24%	23%
Male	74%	75%	75%	80%	81%	73%	81%	64%	81%	76%	77%
Health Sciences (n)	42			151			3	190			386
Female	70%	0%	0%	81%	0%	0%	100%	64%	0%	0%	72%
Male	30%	0%	0%	19%	0%	0%	0%	36%	0%	0%	28%
Social Sciences (n)	757	460	488	897	57	331	504	40	485	217	4,236
Female	48%	48%	48%	53%	61%	49%	46%	70%	53%	55%	50%
Male	52%	52%	52%	47%	39%	51%	54%	30%	47%	45%	50%
Humanities (n)	670	251	196	456		183	166		259	79	2,261
Female	55%	58%	47%	59%	0%	51%	56%	0%	54%	64%	55%
Male	45%	42%	53%	41%	0%	49%	44%	0%	46%	36%	45%
Fine Arts (n)	118	43	41	199		49	116		130	56	752
Female	65%	46%	68%	56%	0%	71%	48%	0%	61%	58%	58%
Male	35%	54%	32%	44%	0%	29%	52%	0%	39%	42%	42%
Professional PhD (n)	490	53	80	418		94	124		179	26	1,464
Female	66%	81%	56%	63%	0%	64%	68%	0%	71%	77%	66%
Male	34%	19%	44%	37%	0%	36%	32%	0%	29%	23%	34%
Other Academic (n)	146	197	141	182	96		83	14	93	104	1,057
Female	47%	68%	60%	67%	43%	0%	26%	81%	60%	34%	54%
Male	53%	32%	40%	33%	57%	0%	74%	19%	40%	66%	46%
Total (n)	5,450	3,160	2,442	4,521	308	1,771	3,090	771	2,219	1,204	24,936
Female	43%	46%	39%	46%	42%	41%	36%	56%	42%	46%	43%
Male	57%	54%	61%	54%	58%	59%	64%	44%	58%	54%	57%

UC Academic Doctoral Students by Discipline and Gender
2013-14 Full Year Equivalent Enrollment

Field of Study	Berkeley	Davis	Irvine	Los Angeles	Merced	Riverside	San Diego	San Francisco	Santa Barbara	Santa Cruz	UC
Life Sciences (n)	847	987	328	682	70	369	545	422	156	219	4,624
URM	11%	10%	19%	11%	18%	14%	13%	18%	9%	12%	13%
African Americ:	3%	2%	3%	3%	3%	3%	3%	3%	1%	3%	3%
American India	1%	1%	1%	0%	1%	1%	1%	2%	1%	1%	1%
Hispanic/Latinc	7%	7%	16%	8%	14%	10%	9%	12%	6%	9%	9%
Non-URM	63%	63%	68%	64%	58%	60%	67%	66%	65%	71%	64%
International	13%	20%	8%	18%	19%	21%	14%	7%	10%	8%	15%
Unknown	13%	6%	5%	7%	5%	5%	5%	9%	16%	8%	8%
Physical Sciences (n)	982	544	504	675	19	380	648		513	292	4,557
URM	8%	9%	7%	7%	11%	12%	8%	0%	5%	13%	8%
African Americ:	2%	2%	1%	1%	0%	1%	2%	0%	1%	1%	2%
American India	1%	1%	1%	0%	5%	1%	1%	0%	1%	2%	1%
Hispanic/Latinc	6%	6%	4%	5%	5%	10%	6%	0%	4%	10%	6%
Non-URM	58%	58%	65%	63%	51%	46%	64%	0%	72%	66%	62%
International	22%	27%	21%	27%	32%	37%	20%	0%	16%	15%	23%
Unknown	12%	7%	6%	3%	5%	5%	7%	0%	7%	6%	7%
Engineering/CS (n)	1,400	625	664	861	67	364	900	105	405	210	5,600
URM	6%	6%	6%	5%	4%	10%	5%	6%	3%	9%	6%
African Americ:	2%	1%	1%	1%	1%	3%	1%	2%	0%	1%	1%
American India	0%	1%	1%	0%	0%	1%	0%	0%	0%	0%	0%
Hispanic/Latinc	4%	3%	4%	4%	3%	6%	4%	5%	3%	8%	4%
Non-URM	47%	44%	37%	37%	21%	35%	35%	64%	43%	56%	41%
International	38%	43%	51%	55%	73%	51%	58%	13%	49%	32%	47%
Unknown	10%	8%	6%	3%	1%	3%	3%	17%	5%	3%	6%
Health Sciences (n)	42			151			3	190			386
URM	15%	0%	0%	26%	0%	0%	0%	17%	0%	0%	20%
African Americ:	6%	0%	0%	13%	0%	0%	0%	11%	0%	0%	11%
American India	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%	1%
Hispanic/Latinc	10%	0%	0%	13%	0%	0%	0%	6%	0%	0%	9%
Non-URM	45%	0%	0%	56%	0%	0%	50%	67%	0%	0%	60%
International	10%	0%	0%	11%	0%	0%	0%	5%	0%	0%	8%
Unknown	30%	0%	0%	7%	0%	0%	50%	11%	0%	0%	12%
Social Sciences (n)	757	460	488	897	57	331	504	40	485	217	4,236
URM	16%	10%	16%	12%	24%	19%	11%	24%	16%	22%	15%
African Americ:	5%	3%	4%	4%	7%	4%	2%	13%	3%	7%	4%
American India	1%	1%	1%	0%	2%	2%	2%	0%	0%	2%	1%
Hispanic/Latinc	9%	6%	11%	7%	15%	13%	7%	12%	13%	13%	9%
Non-URM	52%	62%	66%	63%	57%	58%	67%	58%	59%	58%	60%
International	17%	18%	9%	19%	18%	13%	16%	3%	11%	11%	15%
Unknown	15%	10%	9%	6%	2%	9%	7%	15%	13%	9%	10%
Humanities (n)	670	251	196	456		183	166		259	79	2,261
URM	21%	15%	22%	15%	0%	24%	26%	0%	17%	18%	19%
African Americ:	6%	2%	3%	3%	0%	5%	6%	0%	1%	1%	4%
American India	2%	3%	1%	0%	0%	2%	1%	0%	2%	0%	2%
Hispanic/Latinc	13%	10%	19%	11%	0%	17%	19%	0%	13%	17%	14%
Non-URM	53%	58%	63%	67%	0%	59%	55%	0%	56%	67%	59%
International	10%	14%	5%	12%	0%	6%	11%	0%	11%	3%	10%
Unknown	15%	12%	10%	6%	0%	11%	8%	0%	16%	13%	12%
Fine Arts (n)	118	43	41	199		49	116		130	56	752
URM	8%	12%	19%	12%	0%	12%	10%	0%	9%	16%	11%
African Americ:	3%	4%	5%	5%	0%	1%	4%	0%	2%	4%	4%
American India	0%	0%	2%	1%	0%	0%	0%	0%	0%	4%	1%
Hispanic/Latinc	5%	8%	12%	7%	0%	10%	6%	0%	7%	9%	7%
Non-URM	68%	65%	66%	66%	0%	59%	67%	0%	64%	68%	66%
International	9%	19%	5%	15%	0%	12%	19%	0%	8%	13%	13%
Unknown	16%	5%	10%	7%	0%	18%	4%	0%	18%	4%	10%
Professional PhD (n)	490	53	80	418		94	124		179	26	1,464
URM	18%	14%	11%	29%	0%	20%	23%	0%	19%	27%	22%
African Americ:	7%	1%	1%	10%	0%	7%	8%	0%	4%	4%	7%
American India	1%	2%	4%	0%	0%	0%	2%	0%	1%	0%	1%
Hispanic/Latinc	10%	12%	6%	19%	0%	13%	12%	0%	14%	23%	14%
Non-URM	49%	68%	40%	49%	0%	55%	58%	0%	61%	70%	52%
International	21%	16%	43%	17%	0%	10%	13%	0%	10%	0%	18%
Unknown	12%	2%	6%	4%	0%	16%	6%	0%	10%	4%	8%
Other Academic (n)	146	197	141	182	96		83	14	93	104	1,057
URM	12%	19%	9%	13%	18%	0%	8%	7%	14%	11%	13%
African Americ:	3%	5%	0%	6%	1%	0%	1%	0%	1%	5%	3%
American India	3%	3%	0%	1%	1%	0%	1%	0%	1%	0%	1%
Hispanic/Latinc	5%	12%	9%	6%	16%	0%	6%	7%	12%	6%	9%
Non-URM	50%	60%	60%	54%	60%	0%	60%	91%	60%	52%	57%
International	22%	10%	24%	28%	18%	0%	27%	0%	16%	27%	21%
Unknown	16%	10%	7%	5%	4%	0%	5%	2%	10%	9%	8%
Total (n)	5,450	3,160	2,442	4,521	308	1,771	3,090	771	2,219	1,204	24,936
URM	12%	10%	12%	12%	16%	15%	10%	16%	11%	14%	12%
African Americ:	4%	2%	2%	4%	3%	3%	2%	5%	2%	3%	3%
American India	1%	1%	1%	0%	1%	1%	1%	1%	1%	1%	1%
Hispanic/Latinc	7%	7%	9%	8%	12%	11%	7%	10%	8%	10%	8%
Non-URM	54%	58%	57%	57%	50%	51%	56%	66%	60%	63%	56%
International	22%	24%	24%	26%	31%	27%	29%	7%	19%	16%	24%
Unknown	13%	8%	7%	5%	3%	7%	5%	11%	11%	7%	8%

UC Academic Doctoral Students by Discipline and CA Residency
Full Year Equivalent Enrollment
All Students

Field of Study	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13
Life Sciences (n)	3,970	4,156	4,422	4,665	4,765	4,965	4,981	4,983	4,901	4,841	4,819	4,542	4,818
CA Resident	76%	74%	73%	74%	75%	76%	77%	77%	79%	78%	79%	78%	78%
Nonresident Domestic	7%	8%	8%	7%	7%	7%	7%	7%	6%	7%	7%	6%	8%
International	17%	19%	19%	19%	18%	17%	16%	15%	15%	16%	15%	16%	15%
Physical Sciences (n)	3,228	3,426	3,748	3,917	3,987	4,148	4,224	4,320	4,344	4,497	4,523	4,499	4,578
CA Resident	66%	64%	63%	66%	68%	69%	70%	70%	70%	68%	70%	68%	67%
Nonresident Domestic	10%	11%	12%	10%	9%	10%	9%	9%	8%	10%	8%	10%	10%
International	24%	25%	25%	24%	23%	21%	21%	21%	22%	22%	23%	22%	22%
Engineering/CS (n)	3,650	4,069	4,757	5,107	5,009	5,082	5,037	5,231	5,320	5,435	5,560	5,476	5,632
CA Resident	46%	43%	43%	45%	47%	48%	50%	49%	51%	50%	50%	49%	48%
Nonresident Domestic	8%	7%	7%	6%	5%	6%	6%	7%	5%	5%	5%	6%	6%
International	47%	50%	50%	49%	48%	46%	45%	44%	44%	45%	44%	45%	45%
Health Sciences (n)	409	446	475	460	482	457	414	389	367	410	415	446	471
CA Resident	77%	77%	77%	80%	87%	86%	85%	85%	85%	85%	86%	88%	88%
Nonresident Domestic	4%	6%	6%	6%	4%	5%	5%	5%	3%	5%	4%	3%	4%
International	19%	17%	16%	13%	9%	9%	10%	10%	12%	10%	9%	9%	8%
Social Sciences (n)	2,840	2,965	3,098	3,185	3,272	3,351	3,412	3,532	3,580	3,587	3,535	3,529	3,496
CA Resident	75%	73%	71%	72%	73%	74%	75%	75%	76%	77%	77%	76%	77%
Nonresident Domestic	7%	7%	8%	9%	8%	8%	8%	9%	8%	7%	8%	8%	8%
International	18%	20%	20%	19%	19%	18%	17%	17%	16%	16%	15%	15%	15%
Humanities (n)	2,968	3,067	3,216	3,288	3,318	3,307	3,338	3,419	3,465	3,461	3,422	3,311	3,216
CA Resident	80%	80%	81%	81%	82%	82%	81%	82%	82%	83%	83%	83%	83%
Nonresident Domestic	8%	8%	8%	8%	7%	8%	9%	8%	7%	7%	7%	7%	7%
International	11%	12%	12%	11%	11%	10%	10%	10%	10%	10%	10%	10%	11%
Fine Arts (n)	594	614	668	674	631	617	654	674	717	725	714	736	774
CA Resident	78%	77%	77%	79%	80%	78%	79%	79%	79%	80%	80%	79%	80%
Nonresident Domestic	7%	9%	10%	6%	7%	9%	7%	9%	8%	7%	7%	9%	8%
International	15%	15%	14%	15%	13%	13%	14%	12%	13%	12%	13%	13%	12%
Professional PhD (n)	1,396	1,469	1,511	1,582	1,574	1,631	1,684	1,748	1,732	1,784	1,755	1,654	1,658
CA Resident	80%	78%	78%	78%	82%	83%	84%	83%	83%	83%	83%	80%	78%
Nonresident Domestic	4%	4%	4%	5%	3%	3%	4%	4%	4%	3%	3%	4%	5%
International	16%	18%	17%	16%	15%	14%	13%	13%	13%	13%	14%	16%	17%
Other Academic (n)	362	398	418	439	476	467	499	505	458	485	492	469	456
CA Resident	74%	73%	73%	74%	75%	73%	77%	72%	78%	75%	75%	74%	77%
Nonresident Domestic	5%	5%	5%	4%	4%	7%	4%	8%	3%	4%	3%	5%	4%
International	21%	22%	22%	22%	21%	21%	19%	20%	19%	21%	22%	21%	19%
Total (n)	19,415	20,610	22,312	23,316	23,512	24,024	24,243	24,801	24,883	25,224	25,235	24,664	25,099
CA Resident	69%	67%	66%	67%	69%	70%	71%	71%	72%	71%	72%	70%	70%
Nonresident Domestic	8%	8%	8%	7%	7%	7%	7%	8%	6%	7%	6%	7%	7%
International	23%	25%	26%	25%	24%	23%	22%	22%	22%	22%	22%	23%	23%

