REIMAGINE GRADUATE FUNDING

A Working Group Report

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DEFINITIONS

Award: Funding awarded to recognize past achievement. Students must meet scholarship criteria and typically awarded through a competitive process. Income is reported on a T4A for Canadian tax purposes.

Bursary: (Needs based Funding) Funding provided to a student to provide financial support to pursue their degree that is awarded with a needs-based criteria. Income is reported on a T4A for Canadian tax purposes.

Good Standing: TBD Student performance meets requirements as per award and program of study.

Honorary: When a student holds a scholarship in name only or is provided a smaller sum due to holding another major award already.

Funding Package: Any combination of Awards, Bursaries, Stipends, Scholarships, and employment.

Funding Letter: A letter to a student that defines the combination of Awards, Bursaries, Stipends, Scholarships, and employment commitments provided to a student. Funding offers are the responsibility of units offering graduate programs. Funding letters should indicate what happens when students obtain internal or external scholarships or refer to a funding policy, for example typically when a student is supported by a stipend from a grant, if they obtain an external award, the payment from the grant is proportionally reduced.

Major Award or Scholarship: Scholarships \( \geq \$15,000 \).

Research Assistant: As per the Collective Agreement 13.01, a graduate student employed for a defined period, on an hourly basis, to perform duties assigned by a faculty member that contribute to a faculty member’s research program and that are not required as part of the student’s academic program.

Research Assistantship A funding offer to a student that includes a research assistant assignment that is employment and a scholarship/stipend portion.

Research Fellowship Defined in our Policy as: The Graduate Research Fellowship (GRF) program is a shared-cost program that will provide \$8,000 per year to graduate students who receive at least an equal amount in salary or scholarship funds from faculty research grants or contract from external sources. CGPS devolved scholarship funds or other internal University funds are not eligible as the matching source.

Scholarship: Funding awarded to provide financial support during their studies. Students must meet scholarship criteria, and the scholarships are typically awarded through a competitive process. Income is reported on a T4A for Canadian tax purposes.

Stipend: Funding provided to a student to provide financial support to pursue their degree that is not employment. The supported student performs research that is required as part of the student’s academic program and typically contributes to a faculty members research when provided through grant funding.
Student Assistant: As per the Collective Agreement 13.01, “A graduate student employed to carry out duties which support the academic mission of the University, but which do not primarily fall into the categories of Teaching Assistant or Research Assistant”

Teaching Assistant: As per the Collective Agreement 13.01, “A graduate student employed to provide support for teaching a course. This includes Employees classified as Graduate Teaching Fellows”.

Teaching Assistantship: An offer to a student that includes a graduate teaching assistant assignment that is employment and an amount that is scholarship.

Graduate Teaching Fellowships (GTF): Defined in our policy as “Available to fully-qualified, full-time students who meet the academic requirements of the award. GTF holders are employed according to the rules in Article 13 and Article 14 of the PSAC/University of Saskatchewan Collective Agreement. A combination of earnings and scholarship are paid during the September to April session. Continuing students who meet eligibility requirements will receive the Summer Scholarship Supplement of $4,000 during the May to August session.”
<table>
<thead>
<tr>
<th>Abbreviation</th>
<th>Full Form</th>
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<tbody>
<tr>
<td>BTWSF</td>
<td>Bring the World to Saskatchewan Fund</td>
</tr>
<tr>
<td>GRA</td>
<td>Graduate Research Assistant</td>
</tr>
<tr>
<td>GRF</td>
<td>Graduate Research Fellowship</td>
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<tr>
<td>GSF</td>
<td>Graduate Service Fellowship</td>
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<tr>
<td>GTA</td>
<td>Graduate Teaching Assistant</td>
</tr>
<tr>
<td>GTF</td>
<td>Graduate Teaching Fellowship</td>
</tr>
<tr>
<td>IGLA</td>
<td>Indigenous Graduate Leadership Award</td>
</tr>
<tr>
<td>NFRF</td>
<td>New Faculty Research Fund</td>
</tr>
<tr>
<td>SIOS</td>
<td>Saskatchewan Innovation and Opportunity Scholarship</td>
</tr>
<tr>
<td>TSDF</td>
<td>Teacher Scholar Doctoral Fellowship</td>
</tr>
<tr>
<td>UGS</td>
<td>University of Saskatchewan Graduate Scholarship</td>
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</table>
EXECUTIVE SUMMARY

Robust graduate student supports underpin the success of a research-intensive university. CGPS stewards annually just over $10 million from general operating funds for graduate awards and scholarships as well as funding for graduate teaching assistantships.