UC Academic Doctoral Students by Discipline and CA Residency
Full Year Equivalent Enrollment
New Students

Field of Study	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13
Life Sciences (n)	815	875	965	928	848	900	874	922	843	877	846	832	916
CA Resident	45%	42%	44%	48%	50%	50%	47%	43%	50%	48%	52%	53%	49%
Nonresident Domestic	30%	34%	36%	32%	35%	36%	39%	38%	31%	34%	35%	32%	38%
International	25%	24%	20%	20%	15%	14%	14%	19%	19%	18%	13%	15%	13%
Physical Sciences (n)	768	856	931	840	800	911	893	922	844	933	835	882	995
CA Resident	34%	31%	33%	36%	40%	37%	37%	35%	38%	32%	37%	32%	31%
Nonresident Domestic	37%	39%	43%	44%	42%	44%	42%	40%	38%	47%	39%	46%	45%
International	29%	29%	24%	21%	18%	20%	21%	26%	24%	21%	24%	21%	24%
Engineering/CS (n)	962	1,065	1,305	1,151	941	973	993	1,227	1,050	1,029	1,118	1,018	1,090
CA Resident	23%	20%	30%	34%	33%	29%	28%	25%	26%	26%	32%	25%	27%
Nonresident Domestic	22%	21%	21%	23%	23%	25%	23%	25%	22%	23%	23%	25%	25%
International	55%	58%	49%	43%	44%	46%	49%	50%	52%	52%	46%	50%	47%
Health Sciences (n)	66	100	107	71	84	76	65	74	52	61	62	75	71
CA Resident	47%	60%	65%	59%	79%	60%	65%	65%	65%	64%	65%	76%	70%
Nonresident Domestic	17%	23%	21%	35%	19%	24%	26%	22%	18%	28%	24%	17%	21%
International	36%	18%	14%	6%	2%	16%	9%	13%	17%	8%	12%	7%	8%
Social Sciences (n)	547	633	624	671	696	629	654	697	650	635	595	673	607
CA Resident	39%	40%	40%	43%	47%	41%	45%	42%	41%	47%	42%	43%	40%
Nonresident Domestic	33%	31%	38%	39%	38%	40%	36%	40%	39%	36%	40%	41%	42%
International	28%	28%	22%	18%	15%	18%	19%	18%	20%	17%	17%	16%	18%
Humanities (n)	560	585	599	644	582	566	613	604	598	542	490	484	465
CA Resident	45%	46%	49%	52%	52%	49%	45%	46%	48%	48%	46%	46%	43%
Nonresident Domestic	40%	40%	37%	36%	39%	42%	44%	39%	39%	41%	45%	41%	42%
International	15%	15%	14%	11%	9%	8%	11%	15%	14%	10%	8%	12%	15%
Fine Arts (n)	115	138	144	126	111	107	117	125	136	121	109	129	119
CA Resident	44%	47%	46%	53%	56%	41%	41%	41%	42%	44%	45%	40%	41%
Nonresident Domestic	34%	38%	39%	31%	35%	47%	36%	45%	43%	41%	44%	46%	49%
International	22%	15%	15%	17%	9%	12%	23%	14%	16%	15%	11%	14%	10%
Professional PhD (n)	260	295	286	326	256	302	316	352	303	325	273	273	274
CA Resident	59%	60%	66%	67%	71%	73%	71%	65%	64%	68%	65%	60%	50%
Nonresident Domestic	19%	15%	19%	20%	19%	12%	16%	18%	19%	16%	17%	19%	29%
International	22%	25%	14%	13%	10%	14%	12%	17%	16%	16%	18%	21%	20%
Other Academic (n)	56	57	64	58	64	61	59	100	59	62	59	61	61
CA Resident	52%	41%	43%	47%	59%	38%	60%	44%	56%	47%	56%	44%	57%
Nonresident Domestic	30%	34%	33%	28%	29%	47%	30%	37%	21%	27%	26%	31%	28%
International	18%	26%	24%	26%	12%	15%	10%	19%	23%	27%	19%	25%	15%
Total (n)	4,149	4,602	5,025	4,815	4,381	4,525	4,583	5,021	4,535	4,585	4,386	4,427	4,597
CA Resident	38%	37%	40%	44%	46%	43%	42%	39%	42%	41%	43%	40%	39%
Nonresident Domestic	30%	31%	33%	33%	33%	35%	34%	34%	32%	34%	33%	35%	37%
International	31%	32%	27%	23%	20%	22%	23%	27%	27%	25%	24%	25%	25%

UC Academic Doctoral International Students by Country of Origin
Full Year Equivalent Enrollment

	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13
China	1,856	1,872	1,759	1,619	1,472	1,519	1,568	1,663	1,751	1,806	1,913
South Korea	552	585	558	578	585	603	607	581	558	513	489
India	547	606	596	598	578	532	496	499	474	467	435
Taiwan	372	404	428	443	433	445	435	433	397	398	395
Canada	226	231	228	240	233	239	223	221	211	203	195
Iran	56	82	100	110	109	139	167	199	230	228	253
Turkey	149	159	164	154	141	140	140	137	148	156	159
Japan	193	191	177	168	152	142	130	111	86	86	86
Mexico	119	131	126	127	148	151	145	144	139	125	140
Italy	126	108	97	92	90	85	101	113	112	109	110
Germany	108	99	99	91	89	99	103	102	88	82	82
Thailand	75	73	66	74	89	85	90	101	100	97	94
Brazil	101	94	83	80	70	73	67	71	82	80	86
France	68	75	66	59	57	64	63	54	57	56	59
Chile	49	45	47	47	37	44	49	53	75	104	105
Israel	51	50	57	49	60	63	66	62	62	56	53
Spain	76	72	65	57	59	56	54	47	41	44	51
Singapore	57	57	53	49	43	52	59	64	67	51	61
Russia	68	81	66	58	44	42	39	34	34	37	39
Australia	46	37	31	31	28	25	29	23	21	26	27
Other	833	835	782	802	817	821	839	879	876	888	858
None/Unknown	56	55	26	7	21	9	9	16	9	11	14
Grand Total	5,779	5,940	5,671	5,532	5,353	5,427	5,477	5,608	5,618	5,622	5,702

Proposal to Improve University of California-Wide Professional Development Resources for Graduate Students

Introduction: Creating a UC-wide Graduate Student Career Portal

Prompted by calls from administration, students, and faculty, the UC-wide Doctoral Student Support Conference identified professional development as a key area of attention. With the changing landscape of postgraduate education, increasing numbers of doctoral students are pursuing careers outside of higher education, while the availability of tenure-track university positions continue to decrease relative to the population of Ph.D.s seeking these positions. While the availability of professional development services varies across campuses, overall, graduate students express a need for a greater focus on professional development, especially for those that are investigating careers outside of higher education.

To align with UC strategic mission of increasing success for graduate students and strengthening connections to industry, we are proposing to create a UC-wide graduate student career portal using a UC-wide shared services model. The model will include UC-wide governance for determining functionality, funding, and prioritization of goals while utilizing a Center of Competency at a local campus managing the development and change management of the portal. The portal will be based in part on existing technology used for the UC San Diego Undergraduate Research Portal. The project will:

- 1) Identify Resources.** Identify existing resources/services on all ten campuses, assess current graduate student satisfaction with existing resources/services, and identify gaps in the resources/services currently being offered.
- 2) Develop and Deploy a Graduate Student Career Portal.** Develop a UC-wide online resource, and supporting services, for graduate students to facilitate professional development and employment.
- 3) Assess and Evaluate.** Re-assess graduate student satisfaction post-deployment of the UC-wide online resources and services and measure their effectiveness in supporting student professional development and employment.

Methods

Step 1: Identify Resources.

Working with each campus's Career Services Center and Office of Graduate Studies personnel, an inventory of current practices across all UC campuses will be assembled. This inventory will include services provided, available resources, data collected on graduate student professional development satisfaction, and future plans for increasing student professional development support. A survey will then be conducted to assess graduate students' knowledge and utilization of existing resources/services, satisfaction levels with specific resources/services, and suggestions for professional development resources/services. Using this information, requirements would be generated that would drive the development and design of the UC-wide graduate student career portal.

Step 2: Develop and Deploy a Graduate Student Career Portal.

UC San Diego recently launched the Undergraduate Research Portal (URP, <http://urp.ucsd.edu>), which serves as a one-stop-shop for all things undergraduate research. The proposed UC-wide graduate student professional development resource/service, an online portal, can be modeled after the URP as a one-stop-shop for all things UC graduate student professional development.

Two approaches to developing a graduate student career portal were considered. The first is to closely model the URP, with a minimal amount of career development content (Job Opportunities Only). The portal would include a comprehensive database that will host all graduate-level job opportunities across all campuses as identified by Career Services on each campus. In addition, students will be able to build online profiles, synchronized with LinkedIn, allowing them to promote their expertise to potential employers. We anticipate that the portal will serve as a focal point for employers seeking UC graduate students and faculty will be invited to post opportunities they are aware of through community contacts. This model would require each campus to provide ongoing technical support to link to the centralized system and to devote personnel to promote the portal to faculty, staff, community partners, and students. Furthermore, if there is a lack of campus-based support staff, graduate students will need to independently use the portal to find potential job placement. In essence, one-time funding would support portal development but each campus would be responsible for providing technical support and personnel to promote the portal (cost born by individual campuses).

The second, more comprehensive and sustainable approach, will provide graduate students with the same comprehensive database and profile features as well as additional in-depth information to assist with career planning and resources for development of professional skills (e.g. résumé advice, professionalization of research skills). To support the comprehensive portal (Job Opportunities and Professional Development Resources), we propose that one full-time equivalent (FTE) per campus be hired to work closely with portal developers. The campus-based staff will serve several functions: they will develop the professional development content for the portal; explain and advocate for portal to faculty, staff, community partners, and students; ensure that any existing career databases on campus are appropriately integrated with the portal; and generally encourage new campus-specific professional development programming and services to the graduate students on their campus, both through the portal and through traditional means.

A Center of Competency will be established at UC San Diego to provide technical expertise for project support. The Center of Competency, working with a system-wide Governance Committee, will carry out the design and development of the graduate student career portal. The Governance Committee will make decisions on the initial scope of the portal, the operational service model, and sourcing. UC San Diego will provide project management, development, and hosting coordination. We anticipate a two-year development, launch, and trial period will be necessary.

Step 3: Assess and Evaluate.

A thorough assessment will be conducted to determine the impact of the new graduate student career portal on graduate student satisfaction and the number and quality of job placements. Such data will be collected both through the portal and through the use of the same instruments used in Step 1. For example, the survey will be re-administered and historical data compared. These assessments will help understand student use of the portal and will be used to determine whether and how adjustments to the portal or other professional development services should be made.

Expected Benefits and Costs

The proposed activities will clarify and support the current needs of graduate students related to professional development and job placement, and are expected to result in the following benefits:

- 1) More graduate students who appreciate the importance of building a strong professional profile and, as a result, are better prepared for successful careers;
- 2) Higher visibility of pre-existing professional development resources/services;
- 3) Higher level of involvement of the university in job placements for graduate students;
- 4) Improved student satisfaction with services provided by the university; and
- 5) A unique resource that can be used as a recruitment tool for graduate students.

Budget Option 1 – Job Opportunities Only

The cost for the first approach is summarized in Table 1. This approach includes the development of the graduate student career portal with a limited amount of career development content. Campus-based staff to support portal usage and activities will depend on each campus’s funding decisions.

Development Costs: (Years 1-2; UC San Diego)	Annual Salary Per Person	Effort	Length [years]	# Persons	Salary Cost	Benefits Cost (@43%)	Total Cost
Shared Service Owner / Project Manager	\$90,000	50%	2	1	\$90,000	\$38,700	\$128,700
Notch 8 (or Programmer Analyst 3)	\$80,000	50%	1.5	1	\$60,000	\$25,800	\$85,800
Administrative Computing and Telecommunications (ACT) Resources	\$100,000	50%	1.5	1	\$75,000	\$32,250	\$107,250
Hosting Services							\$12,000
Tools							\$20,000
Travel and Expenses							\$10,000
	TOTAL:						\$363,750

Table 1. Budget Option 1 - Development costs for the graduate student career portal.

Budget Option 2 – Job Opportunities and Professional Development Resources

Although two models of the graduate career portal were considered, the Doctoral Student Support Committee strongly supports the comprehensive and sustainable approach. The costs for project implementation and sustainability are summarized below. The cost are broken down into three parts:

- Development Costs (Years 1-2; UC San Diego) support staff and resources at UC San Diego to lead all aspects of the project and to develop and deploy the graduate student career portal. In Budget Option 2, project management and programmer analyst costs increased accordingly to reflect the additional responsibility of supporting and liaising with staff from each campus as they work to create professional development content specific to each campus.
- Ongoing Campus-Based Professional Development Staff Costs (Years 1-; UC-wide) support one FTE on each campus to develop professional development programming, resources, and content for graduate students. These staff would be housed in each campus's office of Graduate Studies, Career Services, or equivalent. After development, these staff will promote the portal and ensure that its use is integrated with campus practice.
- Ongoing Annual Costs (Years 3-; UC San Diego) support development of additional portal features and maintenance of the portal.

Development Costs (Years 1-2; UC San Diego)	Annual Salary Per Person	Effort	Length [years]	# Persons	Salary Cost	Benefits Cost (@43%)	Total Cost
Shared Service Owner / Project Manager	\$90,000	50%	2	2	\$180,000	\$77,400	\$257,400
Notch 8 (or Programmer Analyst 3)	\$80,000	100%	2	1	\$160,000	\$68,800	\$228,800
Administrative Computing and Telecommunications (ACT) Resources	\$100,000	75%	2	1	\$150,000	\$64,500	\$214,500
Hosting Services							\$12,000
Tools							\$20,000
Travel and Expenses							\$20,000
DEVELOPMENT COSTS:							\$752,700

Table 2. Budget Option 2- Development costs for the graduate student career portal.

Ongoing Campus-Based Support Staff Costs (Years 1-; UC-wide)	Annual Salary Per Person	Effort	Length [years]	# Persons	Salary Cost	Benefits Cost (@43%)	Total Cost
Professional Development Staff on Each Campus	\$60,000	100%	1	10	\$600,000	\$258,000	\$858,000

Table 3. Budget Option 2 - Ongoing costs for professional development support.

Annual Costs (Years 3-; UC San Diego)	Annual Salary Per Person	Effort	Length [years]	# Persons	Salary Cost	Benefits Cost (@43%)	Total Cost
Notch 8 (or Programmer Analyst 3)	\$80,000	50%	1	1	\$40,000	\$17,200	\$57,200
Administrative Computing and Telecommunications (ACT) Resources	\$100,000	25%	1	1	\$25,000	\$10,750	\$35,750
Hosting Services							\$6,000
ONGOING COSTS:							\$98,950

Table 4. Budget Option 2- Ongoing costs for the graduate student career portal.

A one-time financial commitment of \$752,700 is needed to establish the graduate student career portal, including a comprehensive job database, student profiles, and extensive online professional development resources. Ongoing support

for professional development staff on each campus would be critical for ensuring that professional development programs and services continue that the portal is widely adopted. As such, it is essential that each campus be provided with permanent funding (\$85,800 per campus per annum) to hire a dedicated staff member within Graduate Affairs, Career Services, or wherever the campus deems appropriate for these purposes. Ongoing technical costs after the 2-year development and launch period would cost \$98,950 (\$9,895 per campus per annum).

Implementation Approach and Timeline

The project will begin by evaluating existing resources/services and identifying specific needs. Next, these needs will be used to guide the design, development, and refinement of a graduate student career portal. Assessment will be an ongoing process after launch of the graduate student career portal. Table 5 below shows the projected timeline.

Month:	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	Ongoing
Identify Resources																									
Develop and Deploy a Graduate Career Portal																									
Assess and Evaluate																									

Table 5. Estimated Timeline.

Conclusion

The proposed project will: identify gaps in professional development resources/services provided by each of the ten campuses; address these gaps by establishing a unique graduate student career portal; and, establish methods for ongoing assessment of student satisfaction levels of professional development resources/services. By improving the visibility of pre-existing resources and offering pointed guidance, the graduate student career portal will help produce graduates who are better prepared for successful careers. Furthermore, the graduate student career portal will strengthen connections to regional, national and international community and business partners by providing a convenient tool to recruit from University of California's graduate talent. Finally, dedicated staff on each campus will develop new and/or augment existing professional development programs and resources.

Appendix 1: Budget Justification

A benefit rate of 43% is applied to all personnel costs.

Budget Option 1

Development Costs (Years 1-2; UC San Diego)

Shared Service Owner / Project Manager: One 50% FTE will serve as the project manager. The UC San Diego staff will serve as liaisons between:

- Individual campus technical staff to integrate job databases;
- Existing Career Service Center and Graduate Studies personnel to assess existing resources, identify gaps in resources/services, integrate existing resources seamlessly with the graduate student career portal, and develop reassessment strategies to measure student satisfaction;
- The lead programmer to design website features, integrate existing jobs databases, and evaluate user experience; and
- UC San Diego's Administrative Computing and Telecommunications (ACT) to coordinate server set-up, maintenance, and user support services.

The total cost for the two-year development period (\$128,700) is based on an annual salary of \$90,000.

Notch 8 (or Programmer Analyst 3): Notch 8, the external vendor who previously developed the URP, or a programmer analyst 3 at UC San Diego will devote 50% of his/her time to serve as the lead programmer for the graduate student career portal. The total cost for the 1.5-year development period (\$85,800) is based on an annual salary of \$80,000.

Administrative Computing and Telecommunications (ACT) Resources: One 75% FTE within UC San Diego's ACT office will be devoted to cloud service support, setting up and maintaining the server, and providing technical support through a call center. The total cost for the two-year development period (\$214,500) is based on an annual salary of \$100,000.

Hosting Services: The cost to host the graduate student career portal on a server housed at UC San Diego is \$500/month, or \$12,000 for the two-year development period.

Tools: \$20,000 is requested to purchase a designated server and associated hardware to house the graduate student career portal.

Travel and Expenses: The project manager will need to travel to each of the ten UC campuses prior to portal development to conduct a needs assessment and after portal deployment to train the appropriate staff on the use of portal administrative features. Each trip is estimated to cost \$500 including airfare, hotel, and per diem.

Budget Option 2

Development Costs (Years 1-2; UC San Diego)

Shared Service Owner / Project Manager: Two 50% FTEs will serve as project managers. These UC San Diego staff members will lead all aspects of the project and serve as liaisons between:

- Individual campus technical staff to integrate job databases;
- Existing Career Service Center, Graduate Studies personnel, and campus-based graduate student career portal support staff to assess existing resources, identify gaps in resources/services, integrate existing resources seamlessly with the graduate student career portal, incorporate new professional development resources into the portal, and develop reassessment strategies to measure student satisfaction;
- The lead programmer to design website features, integrate existing jobs databases, and evaluate user experience; and
- UC San Diego's Administrative Computing and Telecommunications (ACT) to coordinate server set-up, maintenance, and user support services.

The total cost for the two-year development period (\$257,400) is based on an annual salary of \$90,000. Compared to Budget Option 1, project management costs increased to reflect the additional responsibility of supporting and liaising with staff from each campus as they work to create professional development content specific to each campus and to incorporate this content into the portal.

Notch 8 (or Programmer Analyst 3): Notch 8, the external vendor who previously developed the URP, or a programmer analyst 3 at UC San Diego will devote 100% of his/her time to serve as the lead programmer for the graduate student career portal. The total cost for the two-year development period (\$228,800) is based on an annual salary of \$80,000. Compared to Budget Option 1, programmer costs increased to reflect the additional responsibility incorporating new professional development content into the portal.

Academic Computing and Telecommunications (ACT) Resources: One 75% FTE within UC San Diego's ACT office will be devoted to cloud service support, setting up and maintaining the server, and providing technical support through a call center. The total cost for the two-year development period (\$214,500) is based on an annual salary of \$100,000.

Hosting Services: The cost to host the graduate student career portal on a server housed at UC San Diego is \$500/month, or \$12,000 for the two-year development period.

Tools: \$20,000 is requested to purchase a designated server and associated hardware to house the graduate student career portal.

Travel and Expenses: The project managers will need to travel to each of the ten UC campuses prior to portal development to conduct a needs assessment and after Portal deployment to train the appropriate staff on the use of portal administrative features. Each trip is estimated to cost \$500 per person including airfare, hotel, and per diem.

Ongoing Campus-Based Professional Development Staff Costs (Years 1-; UC-Wide)

Professional Development Staff on Each Campus: Ten 100% FTEs (one per campus) will:

- Create new programs and/or expand existing programs for graduate student professional development;
- Work with UC San Diego project managers and their home campus Career Services, Graduate Studies, and similar to identify existing and required resources;
- Build on existing resources to create professional development content which may be furnished through the graduate student career portal;
- Promote the portal to faculty, staff, community and business partners, and students;
- Update the professional development content of the portal;
- Identify, and propose to the Governance Committee, areas for further portal development; and
- Assess graduate student satisfaction with the available professional development resources.

These FTEs (affiliated with Career Services, Graduate Studies, or similar) are essential to ensure that the portal technology is effectively adopted on each campus. The total cost per annum (\$858,000) is based on an annual salary of \$60,000.

Annual Costs (Years 3-; UC San Diego)

Notch 8 (or Programmer Analyst 3): The external vendor who previously developed the URP, Notch 8, or a programmer analyst 3 at UC San Diego will devote 50% of his/her time to implement portal improvements as requested by individual campuses and prioritized by the Governance Committee. The annual cost (\$57,200) is based on an annual salary of \$80,000.

Administrative Computing and Telecommunications (ACT) Resources: One 25% FTE within UC San Diego's ACT office will be devoted to cloud service support, maintaining the server, and providing technical support through a call center. The annual cost (\$35,750) is based on an annual salary of \$100,000.

Hosting Services: The cost to host the graduate student career portal on a server housed at UC San Diego is \$500/month, or \$6,000 annually.

Proposal to Improve University of California-Wide Professional Development Resources for Graduate Students

Introduction: Creating a UC-wide Graduate Student Career Portal

Prompted by calls from administration, students, and faculty, the UC-wide Doctoral Student Support Conference identified professional development as a key area of attention. With the changing landscape of postgraduate education, increasing numbers of doctoral students are pursuing careers outside of higher education, while the availability of tenure-track university positions continue to decrease relative to the population of Ph.D.s seeking these positions. While the availability of professional development services varies across campuses, overall, graduate students express a need for a greater focus on professional development, especially for those that are investigating careers outside of higher education.

To align with UC strategic mission of increasing success for graduate students and strengthening connections to industry, we are proposing to create a UC-wide graduate student career portal using a UC-wide shared services model. The model will include UC-wide governance for determining functionality, funding, and prioritization of goals while utilizing a Center of Competency at a local campus managing the development and change management of the portal. The portal will be based in part on existing technology used for the UC San Diego Undergraduate Research Portal. The project will:

- 1) **Identify Resources.** Identify existing resources/services on all ten campuses, assess current graduate student satisfaction with existing resources/services, and identify gaps in the resources/services currently being offered.
- 2) **Develop and Deploy a Graduate Student Career Portal.** Develop a UC-wide online resource, and supporting services, for graduate students to facilitate professional development and employment.
- 3) **Assess and Evaluate.** Re-assess graduate student satisfaction post-deployment of the UC-wide online resources and services and measure their effectiveness in supporting student professional development and employment.

Methods

Step 1: Identify Resources.

Working with each campus's Career Services Center and Office of Graduate Studies personnel, an inventory of current practices across all UC campuses will be assembled. This inventory will include services provided, available resources, data collected on graduate student professional development satisfaction, and future plans for increasing student professional development support. A survey will then be conducted to assess graduate students' knowledge and utilization of existing resources/services, satisfaction levels with specific resources/services, and suggestions for professional development resources/services. Using this information, requirements would be generated that would drive the development and design of the UC-wide graduate student career portal.

Step 2: Develop and Deploy a Graduate Student Career Portal.

UC San Diego recently launched the Undergraduate Research Portal (URP, <http://urp.ucsd.edu>), which serves as a one-stop-shop for all things undergraduate research. The proposed UC-wide graduate student professional development online resource/service, an online portal, can be modeled after the URP as a one-stop-shop for all things UC graduate student professional development.

Two approaches to developing a graduate student career portal were considered. The first is to closely model the URP, with a limited amount of career development content. The portal would include a comprehensive database that will host all graduate-level job opportunities on a system-wide level. In addition, students will be able to build online profiles, synchronized with LinkedIn, allowing them to promote their expertise to potential employers. We anticipate that the portal will serve as a focal point for employers seeking UC graduate students and act as a resource for faculty to post opportunities they are aware of through industry contacts. This model would require each campus to provide ongoing technical support to link to the centralized system and to devote personnel to promote the portal to faculty, staff, community partners, and students. Furthermore, if there is a lack of campus-based support staff, graduate students will

need to self-sufficiently use the portal to engage in career development and potential job placement. In essence, one-time funding would support portal development but each campus would be responsible for providing ongoing resources and portal related services, including personnel.

The second, more comprehensive and sustainable approach, will provide graduate students with the same comprehensive database and profile features as well as in-depth information to assist with career planning and resources for development of professional skills (e.g. résumé advice, professionalization of research skills). To support these efforts, we propose that one full-time equivalent (FTE) per campus be hired to work closely with portal developers. The campus-based staff will serve several functions: they will develop the professional development content for the portal; explain and evangelize the portal to faculty, staff, community partners, and students; ensure that any existing career databases on campus are appropriately integrated with the portal; and generally provide professional development programming and services to the graduate students on their campus, both through the portal and through traditional means.

The Center of Competency at UC San Diego, working with a system-wide Governance Committee, will carry out the design and development of the graduate student career portal. The Governance Committee will make decisions on the initial scope of the portal, the operational service model, and sourcing. UC San Diego will provide project management, development, and hosting coordination. We anticipate a two-year development and launch period will be necessary.

Step 3: Assess and Evaluate.

A thorough assessment will be conducted to determine the impact of the new graduate student career portal on student satisfaction and job placements. Such data will be collected both through the portal and through the use of the same instruments used in Step 1—for example, the survey will be re-administered and historical data compared. These assessments will help understand student use of the portal and will be used to determine whether and how adjustments to the portal or other professional development services should be made.

Expected Benefits and Costs

The proposed activities will clarify and support the current needs of graduate students related to professional development and job placement, and are expected to result in the following benefits:

- 1) More graduate students who appreciate the importance of building a strong professional profile and, as a result, are better prepared for successful careers;
- 2) Higher visibility of pre-existing professional development resources/services;
- 3) Higher level of involvement of the university in job placements for graduate students;
- 4) Improved student satisfaction with services provided by the university; and
- 5) A unique resource that can be used as a recruitment tool for graduate students.

Budget Option 1

The cost for the first approach is summarized in the table below. This approach includes the development of the graduate student career portal with a limited amount of career development content. Campus-based staff to support portal usage and activities will depend on each campus's funding decisions.

Development Costs: (Years 1-2; UC San Diego)	Annual Salary	Effort	Length [years]	# Persons	Cost: Salary	Cost: Benefits (@43%)	Cost: Total
Shared Service Owner / Project Manager	\$90,000	50%	2	1	\$90,000	\$38,700	\$128,700
Notch 8 (or Programmer Analyst 3)	\$80,000	50%	1.5	1	\$60,000	\$25,800	\$85,800
Academic Computing and Telecommunications (ACT) Resources	\$100,000	50%	1.5	1	\$75,000	\$32,250	\$107,250
Hosting Services							\$12,000
Tools							\$20,000
Travel and Expenses							\$10,000
TOTAL:							\$363,750

Table 1. Budget Option 1 - Development costs for the graduate student career portal.

Budget Option 2

Although two models of the graduate career portal were considered, the Doctoral Student Support Committee strongly supports the comprehensive and sustainable approach. The costs for project implementation and sustainability are summarized below. The cost are broken down into three parts:

- Development Costs (Years 1-2; UC San Diego) support staff and resources at UC San Diego to lead all aspects of the project and to develop and deploy the graduate student career portal. In Budget Option 2, project management and programmer analyst costs increased accordingly to reflect the additional responsibility of supporting and liaising with staff from each campus as they work to create professional development content specific to each campus.
- Ongoing Campus-Based Professional Development Staff Costs (Years 1-; UC-wide) support one FTE on each campus to develop professional development programming, resources, and content for graduate students. These staff would be housed in each campus's office of Graduate Studies, Career Services, or equivalent. After development, these staff will promote the portal and ensure that its use is integrated with campus practice.
- Ongoing Annual Costs (Years 3-; UC San Diego) support development of additional Portal features, maintenance of the Portal.

Development Costs (Years 1-2; UC San Diego)	Annual Salary Per Person	Effort	Length [years]	# Persons	Salary Cost	Benefits Cost (@43%)	Total Cost
Shared Service Owner / Project Manager	\$90,000	50%	2	2	\$180,000	\$77,400	\$257,400
Notch 8 (or Programmer Analyst 3)	\$80,000	100%	2	1	\$160,000	\$68,800	\$228,800
Academic Computing and Telecommunications (ACT) Resources	\$100,000	75%	2	1	\$150,000	\$64,500	\$214,500
Hosting Services							\$12,000
Tools							\$20,000
Travel and Expenses							\$20,000
DEVELOPMENT COSTS:							\$752,700

Table 2. Budget Option 2- Development costs for the graduate student career portal.

Ongoing Campus-Based Support Staff Costs (Years 1-; UC-wide)	Annual Salary Per Person	Effort	Length [years]	# Persons	Salary Cost	Benefits Cost (@43%)	Total Cost
Professional Development Staff on Each Campus	\$60,000	100%	1	10	\$600,000	\$258,000	\$858,000

Table 3. Budget Option 2 - Ongoing costs for professional development support

Annual Costs (Years 3-; UC San Diego)	Annual Salary Per Person	Effort	Length [years]	# Persons	Salary Cost	Benefits Cost (@43%)	Total Cost
Notch 8 (or Programmer Analyst 3)	\$80,000	50%	1	1	\$40,000	\$17,200	\$57,200
Academic Computing and Telecommunications (ACT) Resources	\$100,000	25%	1	1	\$25,000	\$10,750	\$35,750
Hosting Services							\$6,000
ONGOING COSTS:							\$98,950

Table 4. Budget Option 2- Ongoing costs for the graduate student career portal.

A minimum one-time financial commitment of \$752,700 is needed to establish the graduate student career portal, including a comprehensive job database, student profiles, and existing online professional development resources. Ongoing support for professional development staff on each campus would be critical for ensuring that professional development programs and services continue that the portal is widely adopted. As such, it is essential that each campus be provided with permanent funding (\$85,800 per campus per annum) to hire a dedicated staff member within Graduate Affairs, Career Services, or wherever the campus deems appropriate for these purposes. Ongoing technical costs after the 2-year development and launch period would cost \$98,950 (\$9,895 per campus per annum).

Budget Option 3

Budget Option 3 is similar to Budget Option 2, but it decouples the role of the campus-based staff from the development of the portal, reducing development costs. Though these staff would still perform their primary function of developing and expanding professional development programming on their home campuses, and though they would still promote and facilitate the portal's usage on their home campuses, they would not engage in the development process of the Portal as in Budget Option 2. Professional development content created by the campus-based staff would not be housed on the Portal website under this option, nor would project management for these staff be centrally provided by UCSD.

Development Costs: (Years 1-2; UC San Diego)	Annual Salary	Effort	Length [years]	# Persons	Cost: Salary	Cost: Benefits (@43%)	Cost: Total
Shared Service Owner / Project Manager	\$90,000	50%	2	1	\$90,000	\$38,700	\$128,700
Notch 8 (or Programmer Analyst 3)	\$80,000	50%	1.5	1	\$60,000	\$25,800	\$85,800
Academic Computing and Telecommunications (ACT) Resources	\$100,000	50%	1.5	1	\$75,000	\$32,250	\$107,250
Hosting Services							\$12,000
Tools							\$20,000
Travel and Expenses							\$10,000
DEVELOPMENT COSTS:							\$363,750

Table 5. Budget Option 3 - Development costs for the graduate student career portal.

Ongoing Campus-Based Staff Costs (Years 1-; UC-wide)	Annual Salary Per Person	Effort	Length [years]	# Persons	Salary Cost	Benefits Cost (@43%)	Total Cost
Professional Development Staff on Each Campus	\$60,000	100%	1	10	\$600,000	\$258,000	\$858,000

Table 6. Budget Option 3 - Ongoing costs for professional development staff

Annual Costs (Years 3-; UC San Diego)	Annual Salary Per Person	Effort	Length [years]	# Persons	Salary Cost	Benefits Cost (@43%)	Total Cost
Notch 8 (or Programmer Analyst 3)	\$80,000	50%	1	1	\$40,000	\$17,200	\$57,200
Academic Computing and Telecommunications (ACT) Resources	\$100,000	25%	1	1	\$25,000	\$10,750	\$35,750
Hosting Services							\$6,000
ONGOING COSTS:							\$98,950

Table 7. Budget Option 3 - Ongoing costs for the graduate student career portal.

Implementation Approach and Timeline

The project will begin by evaluating existing resources/services and identifying specific needs. Next, these needs will be used to guide the design, development, and refinement of a graduate student career portal. Assessment will be an ongoing process after launch of the graduate student career portal. Table 4 below shows the projected timeline.

Month:	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	Ongoing
Identify Resources																									
Develop and Deploy a Graduate Career Portal																									
Assess and Evaluate																									

Table 5. Estimated Timeline.

Conclusion

The proposed project will: identify gaps in professional development resources/services provided by each of the ten campuses; address these gaps by establishing a unique graduate student career portal; and, establish methods for ongoing assessment of student satisfaction levels of professional development resources/services. By improving the visibility of pre-existing resources and offering pointed guidance, the graduate student career portal will help produce graduates who are better prepared for successful careers. Furthermore, the graduate student career portal will strengthen connections to regional, national and international community and business partners by providing a convenient tool to recruit from University of California's graduate talent. Finally, dedicated staff on each campus will develop new and/or augment existing professional development programs and resources.

Appendix 1: Budget Justification

A benefit rate of 43% is applied to all personnel costs.

Budget Option 1

Development Costs (Years 1-2; UC San Diego)

Shared Service Owner / Project Manager: One 50% FTE will serve as the project manager. The UC San Diego staff will serve as liaisons between:

- Individual campus technical staff to integrate job databases;
- Existing Career Service Center and Graduate Studies personnel to assess existing resources, identify gaps in resources/services, integrate existing resources seamlessly with the graduate student career portal, and developing reassessment strategies to measure student satisfaction;
- The lead programmer to design website features, integrate existing jobs databases, and evaluate user experience; and
- UC San Diego's Academic Computing and Telecommunications (ACT) to coordinate server set-up, maintenance, and user support services.

The total cost for the two-year development period (\$128,700) is based on an annual salary of \$90,000.

Notch 8 (or Programmer Analyst 3): Notch 8, the external vendor who previously developed the URP, or a programmer analyst 3 at UC San Diego will devote 50% of his/her time to serve as the lead programmer for the graduate student career portal. The total cost for the 1.5-year development period (\$85,800) is based on an annual salary of \$80,000.

Academic Computing and Telecommunications (ACT) Resources: One 75% FTE within UC San Diego's ACT office will be devoted to cloud service support, setting up and maintaining the server, and providing technical support through a call center. The total cost for the two-year development period (\$214,500) is based on an annual salary of \$100,000.

Hosting Services: The cost to host the graduate student career portal on a server housed at UC San Diego is \$500/month, or \$12,000 for the two-year development period.

Tools: \$20,000 is requested to purchase a designated server and associated hardware to house the graduate student career portal.

Travel and Expenses: The project manager will need to travel to each of the ten UC campuses prior to portal development to conduct a needs assessment and after Portal deployment to train the appropriate staff on the use of portal administrative features. Each trip is estimated to cost \$500 including airfare, hotel, and per diem.

Budget Option 2

Development Costs (Years 1-2; UC San Diego)

Shared Service Owner / Project Manager: Two 50% FTEs will serve as project managers. These UC San Diego staff members will lead all aspects of the project and serve as liaisons between:

- Individual campus technical staff to integrate job databases;
- Existing Career Service Center, Graduate Studies personnel, and campus-based professional development staff to assess existing resources, identify gaps in resources/services, integrate existing resources seamlessly with the graduate student career portal, and developing reassessment strategies to measure student satisfaction;
- The lead programmer to design website features, integrate existing jobs databases, and evaluate user experience; and
- UC San Diego's Academic Computing and Telecommunications (ACT) to coordinate server set-up, maintenance, and user support services.

The total cost for the two-year development period (\$257,400) is based on an annual salary of \$90,000.

Notch 8 (or Programmer Analyst 3): Notch 8, the external vendor who previously developed the URP, or a programmer analyst 3 at UC San Diego will devote 100% of his/her time to serve as the lead programmer for the graduate student career portal. The total cost for the two-year development period (\$228,800) is based on an annual salary of \$80,000.

Academic Computing and Telecommunications (ACT) Resources: One 75% FTE within UC San Diego's ACT office will be devoted to cloud service support, setting up and maintaining the server, and providing technical support through a call center. The total cost for the two-year development period (\$214,500) is based on an annual salary of \$100,000.

Hosting Services: The cost to host the graduate student career portal on a server housed at UC San Diego is \$500/month, or \$12,000 for the two-year development period.

Tools: \$20,000 is requested to purchase a designated server and associated hardware to house the graduate student career portal.

Travel and Expenses: The project managers will need to travel to each of the ten UC campuses prior to portal development to conduct a needs assessment and after Portal deployment to train the appropriate staff on the use of portal administrative features. Each trip is estimated to cost \$500 per person including airfare, hotel, and per diem.

Ongoing Campus-Based Professional Development Staff Costs (Years 1-; UC-Wide)

Professional Development Staff on Each Campus: Ten 100% FTEs (one per campus) will:

- Create new programs and/or expand existing programs for graduate student professional development;
- Work with UC San Diego project managers and their home campus Career Services, Graduate Studies, and similar to identify existing and required resources;
- Build on existing resources to create professional development content which may be furnished through the graduate student career portal;
- Promote the portal to faculty, staff, community and business partners, and students;
- Identify, and propose to the Governance Committee, areas for further portal development; and
- Assess graduate student satisfaction with the available professional development resources.

These FTEs (affiliated with Career Services, Graduate Studies, or similar) are essential to ensure that the portal technology is effectively adopted on each campus. The total cost per annum (\$858,000) is based on an annual salary of \$60,000.

Annual Costs (Years 3-; UC San Diego)

Notch 8 (or Programmer Analyst 3): The external vendor who previously developed the URP, Notch 8, or a programmer analyst 3 at UC San Diego will devote 50% of his/her time to implement portal improvements as requested by individual campuses and prioritized by the Governance Committee. The annual cost (\$57,200) is based on an annual salary of \$80,000.

Academic Computing and Telecommunications (ACT) Resources: One 25% FTE within UC San Diego's ACT office will be devoted to cloud service support, maintaining the server, and providing technical support through a call center. The annual cost (\$35,750) is based on an annual salary of \$100,000.

Hosting Services: The cost to host the graduate student career portal on a server housed at UC San Diego is \$500/month, or \$6,000 annually.

Budget Option 3

Development Costs (Years 1-2; UC San Diego)

Shared Service Owner / Project Manager: One 50% FTE will serve as the project manager. The UC San Diego staff will serve as liaisons between:

- Individual campus technical staff to integrate job databases;

- Existing Career Service Center and Graduate Studies personnel to assess existing resources, identify gaps in resources/services, integrate existing resources seamlessly with the graduate student career portal, and developing reassessment strategies to measure student satisfaction;
- The lead programmer to design website features, integrate existing jobs databases, and evaluate user experience; and
- UC San Diego's Academic Computing and Telecommunications (ACT) to coordinate server set-up, maintenance, and user support services.

The total cost for the two-year development period (\$128,700) is based on an annual salary of \$90,000.

Notch 8 (or Programmer Analyst 3): Notch 8, the external vendor who previously developed the URP, or a programmer analyst 3 at UC San Diego will devote 50% of his/her time to serve as the lead programmer for the graduate student career portal. The total cost for the 1.5-year development period (\$85,800) is based on an annual salary of \$80,000.

Academic Computing and Telecommunications (ACT) Resources: One 75% FTE within UC San Diego's ACT office will be devoted to cloud service support, setting up and maintaining the server, and providing technical support through a call center. The total cost for the two-year development period (\$214,500) is based on an annual salary of \$100,000.

Hosting Services: The cost to host the graduate student career portal on a server housed at UC San Diego is \$500/month, or \$12,000 for the two-year development period.

Tools: \$20,000 is requested to purchase a designated server and associated hardware to house the graduate student career portal.

Travel and Expenses: The project manager will need to travel to each of the ten UC campuses prior to portal development to conduct a needs assessment and after Portal deployment to train the appropriate staff on the use of portal administrative features. Each trip is estimated to cost \$500 including airfare, hotel, and per diem.

Ongoing Campus-Based Professional Development Staff Costs (Years 1-; UC-Wide)

Professional Development Staff on Each Campus: Ten 100% FTEs (one per campus) will:

- Create new programs and/or expand existing programs for graduate student professional development;
- Promote the portal to faculty, staff, community and business partners, and students;
- Assess graduate student satisfaction with the available professional development resources.

These FTEs (affiliated with Career Services, Graduate Studies, or similar) are essential to ensure that the portal technology is effectively adopted on each campus. The total cost per annum (\$858,000) is based on an annual salary of \$60,000.

Annual Costs (Years 3-; UC San Diego)

Notch 8 (or Programmer Analyst 3): The external vendor who previously developed the URP, Notch 8, or a programmer analyst 3 at UC San Diego will devote 50% of his/her time to implement portal improvements as requested by individual campuses and prioritized by the Governance Committee. The annual cost (\$57,200) is based on an annual salary of \$80,000.

Academic Computing and Telecommunications (ACT) Resources: One 25% FTE within UC San Diego's ACT office will be devoted to cloud service support, maintaining the server, and providing technical support through a call center. The annual cost (\$35,750) is based on an annual salary of \$100,000.

Hosting Services: The cost to host the graduate student career portal on a server housed at UC San Diego is \$500/month, or \$6,000 annually.

UC-HSI-TCU Initiative: An Investment in Our Future

PROBLEM:

In the 2010 U.S. Census, Hispanics or Latinos comprised 16.4% of the population in the U.S. In California they represent 37.7% of the state's population. It is imperative, for the state and nation, that as this demographic continues to grow, it is fully engaged in the higher education enterprise. We must also do more to ensure the inclusion of American Indians and Alaska Natives in UC's research enterprise. In the 2010 census, American Indians and Alaska Natives comprised 2% of the U.S. population, with 13.9% of the group's entire population living in California, making California the most populous state for American Indians and Alaska Natives. However, their representation in UC academic doctoral programs is dismally low.

To that end, UC continues to seek ways to attract and enroll scholars from historically excluded populations. At the graduate level Chicano/Latinos and American Indians/Alaska Natives are extremely underrepresented in UC graduate and professional programs. The five-year average (2009-2013) for enrollment of Latinos in UC academic doctoral programs is 7.5% and the five-year average (2009-2013) for enrollment of American Indians in UC academic doctoral programs is 0.8%. **UC can and must do better.**

The University of California's reputation as a premier research and teaching institution rests on its capacity to serve the State of California, and the nation, at the highest levels. This requires attracting and graduating scholars who reflect the communities of the world.

OPPORTUNITY:

As defined by the Hispanic Association of Colleges and Universities (HACU), HSIs (Hispanic Serving Institutions) are colleges or universities where total Hispanic enrollment constitutes a minimum of 25% of the total enrollment. Currently there are 125 four year institutions that are HSIs – including UCM, UCR and UCSC, as well as 15 of the 23 CSU campuses. **With 65% of California State University campuses qualifying as HSIs there is great potential for UC to focus its HSI efforts on CSU institutions.** The close proximity of the CSU campuses will allow for greater collaboration and engagement between faculty and on behalf of students. **This effort could serve as an intersegmental model program in service of the State's imperative to educate talented Californians at every level.** UC will partner with the CSU Chancellor's Office to enroll diverse students at HSI-CSU campuses into UC PhD programs and encourage potential research collaborations and shared professional development opportunities between UC and CSU faculty. The partnership will seek to secure state funding to assist in this effort.

Chicanos/Latinos are the only historically underrepresented group to have shown steady gains in the number and percent enrolled in UC academic doctoral programs over the past ten years. Between fall 2006 and fall 2013, enrollment grew from 6.5% to 7.9%, a 1.4% increase and five year average of 7.5%. Furthermore, American Indians comprised only 0.9% of UC academic doctoral student enrollment in fall 2013 and the five year average is only 0.8%. Compared to their total and state populations, UC academic doctoral enrollment for both groups is low. Moreover, during the 5-year period from 2007-08 through 2011-2012 Latinos were awarded 6% and American Indians were awarded an average of 0.5% of academic and professional doctorates at UC. To improve the representation of these groups, UC must invest in programs and efforts that cultivate relationships with communities and institutions that produce Chicano/Latino and/or American Indian/Alaska Native graduates from high schools, colleges and universities.

In the United States, Tribal Colleges and Universities (TCUs) are chartered by their respective tribal governments. According to the American Indian Higher Education Consortium, campuses exist in 15 states and serve students from more than 230 federally recognized Indian tribes. There are 34 accredited TCU institutions in the United States (13 award bachelor's degrees and 2 award master's degrees), as well as three schools seeking accreditation, and one located in Canada. In 2012-13 TCUs served nearly 19,000 part-time and full-time students, the majority of which were American Indian and Alaska Native students.

Substantive collaboration with faculty from the partnering HSI or TCU is critical for any successful grant application and faculty will be able to partner with any department at an HSI or TCU institution that she/he deems most appropriate. The goal is to establish efforts that can help UC graduate programs support student achievement and cultivate talent at institutions that are generally less represented in UC graduate admission pools, as well as support collaboration opportunities for UC faculty. As students participate in summer research experiences they will become more familiar with the graduate program on that campus, and likely UC in general. They will also have established reciprocal relationships with faculty and graduate students, developed as researchers, and become more knowledgeable about the graduate application process. These efforts will greatly strengthen the applications of those who choose to apply for admission to UC.

The goal of the UC-Hispanic Serving Institutions and Tribal Colleges and Universities Initiative is to increase the number of scholars from Hispanic Serving Institutions (HSIs) and Tribal Colleges and Universities (TCUs) enrolling in UC academic doctoral programs.

PROPOSAL:

To improve the representation of Latinos, American Indians and Alaska Natives in its graduate programs, particularly PhD programs, UC should invest in programs and efforts that cultivate relationships with communities and institutions that produce graduates from these backgrounds. UCOP will develop an initiative similar to the successful UC-HBCU Initiative. This effort will focus on improving enrollment of Latinos and American Indians and Alaska Natives in UC PhD programs. UCOP will invite proposals from UC faculty members at each of the ten campuses who would like to host and immerse students from Hispanic Serving Institutions (HSIs) and Tribal Colleges and Universities (TCUs) in UC research training internships during the summer and develop an ongoing collaboration and engagement with students and faculty from partner HSIs and TCUs. This engagement will ultimately lead to greater numbers of HSI and TCU scholars applying to and enrolling in graduate school at a UC campus. The UCOP project will also provide cost-share fellowships, in collaboration with campuses, for participants that are admitted to UC PhD programs. This is an important element to successfully recruiting top graduate students. The UC-HSI-TCU Initiative will consist of two components:

- 1) **Faculty Grants** will be awarded competitively to support student summer research internships as well as other collaborations or opportunities that serve the goals of the initiative. Grants are available to principal investigators in all disciplines. Funds may be used in different ways to achieve the goals of increased representation, including bringing students to UC campuses for summer research programs, conference participation, and travel or meetings to establish new collaborations with HSI or TCU students and faculty.

There will be two types of grant opportunities: 1) one-year *Summer Research Internship Support Grant* and 2) three-year *Summer Research and Graduate Admission Pathways Grant*. Both grants support students conducting summer research at a UC campus. Graduate admission pathways funds are designed to encourage the development of long-term efforts to increase the number of HSI and TCU students applying to UC graduate

programs and to actively shift UC department or program culture to be more inclusive, particularly of these underrepresented populations. These funded summer research internships will be for undergraduate or master's level students from any HSI or TCU; PIs will determine which level(s) of student to include in their projects.

- 2) **Funding for Fellows-** Financial support is a critical concern for prospective graduate students from all walks of life, particularly for students from underrepresented groups, who are often hesitant or not encouraged to consider graduate school due to financial concerns. Initiative fellowship funding will significantly impact UC outreach and recruitment as faculty and staff will be able to advise Initiative interns that they are assured of being awarded a competitive funding package if admitted to a UC PhD program.

The fellowship support recommendation is to budget for an estimated 50-100 new fellows per year with two years of UCOP fellowship support (note: fellowship funds are distributed to campuses based on the number of Initiative fellows the campus enrolls in PhD programs, not on a per campus basis); once operational, the Initiative will budget for up to 100 new fellows a year (systemwide). UCOP will be able to plan appropriately once the Initiative is established and the interest and scope of successful faculty proposals are assessed. Through the Initiative, UC will offer two years of central fellowship support. The award will require the program/department/campus to provide a multi-year award offer, including *at least* two years of additional support in the form of a GSRship, TAs and/or fellowship, depending on department norms. The fellowship will offer flexibility in allowing programs to determine distribution (i.e. fellowship in the first year, GSR in the second year, etc.). Interns must apply to a degree program within 3 years of completing their current degree to be eligible for the fellowship.

ANNUAL COST:

The initial annual budget required to launch the Initiative with an adequate grants program will be **\$6,125,000** (the first two years of the initiative only includes grant and administrative costs). This will allow \$6M annually to fund the systemwide grants program and \$125,000 for administrative costs. The program can expect to begin supporting fellows in year 3 of operation, with an increase in year 4, and by years 5-6 likely build to a steady state of providing cost-share fellowships to approximately 100 fellows a year; by years 5-6 the estimated annual budget for steady state operation will be approximately **\$16.2M**. Below are 6 operational funding levels to be considered; level one is recommended:

UC-HSI-TCU Initiative Annual Allocation Options

Level One:

100 fellows w/2 years of fellowship support/\$6M in faculty grants

Campuses/departments are required to offer an additional 2 years of support

Expense	Year One	Year Two	Year Three	Year Four	Year Five +
Faculty Grants	\$6,000,000	\$6,000,000	\$6,000,000	\$6,000,000	\$6,000,000
Administrative Costs (<i>assumes 3% increase each year</i>)	\$125,000	\$128,750	\$132,612	\$136,590	\$140,688
Est. Fellowship Expense (<i>beginning year three; assumes blend of STEM/HSS students and 6% tuition increase</i>)			\$5,041,100 (50 students)	\$8,065,760 (80 students)	\$10,082,200 (100 students -est. steady state level)
Total Annual Budget (est.)	\$6,125,000	\$6,128,750	\$11,173,712	\$14,202,350	\$16,222,888

An endowment of approximately \$390M would be required to fund the \$16,222,888 steady-state level (estimated 4.2% annual payout).

Level Two:

50 fellows w/2 years of fellowship support/\$6M in faculty grants

Campuses/departments are required to offer an additional 2 years of support

Expense	Year One	Year Two	Year Three	Year Four	Year Five +
Faculty Grants	\$6,000,000	\$6,000,000	\$6,000,000	\$6,000,000	\$6,000,000
Administrative Costs (<i>assumes 3% increase each year</i>)	\$125,000	\$128,750	\$132,612	\$136,590	\$140,688
Est. Fellowship Expense (<i>beginning year three; assumes blend of STEM/HSS students and 6% tuition increase</i>)			\$2,520,550 (25 students)	\$4,032,880 (40 students)	\$5,041,100 (50 students -est. steady state level)
Total Annual Budget (est.)	\$6,125,000	\$6,128,750	\$8,653,162	\$10,169,470	\$11,181,788

An endowment of approximately \$265M would be required to fund the \$11,181,788 steady-state level (estimated 4.2% annual payout).

Level Three:**50 fellows w/2 years of fellowship support/\$5M in faculty grants**Campuses/departments are required to offer an additional 2 years of support

Expense	Year One	Year Two	Year Three	Year Four	Year Five +
Faculty Grants	\$5,000,000	\$5,000,000	\$5,000,000	\$5,000,000	\$5,000,000
Administrative Costs (<i>assumes 3% increase each year</i>)	\$125,000	\$128,750	\$132,612	\$136,590	\$140,688
Est. Fellowship Expense (<i>beginning year three; assumes blend of STEM/HSS students and 6% tuition increase</i>)			\$2,520,550 (25 students)	\$4,032,880 (40 students)	\$5,041,100 (50 students -est. steady state level)
Total Annual Budget (est.)	\$5,125,000	\$5,128,750	\$ 7,653,162	\$ 9,169,470	\$ 10,181,788

An endowment of approximately \$243M would be required to fund the \$10,181,788 steady-state level (estimated 4.2% annual payout).

Level Four:**100 fellows w/1 year of fellowship support/\$5M in faculty grants**Campuses/departments are required to offer an additional 3 years of support

Expense	Year One	Year Two	Year Three	Year Four	Year Five +
Faculty Grants	\$5,000,000	\$5,000,000	\$5,000,000	\$5,000,000	\$5,000,000
Administrative Costs (<i>assumes 3% increase each year</i>)	\$125,000	\$128,750	\$132,612	\$136,590	\$140,688
Est. Fellowship Expense (<i>beginning year three; assumes blend of STEM/HSS students and 6% tuition increase</i>)			\$2,659,750 (50 students)	\$4,255,600 (80 students)	\$5,319,500 (100 students -est. steady state level)
Total Annual Budget (est.)	\$5,125,000	\$5,128,750	\$7,792,362	\$ 9,392,190	\$ 10,460,188

An endowment of approximately \$250M would be required to fund the \$10,460,188 steady-state level (estimated 4.2% annual payout).

Level Five:**75 fellows w/1 year of fellowship support/\$5M in faculty grants**

Campuses/departments are required to offer an additional 3 years of support

Expense	Year One	Year Two	Year Three	Year Four	Year Five +
Faculty Grants	\$5,000,000	\$5,000,000	\$5,000,000	\$5,000,000	\$5,000,000
Administrative Costs (<i>assumes 3% increase each year</i>)	\$125,000	\$128,750	\$132,612	\$136,590	\$140,688
Est. Fellowship Expense (<i>beginning year three; assumes blend of STEM/HSS students and 6% tuition increase</i>)			\$2,021,410 (38 students)	\$3,191,700 (60 students)	\$3,989,625 (75 students -est. steady state level)
Total Annual Budget (est.)	\$5,125,000	\$5,128,750	\$7,154,022	\$ 8,328,290	\$ 9,130,313

An endowment of approximately \$218M would be required to fund the \$9,130,313 steady-state level (estimated 4.2% annual payout).

Level Six:**50 fellows w/1 year of fellowship support/\$5M in faculty grants**

Campuses/departments are required to offer an additional 3 years of support

Expense	Year One	Year Two	Year Three	Year Four	Year Five +
Faculty Grants	\$5,000,000	\$5,000,000	\$5,000,000	\$5,000,000	\$5,000,000
Administrative Costs (<i>assumes 3% increase each year</i>)	\$125,000	\$128,750	\$132,612	\$136,590	\$140,688
Est. Fellowship Expense (<i>beginning year three; assumes blend of STEM/HSS students and 6% tuition increase</i>)			\$1,329,875 (25 students)	\$2,127,800 (40 students)	\$2,659,750 (50 students -est. steady state level)
Total Annual Budget (est.)	\$5,125,000	\$5,128,750	\$ 6,462,487	\$ 7,264,390	\$ 7,800,438

An endowment of approximately \$186M would be required to fund the \$7,800,438 steady-state level (estimated 4.2% annual payout).

STRATEGIC INTERSEGMENTAL COMMITMENT - VALUE TO THE STATE:

In funding or securing resources for this effort the Regents of the University of California and the UC Office of the President will strategically and boldly support CSU and UC's stated commitment to diversity, equity and inclusion. Providing resources for faculty to help fulfill that commitment is critical to impacting diversity within the academic pipeline. This strategy will allow considerable flexibility to make the initiative appealing and as effective as possible for each PI/department. Each project is responsible for coordinating its department/campus-based program and efforts and is

free to collaborate with institutions as it deems appropriate. This effort will help position UC and CSU to put forth a coordinated effort to meet the state and nation's workforce needs for diverse advanced degree holders. With appropriate support, the effort could prove to be a model effort on behalf of higher education in California.

Central resources will be necessary to support general program outreach and marketing, funding transfer oversight and overall initiative management, particularly as the program gets underway, in order to establish it as a cornerstone commitment for UC and CSU. UCOP, in partnership with campuses, may also play a role in supporting systemwide or regional events, particularly as both the UC-HSI-TCU and UC-HBCU Initiatives develop. The UC-HSI-TCU Initiative will build on and learn from the early successes of the UC-HBCU Initiative, which, as of Fall 2014, will have enrolled 13 PhD students after only two summers of hosting HBCU research interns.

Total enrollment and new enrollment for both Latino and American Indian doctoral students at UC have essentially been flat for the last five years (averaging 7.5% for Latinos and 0.8% for American Indians). During the 5-year period from 2007-08 through 2011-2012 Latinos were awarded 6% of all academic and professional doctorates at UC while American Indians averaged 0.5% of those awarded academic and professional doctorates during that period... **we can do better** and this initiative is a mechanism to do so.

University of California

Historically Black Colleges and Universities Initiative



The [UC-HBCU Initiative](#) seeks to increase the number of HBCU graduates in UC PhD programs by investing in relationships between UC faculty and Historically Black Colleges and Universities (HBCUs). Grants are competitively awarded to UC faculty members to host HBCU student summer research interns and facilitate faculty research collaborations and other educational activities that serve the goals of the initiative.

UCOP offers both one-year awards (Summer Research Internship Grant) and three-year awards (Summer Research and Graduate Admissions Pathways Grant). Projects for each grant type provide a summer research experience for HBCU scholars. The three-year Summer Research and Admission Pathways grant encourages faculty to develop long-term efforts within their program or department to create an inclusive environment more conducive to increasing the enrollment of HBCU graduates in UC PhD programs.

In addition to faculty grants, a critical component of the UC-HBCU Initiative is ensuring competitive multi-year funding packages to former interns of the UC-HBCU Initiative that are admitted to UC PhD programs.

Launched in 2011, the UC-HBCU Initiative is managed by Graduate Studies in the UCOP Office of Research and Graduate Studies (ORGS). Their work on the Initiative includes: UC faculty outreach and support, proposal review oversight/ expertise, grant administration and stewardship, fellowship administration, communication strategies and exposure, HBCU outreach, Initiative participant and UC student support and UC campus coordination and collaboration.

PROBLEM:

While a permanent annual budget allocation of \$1M was established by the Provost to fund the faculty grants portion of the Initiative, **there are no permanent funds allocated to ensure competitive funding support offers to talented UC-HBCU Initiative participants that are admitted to UC PhD programs.** These scholars are highly recruited, and funded, by top-tier competitor institutions.

In 2013 President Napolitano committed temporary short-term resources to offer cost-share fellowships in collaboration with the campuses (UC offers two years of fellowship support at the department's competitive level and requires the campus to package the student with *at least* 2 additional years of support thus ensuring a competitive multi-year offer). For the fall 2014 admission cycle this meant that UC could guarantee competitive funding offers to *any* of the UC-HBCU former interns that were admitted to UC PhD programs. UC admitted 7 of these students into PhD programs; all 7 chose to accept UC's admission offer and are now enrolled at UC. These are all outstanding students with extremely impressive options, and funding offers, for graduate school. Two UCSD newly enrolled UC-HBCU Fellows are also NSF Fellows in bioengineering. Guaranteeing funding is critical to competing to enroll all talented PhD students; it is particularly important in enrolling a culturally and socioeconomically diverse graduate population.

The lack of long-term fellowship funding means that UC faculty strategically building partnerships and cultivating long-term relationships cannot maximize their efforts as they are unable to inform faculty and students at HBCUs that if students participating in this initiative are admitted they *will* receive a competitive funding package to support their PhD studies at UC. Without such a commitment UC is at a notable disadvantage in encouraging and enrolling HBCU scholars. UC's competitor institutions have a history of maintaining a more visible and engaged presence within the HBCU community and offer competitive funding packages. UC is not fully maximizing its investment in the relationships with HBCU faculty and the research preparation offered to their students if we are not prepared to proactively fund and recruit admitted scholars.

OPPORTUNITY:

UC has a strong commitment to cultivating a stimulating intellectual environment reflective of society. This includes maintaining pathways to graduate education for scholars from historically underrepresented populations. African Americans/Blacks continue to be underrepresented in UC graduate programs. At UC, the five-year average (2009-2013) for enrollment of this population in academic doctoral programs is 2.7%. **The purpose of the initiative is to increase the number of scholars from HBCUs enrolling in and completing UC academic doctoral programs.** While the overall goal of the UC-HBCU Initiative is to improve PhD enrollment of African Americans at UC, it is designed to support *any* HBCU student selected, based on faculty criteria, irrespective of race, ethnicity, national origin, sex or gender identity.

The UC-HBCU Initiative has already shown early signs of success. **After only two summers of hosting UC-HBCU interns (from undergraduates just finishing their first year of study to master's level students) UC has already enrolled 13 PhD students as a direct result of this initiative.** All of these students received competitive funding packages by UC. Given the small numbers of African American/Black students pursuing PhDs at UC this is a very promising and impressive start. **UC has an opportunity to build on this effort.** Making the public commitment to fund any of these scholars admitted to UC PhD programs will greatly assist UC's branding and marketing in support of the UC-HBCU Initiative. Funding commitments are critical in attracting these students to UC. HBCU faculty have tremendous influence in advising their students; thus demonstrating UC's commitment and support in this area is critical to UC's long term success with this effort.

PROPOSAL:

UC should commit to offering 2 years of fellowship support (to be coupled with at least 2 years of campus/department support) to any former UC-HBCU Initiative intern admitted to any UC PhD program. The estimated costs involved would be approximately \$1.5M a year, which would allow UC to support approximately 15 UC-HBCU Fellows a year. However it is very important that the funds are not budgeted annually but allocated over a longer period of time to account for fluctuations in the annual application and admission rates. Thus \$7.5M should be allocated for 5 years and, with continued success of the Initiative, should be reallocated at 5 year intervals.

This would allow UC to proactively highlight this commitment not only to the HBCU community but within UC as well. As more of the UC graduate community strives to offer multi-year competitive funding packages, knowledge of this funding commitment will help departments construct attractive offers for admitted students. The ability to guarantee multi-year competitive funding offers will help increase the number of UC-HBCU interns that choose to apply to UC and ultimately attend. Thus it is anticipated that current enrollment numbers will continue to improve.

ANNUAL COSTS:

The estimated costs involved would be approximately \$1.5M a year, which would allow UC to support approximately 15 UC-HBCU Fellows a year. However it is very important that the funds are not budgeted annually but allocated over a longer period of time to account for fluctuations in the rate of application by interns as well as stronger admission years. Thus \$7.5M should be allocated for 5 years and, with continued success of the Initiative, should be reallocated at 5 year intervals. An endowment of approximately \$36M would be required to fund \$1.5M in awards annually (estimated 4.2% annual payout); there may be a need for payment schedule adjustments, to account for enrollment fluctuations, should resources be drawn from an endowment.

Experience thus far has shown that committed long-term funding for both faculty grants *and* student funding are critical components of the Initiative's success. While the grants will bring students to UC for a summer and enhance their competitiveness for graduate study, only guaranteed multi-year funding packages will help them choose UC to pursue their PhD.

UC LEADS – Summer Enrichment Awards: A UC PhD Recruitment Tool

PROBLEM:

UC needs to be more effective at recruiting talented underrepresented STEM (science, technology, engineering and mathematics) scholars, completing UC undergraduate degrees, into its PhD programs. These students represent a talented cohort of scholars in which UC already has a tremendous investment. The state and nation has a great need to ensure strong representation of diverse scholars in STEM fields.

OPPORTUNITY:

UC has a model program that can be maximized to encourage retaining more of our talented diverse scholars to pursue a PhD at UC. The UC Leadership Excellence through Advanced Degrees (UC LEADS) program was proposed by the graduate deans and instituted in 1999. It offers UC juniors and seniors academic support and research experiences to ensure that they are well prepared for graduate school. Students conduct research on their home campus during the academic year and on another UC campus for one summer. Scholars also participate in the annual UC LEADS Symposium at which they present their research and learn more about the graduate school application process. UC LEADS is supported by state provided Student Academic Preparation and Education Partnerships funds, which are matched by campus funds. The annual Symposium is funded by a gift from the Koret Foundation.

The goal of the UC LEADS program is to educate California's future leaders by preparing promising students for advanced education in STEM (science, technology, mathematics and engineering) disciplines. The program is designed to identify upper-division undergraduate students with the potential to succeed in these disciplines, but who have experienced conditions that have adversely impacted their advancement in their field of study. Another program objective is to keep the most promising students within the UC family. The second summer research placement addresses this goal explicitly by placing students at a UC campus other than their home campus.

UC LEADS does extremely well in supporting underrepresented STEM scholars: 79% of all participants in the 2000-02 – 2008-10 cohorts were from underrepresented groups (underrepresented minorities and/or women). Thus, targeting this program for recruitment directly supports the diversity mission of the University and President Napolitano's commitment to improve diversity within the academic pipeline.

Currently there is no special fellowship to help recruit these talented scholars. A fellowship designed specifically for UC LEADS would help increase the number of our students, from diverse backgrounds, that remain at the University of California to pursue graduate education in STEM.

PROPOSAL:

UC should offer an attractive recruitment award to all UC LEADS Scholars who are admitted to a UC PhD STEM program. The award is designed to improve the competitiveness of UC's current funding offers for this highly talented, UC-nurtured group of STEM scholars (thus improving systemwide yield rate). The program would provide *any* UC LEADS Scholar who matriculates into a UC STEM PhD program a UC LEADS Summer Enrichment Award (SEA). The award will provide enrolled PhD students with a summer stipend of \$6,000 each summer for up to 5 summers.

UC must leverage the impact of UC's premier STEM graduate school preparation program by providing financial incentives to UC undergraduates from diverse backgrounds who choose to pursue their PhD within the UC system. The **UC LEADS Summer Enrichment Award (SEA)** will offer summer support for

all UC LEADS Scholars who enroll in a UC PhD STEM program (Scholars maintaining adequate progress will receive summer support for up to 5 summers).

Historical program data (cohorts from 2000-02 to 2008-10, totaling 513 students) demonstrates that UC has done well in attracting those students that are pursuing a PhD: 56% of students from those cohorts that went on to pursue a STEM doctorate have done so at a UC (of those pursuing Master's degrees, 46% did so at UC). UC has been able to track 73% of students from these cohorts. Of those, 44% went into PhDs programs, 22% pursued Master's degrees, 9% went to medical school, and 25% pursued doctorate degrees outside of STEM (including law, dentistry, education, public health, and business).

UCLA has been most successful in enrolling UC LEADS Scholars into its PhD programs with 19 from the included cohorts. "Unfortunately," the second-place campus for enrollment of UC LEADS Scholars pursuing a PhD is not a UC campus. Stanford University has enrolled 15 UC LEADS Scholars in its PhD programs. Both UCI and UCB are doing well, having each enrolled 12 UC LEADS Scholars into their campus PhD programs.

Although the data are still being compiled and analyzed, it appears that in more recent years, a smaller pool of UC LEADS graduates have pursued STEM PhDs, a trend we would like to see reversed. If UC is able to increase the percentage of those pursuing PhDs from 44 to 50% that would impact overall numbers but to further advance efforts UC must increase the percentage of scholars that choose to attend UC. Based on the cohorts examined, UC enrolls 56% of those pursuing PhDs. Given the great investment that UC has made in these scholars and the national need for STEM doctorates, UC should establish an ambitious goal of enrolling 70% of UC LEADS Scholars pursuing PhDs (graduation data fluctuates, but this would be approximately twenty students per year). A distinct summer fellowship to enhance their overall funding package should help attract more UC LEADS Scholars to UC.

Key goals of this summer fellowship program will be to increase UC awareness of these talented students, encourage departments to look closely at UC LEADS applicants and to assist in recruiting students that have been accepted.

ANNUAL COST:

The program would provide *any* UC LEADS Scholar who matriculates into a UC STEM PhD program a UC LEADS Summer Enrichment Award. The award will provide enrolled PhD students with a summer stipend of \$6,000 for up to 5 summers. The first year is awarded following the completion of year one. However if the scholar participates in a campus-affiliated bridge program the summer stipend award can begin prior to year one enrollment; this is at the campus' discretion. Subsequent years require adequate progress and planned enrollment in the following fall term. *This award incentive seeks to enhance the competitiveness of a campus multi-year funding offer (a multi-year funding package is expected as part of the scholar's admission offer).* While UC LEADS Scholars admitted to competitive PhD programs typically receive multi-year funding offers, summer support is often not included or is limited. Thus guaranteed summer fellowship support provides an attractive competitive edge for UC in recruiting even more of these scholars to UC. It also affords them greater summer flexibility for the advancement of their work. It may offer a tangible difference from what other institutions typically offer and that can be appealing to potential UC LEADers considering UC. It is also something easy to highlight and market to students.

Once the fellowship program is in full steady state operation (supporting 5 cohorts annually) the estimated annual fellowship costs will be up to \$600,000. Program administration expenses, of \$200,000, account for processing and accountability, as well as much needed enhanced outreach and yield efforts aimed at UC LEADS Scholars. **The anticipated \$800,000 annual cost is low given that it focuses on enhancing what should be a campus multi-year funding offer. Thus it is critical that these**

summer fellowships are funded with “new” money and the campuses are not required to fund this new initiative. If funded via an endowment an estimated principle of \$19.1M would be needed for an annual \$800K payout (payout rate estimated at 4.2%). Annual costs will not reach full expense output until year 5 of operation. While cost example B offers a lower funding allocation, it is recommended that UC commit to funding 20 new UC LEADS Scholars each year. This will ensure UC’s ability to allocate resources to enroll as many admitted UC LEADS scholars as likely possible. We should make UC the first choice option for our UC-trained diverse STEM students. Let’s finish the job we have started; **UC LEADS – Summer Enrichment Awards** can help UC be more competitive in advancing the STEM academic pipeline.

UC LEADS – Summer Enrichment Award

COST EXAMPLE A:

\$6,000 X 20 students = \$600,000 per cohort; \$30,000 per student (+ administrative costs)

	Summer 1	Summer 2	Summer 3	Summer 4	Summer 5	Summer 6
Cohort 1	120,000	120,000	120,000	120,000	120,000	
Cohort 2		120,000	120,000	120,000	120,000	120,000
Cohort 3			120,000	120,000	120,000	120,000
Cohort 4				120,000	120,000	120,000
Cohort 5					120,000	120,000
Cohort 6						120,000
Administration	100,000	150,000	200,000	200,000	200,000	200,000
					STEADY STATE	
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
TOTAL	220,000	390,000	560,000	680,000	800,000	800,000

UC LEADS – Summer Enrichment Award

COST EXAMPLE B:

\$6,000 X 16 students = \$480,000 per cohort; \$30,000 per student (+ administrative costs)

	Summer 1	Summer 2	Summer 3	Summer 4	Summer 5	Summer 6
Cohort 1	96,000					
Cohort 2		96,000	96,000	96,000	96,000	
Cohort 3			96,000	96,000	96,000	96,000
Cohort 4				96,000	96,000	96,000
Cohort 5					96,000	96,000
Cohort 6						96,000
Administration	90000	135000	180000	180000	180000	180000
					STEADY STATE	
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
TOTAL	186,000	327,000	468,000	564,000	660,000	660,000

Summer Bridge Programs for Graduate Students:

Overall cost reported (2014): \$814,516
Number of Students Served (2014 est.): 314
Cost/student (2014): \$2594

Scale Up Proposals:

Overall Request: \$1,863,406
Additional Students Served: 296
Cost per student: \$6295

Combined (Current + Proposed)
Cost: \$2,677,922
Total Students Served: 610
Cost per student: \$4390

Berkeley:

None overseen by the Graduate Division. Two exist on campus: School of Public Health Diversity Summer Preparatory Seminar (~125 enrollment); Master of Development Practice “Boot Camp” (~25 enroll). No costs were provided.

Davis:

NIH Initiative for Maximizing Student Development:

Curriculum: Fellows spend seven weeks conducting research in the laboratory of a faculty member and meeting weekly as a group. The research experience provides an early and additional laboratory rotation beyond that required by each Fellow’s specific graduate program. The weekly meetings provide an introduction to graduate study at UC Davis, orientation to academic resources on campus, mentoring tips for success as a doctoral student, and written and presentation activities

Eligibility/Enrollment: Targeted toward URM students from one of 12 NIH connected graduate groups. 10 Students in 2014; 9 funded

Cost: per student \$4606. Total cost per summer: \$46,062.

Scaling Up:

UC Davis Graduate Summer Advantage Program (new)

UC Davis proposes to build on our successful model created under an earlier AGEF grant to institutionalize a summer bridge program for doctoral students in all academic programs. The Office of Graduate Studies would support up to 12 program participants with funding from UCOP.

Participant Benefits:

Stipend:	\$4,000 for the ten-week program.
Housing:	Additional \$2,000 housing subsidy.
Program:	Participants would be paired with a faculty research mentor for the ten-week period, which requires a time commitment by the faculty mentor. If a student needs health insurance, the program would be expected to cover that cost (\$1,144).

Proposed Program Cost:

Stipends:	\$48,000
Housing Subsidy:	\$24,000
Staff (50% w/ benefits):	\$40,000
Workshop Supplies:	\$ 5,000
Total Program Cost:	\$117,000
Total number of students served:	48

Proposed Program Design

To better recruit and retain diverse and academically talented graduate students, UC Davis proposes to a summer bridge professional development program for incoming underrepresented graduate students interested in pursuing the Ph.D. degree. This program builds on the successful model created under a previous NSF AGEP grant. The program would be open to students in all academic disciplines.

This Graduate Summer Advantage Program (GSAP) would consist of a ten-week mentored research experience, a scientific writing workshop and weekly seminars during the summer prior to the first year of graduate study. The seminars focus on topics such as introduction to graduate study at UC Davis, developing a research project, working in a research team, effective use of electronic citations, publications and peer review, oral communication, scholarly integrity and developing a successful fellowship application. Faculty mentors would also meet monthly for workshops on effective mentoring techniques and to share their experiences working with students in the program. At the end of each summer, the GSAP scholars will present the results of their research. Many GSAP scholars will become strong candidates for continuing support through external fellowships NSF Graduate Research Fellowship, Ford Foundation, Howard Hughes, EPA STAR, etc.).

The Graduate Summer Advantage Program will serve the combined goals of recruitment and retention of underrepresented students by offering additional financial support, helping build community outside of the discipline and providing role models for success. In addition, the involvement of faculty mentors has a lasting impact on the culture of individual graduate programs and the campus as a whole. GSAP participants are nominated by their programs during the admissions process and selected by the faculty steering committee.

Irvine:

Competitive Edge 8-week summer pre-entry program designed to give diversity MFA and doctoral students a head start (Originally funded in part by Dept. of Education grant, now expired).

Curriculum/Structure: Students are offered a range of workshops to help them with the transition to graduate school; for example, How to Find and Receive Extramural Funding, which has been quite successful as 33% of the 2013 Competitive Edge cohort received the NSF GRFP fellowship. Students are matched with a peer mentor who is an advanced graduate student in their program; the peer mentors support the students as they transition into their new graduate programs. Students also receive priority early move-in to their graduate housing for the academic year.

Enrollment/Eligibility: This program now in its 15th year and serves between 25-35

students per year. All of the students meet the UC definition of diversity and about 70% are URM.

Cost: The students receive a \$5,000 stipend as well as summer SHIP. The estimated cost per student is \$6,700. Total Cost: up to \$234,000

Scaling Up:

With additional funding from President Napolitano, we would be able to keep the 12 slots for which original Dept. of Education funding has expired, and open up an additional 15 slots. This would bring the total number of student participants to 40.

Funding Request:

Stipend: \$5,000 summer stipend per student. Total cost: \$135,000.

Summer SHIP: \$1,300 per student. Total cost: \$35,100.

Advanced Graduate Student Peer Mentor \$500 per student. Total cost: \$13,500.

Programing costs, including Research Symposium, Faculty Mentor BBQ, Farewell Dinner, etc., @ \$500 per person. Total cost: \$13,500.

Two GSRs at 50% to help with the administration of the program (\$5,300 per GSR). Total cost: \$10,600.

Outside speaker costs (travel \$500 and honorarium \$1,000). Total cost: \$1,500.

TOTAL FUNDING REQUESTED: \$209,200

Additional Students Served: 15

Los Angeles:

UCLA Competitive Edge: Six-week program for newly admitted, entering doctoral students in the fields of science, technology, engineering and mathematics (STEM) with a strong interest in pursuing a faculty or research position.

Curriculum/Structure: The objective is to provide awardees with research and professional development experiences to enhance their success in UCLA STEM doctoral programs. Competitive Edge provides faculty-guided research and mentoring, as well as academic and professional workshops

Enrollment/Eligibility: Individuals admitted to STEM doctoral programs who are classified as underrepresented in accordance with the NSF definitions (i.e., African Americans, Hispanics, American Indians, Alaska Natives, Native Hawaiians or other Pacific Islanders) criteria or who demonstrate significant contributions to diversity are eligible. In 2014 there were 18 students.. Since 2004 a total of 124 students have participated

Cost: \$6000/student for a total cost of \$108,000. An additional \$1500 stipend was provided to an adjunct faculty member who ran a weekly journal club.

Scaling up

We are very interested in expanding this successful program to other disciplines. This could be accomplished partially through departmental contributions, but significantly through support from the UC Office of the President. Our goal would be to expand to a cohort of 50 students who would be divided into two or three groups for some activities, such as journal clubs. Of these UCLA would fund ~20 and the Office of the President ~30.

Funding Request

Stipend: \$6,000 per student. Total request: \$180,000
 Summer UC SHIP: could be covered by students or centrally (\$1300 per student, \$39,000 total)
 Programming costs: \$1,000 per student, total \$30,000
 Program staffing: Additional funding would be great, but we can run the program with existing staff.

TOTAL FUNDING REQUEST: \$210,000 without UC SHIP; \$249,000 with UC SHIP
Additional Students Served: 32

Merced:

No formal summer bridge to graduate school programs. However, incoming students may be appointed during the summer before matriculation in GSR roles.

Scaling Up

Program Design:

The Ph.D. Summer Advantage Program allows incoming doctoral students from historically underrepresented backgrounds to begin their graduate education at UC Merced the summer before the fall semester of graduate study.

This eight-week mentored research experience and weekly seminars will provide participants the intellectual, professional and social introduction to UC Merced while preparing them for successful transition to graduate school.

The seminar will include focused topics such as working on a research team, transition and resources for graduate students (on and off campus), faculty mentor relationship, funding opportunities, publications and peer review, scientific integrity, time management & study strategies, writing research papers, work/life balance, etc. In return, participants will receive faculty & peer mentorship, socialization opportunities and the advantage of early transition into a research university setting. At the end of the summer, participants will present the results of their research during UCM's summer research symposium.

Budget Proposal	
Coordinated by UCM Graduate Staff	\$0
Administrative Support (limited)	\$3,000
Graduate Student Peer Coordinator	\$4,026
Summer Stipend 20 @ \$4026 (8 weeks)	\$80,520
Eight-Week Summer Seminar Series @ meals (600 each), speakers (1000), facilities (1,000), etc.)	\$7,000
Student Socialization & Network Activities (includes field trip & end of summer banquet)	\$5,000
Student Housing allowance 20 @ 500 each	\$10,000

Poster Presentation Symposium (posters, reception)	\$4,000
Research Allocation 20 @ 500 (supplies for research)	\$10,000
Miscellaneous (promo items, supplies, etc.)	\$3,000
TOTAL FUNDING REQUESTED Students Served: 20	\$126,546.00

Riverside:

Grad Edge/Jump Start: 8 week intensive summer program for pre-entry Ph.D. students in STEM fields.

Curriculum/Structure: Students must have a faculty mentor for the program. Math/statistical analysis boot camp; professionalization skills workshops, grant writing course (NSF/GRFP proposal required);

Eligibility/Enrollment: Diversity profile or nomination by program. 90% of 2014 cohort match diversity profile. 80% were URM students. Total enrollment for 2014: 70; participation since 2009—233 students.

Cost: \$5000 stipend per student. Total cost per student \$5400;

Total cost for program: \$345,000.

Scaling Up:

UC Riverside's goal is to increase participation in its Grad Edge/Jump Start program to 200 incoming Ph.D. students in each cohort. Cost would be \$6000/student (anticipated 2015 per student cost).

TOTAL FUNDING REQUEST: \$780,000

Students Served: 130

San Diego:

Competitive Edge Program: 8 week summer program.

Curriculum/Structure: In addition to the research experience, participants are required to attend workshops to acclimate them to the university environment. Workshop facilitators are members of the UC San Diego community and serve as faculty, staff or continuing graduate students in various academic fields. In addition to the workshops, participants are expected to attend an orientation and a luncheon at the conclusion of the program. Sample workshop topics include: Ethics in Research, Public Speaking for Graduate Students, Transitioning into Graduate School, Career Paths for Graduate Students, Funding and Fellowships.

Eligibility/Enrollment: Ph.D. students. Merit and diversity based. Must be U.S. citizens, permanent residents, or AB 540-qualified. 83 students served since 2006; 2014 cohort had 18 students.

Cost: Sharing plan with programs. Graduate Division provides \$22,000/year. Students receive \$3000 in stipend for program (divided between Grad. Division and students' programs).

Scaling Up

With additional funding from President Napolitano, the Competitive Edge program would be able to expand and better serve the students, without altering the existing model.

Increase the stipend to \$5000 to be on par with our UC counterparts for 18 participants fully supported centrally: \$90,000 (would broaden the range of departments that could participate)

Broaden the existing funding workshops to target some or all of the following: National Science Foundation Graduate Research Fellowship Program, Ford Foundation, Hertz Graduate Fellowship, and Jacob K. Javits Fellowship: \$4000.

Workshop supplies and materials: \$2000.

Incremental Graduate Division costs for the expanded program: \$74,000.

In addition, we are in the planning stages of a major new housing project. Once this is open for occupancy, we could offer additional SHORE spots and thereby likely double the size of our bridge program, at an additional cost of \$96,000. This amount could be offset with some cost-sharing by departments.

TOTAL FUNDING REQUEST: \$170,000
Total students: 18

San Francisco:

IMSD-NIGMS Summer Research Rotation: In spring 2014, UCSF was granted a competitive renewal for the NIGMS Initiative for Maximizing Student Diversity (IMSD) Program (NIH R25; UCSF has run an IMSD program for 16 years).

Curriculum/Structure: During the SRR students are placed in the laboratory of PI who provide intensive mentoring, and in collaboration with the graduate program director, help the student to design a project, set goals for the rotation (e.g. design the research question and project, learn and master specific laboratory techniques, etc.).

Eligibility/Enrollment: 6 students were selected for the program. Faculty program directors from each of the graduate programs nominated URM students that would benefit from the SRR.

Cost: Each student received a \$600 weekly stipend and \$4,000 housing allowance. Three students completed 11-week rotations (\$10,600 each); 2 students completed 10-week (\$10,000 completed 11-week rotations (\$10,600 each); and one student completed a 4-week rotation (total cost \$4,000 using prorated stipend and housing allowance).

Four of the six students needed summer health insurance policies; these were purchased at a cost of \$913.50 per student (total cost: \$3654).

Total Program expenditures: \$59,454

Average cost per student: \$9,909

Scaling Up:

With additional funding from President Napolitano, the SRR would be able to serve four additional students (extending the total SRR cohort to 10).

We would continue to serve PhD students in the basic sciences only; and retain the mentored research experience as the central component of the program.

We would increase opportunities for networking and community building among the cohort. We would extend the programming using recommendations from our IMSD Faculty Advisory board and 2014 IMSD fellows and PIs; and would incorporate best practices from other UC campus programs. Specifically we would add professional development and first generation services/success workshops throughout SRR. Administrative costs (including workshop supplies and materials) are anticipated to be \$1200 per student.

Participant benefits would remain the same. For an 11-week rotation, each student would receive \$10,600 in housing and living stipends, and health insurance coverage at \$915 per student.

TOTAL FUNDING REQUEST: \$50,860

Students Served: 4 additional students(@ \$12,715 each).

Santa Barbara:

Summer Workshop for Incoming International Students

Curriculum/Structure: The month-long English Language & American Culture Summer Workshop for International Students strengthens students' conversational and academic skills and helps them adjust to American culture.. Daily English classes are taught by ESL professionals. An introduction to American Culture and Society is taught by a UCSB faculty member.

Eligibility/Enrollment: International Student with ESL needs

Cost: none reported

Network Science IGERT (supported by the NSF) Summer Boot Camp

Curriculum/Structure: A two-week boot camp for new trainees right before the beginning of the academic year introduces and refreshes skills around programming, software, and data. The boot camp is structured as follows.

Eligibility/Enrollment: none reported

Cost: none reported

Scaling Up

The UC Santa Barbara Graduate Division proposes to host the Summer Doctoral Research Institute (SDRI), an accelerated research summer bridge program for newly admitted doctoral students from historically underrepresented or educationally disadvantaged backgrounds. This program provides up to twenty participants with the opportunity to begin research and other scholarly activities prior to fall quarter enrollment. In addition to an advanced introduction to their respective programs and the campus culture of UCSB, SDRI scholars enjoy the benefits of early exposure to a professional academic environment. Scholars will receive a \$6,000 summer stipend for ten-week program.

Goals and activities include:

Providing SDRI scholars with a greater understanding of institutional culture and departmental expectations.

Hands-on mentoring and training that sharpens scholars' research skills and develops their disciplinary fluency.

Understanding and appreciation of scholarly work done across disciplinary boundaries via a multi-disciplinary cohort.

Summer workshop series that provides solid grounding in research methodology, ethics, proposal writing, presentation skills, and work/life balance and prepares scholars to meet and exceed the rigorous demands of graduate study.

Networking and scholarly activities, familiarization with UCSB campus resources, and an introduction to UCSB's Graduate Division and campus administrators.

Skill development and seminar topics may include: disciplinary writing, funding your research, effective grant writing, publishing and presenting research, research ethics, choosing a research advisor, campus support networks and faculty mentoring, and individual research presentations.

Budget

Summer Stipend-20 students at \$5,000/student	\$100,000
Weekly workshop series (refreshments, workshop materials, room rental, speakers)	\$5,000
Research supplies and related expenses-\$500/student	\$10,000
Networking activities (opening reception, closing lunch, work/life balance activities)	\$2,000
SAOII-Program Coordinator, .25 FTE (salary and benefits)	\$16,000
Miscellaneous costs (supplies, program materials)	\$1,000
Total Requested Students Served 20	\$134,000

Santa Cruz:

UCSC's Division of Graduate Studies does not manage any formal summer bridge to graduate school programs. There are several individual programs managed at the departmental, disciplinary, or divisional level as well as grant-funded programs for URM students. Graduate Division does allow student appointments in the summer for new incoming graduate students. We also are a primary sponsor of diversity-related programs providing summer research experiences for undergraduates. These are predominantly in STEM, but with increasing participation in the Social Sciences as well.

Scaling Up:

UC Santa Cruz has an IMSD program (PI, Prof. Mellissa Jurica, MCD Biology), but presently without a summer bridge component. Our modest aspiration would be to add a two-week pre-matriculation "boot camp" type of bridge program for the 9 students in this program, who are in degree programs related to biomedical science. The components of the summer

bridge program would include orientation to the campus and its resources, community-building exercises, graduate student success programming, sessions on mentoring and being mentored, academic and research integrity, time management and work-life balance discussions, graduate student financial literacy, and a selection of activities from our summer leadership program.

We estimate a cost of \$3000 per student ($9 \times \$3000 = \27000), which includes 2 weeks of lodging, per diem costs, and a small stipend (\$500/student). It also accounts for one month of 50% work by an advanced (eg. 5th year) graduate alumnus/alumna of the IMSD or Bridges to the Doctorate program, who will serve as a program coordinator, an instructional stipend for the PI, and administrative and material costs.

TOTAL FUNDING REQUEST: \$27,000

Students served: 9