A complex system has evolved over many years and is hybrid in terms of allocating a portion of the funds to eligible units under individual agreements (devolved funding) and several centrally adjudicated scholarships. There are also many small streams of special purpose funding, some of which is allocated to Colleges/Schools. The requirements in terms of eligibility and requirements to match are onerous to administer for both units and CGPS. There is general dissatisfaction due to the complexity of the system and challenges in using the Dean’s Scholarship funds effectively in recruitment of top students due to timing of the competition.

A working group was formed in 2021 to analyze the existing funding streams and to propose a better and simplified system while retaining the fundamentals desired to provide prestigious scholarships and base support for graduate students that enables units to recruit the top students. The resulting proposal is to reduce from 16 to 9 funding streams for students and to allocate at least 50% of the funds to units. The allocated funds will be divided between two streams.

<table>
<thead>
<tr>
<th>Funding stream one</th>
<th>Funding stream two</th>
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<tr>
<td>a highly flexible student support fund</td>
<td>structured recruitment scholarship</td>
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</table>

Critically, the proposal recommends units be required to have a blanket minimum funding guarantee policy for ALL PhD students to be eligible for an allocation of recruitment scholarships in order to eliminate the various matching requirements for different types of funding.

The values of the scholarships are proposed in a tiered fashion with increases to existing and a series of minor adjustments to the remaining programs are proposed to facilitate forecasting and maximize uptake of scholarships and reduce administrative burden.

The proposal also recommends leveraging resources used to rank applications to Tri-Agency for awarding the most prestigious internal scholarships with a parallel process for international students.

There is also provision for CGPS to increase the support matching for externally funded (national) training programs and improve transparency for matching.
BACKGROUND

CGPS administers $9,300,000 in funds allocated from the central operating budget and $850,000 of the Provincial Saskatchewan Innovation and Opportunity (SIOS) fund as student funding. Over many years, the current suite of scholarships was approved through requests to the Provost and the Provost’s Advisory Committee (or its predecessors) for strategic investment including periodic requests for more funding to increase the value of scholarships to keep pace with the times and strategic priorities created and delegated to CGPS to administer.

Preliminary general consultations were conducted in summer and fall 2020 by the Dean with Grad Chairs, Associate Deans Grad, and Deans Council. During these conversations frustration regarding central funding for students emerged as the most common complaint and highest priority to see change. Beyond the desire for more funding in general, there were many criticisms of the system. Currently there a relatively large number of funding streams (Table 1) with distinct goals and the number and rules for each type of funding are complicated for programs, students, and faculty to understand, and the system is onerous for programs and CGPS to administer. Students raised issues such as stagnant values of scholarships with rising costs particularly increases in tuition.

Given the complexity of the system, many suggested there might be a better way to divide the funds in a simpler, more effective, and equitable manner to achieve the goals of the institution.

From there, the Dean developed a process to assess scholarships, student employment and support funds derived from institutional funds administered through CGPS (derived from the provincial operating grant) and SIOS. Scholarships and Bursaries from endowed funds administered through CPGS and funds administered by Schools and Colleges were considered not in scope.
The process is curated on the CGPS website at Reimagining Graduate Funding - College of Graduate and Postdoctoral Studies - University of Saskatchewan (usask.ca). Prior to striking a working group, the Dean developed a set of guiding principles for central student support funds that was vetted by Associate Deans Graduate, Graduate Chair Forum and CGPS Council in winter 2021 and further discussions with those groups provided a rich source of feedback for the working group.

CONSIDERATIONS FOR CHANGE

The complexity and highly constrained features of CGPS’ funding for graduate students emerged as a hot topic item during the summer of 2020 while holding introductory meetings with newly appointed Dean Debby Burshtyn across all CGPS' stakeholder groups.

Investigation revealed a large number of small programs from the institutional funds that had evolved over years to address specific initiatives leading to a very administratively burdensome system and a lack of transparency. Additionally, the current scholarship programs were mostly developed prior to the change to the resource-centred budget allocation method and the implementation of a collective agreement for graduate students that came into effect in 2018. Concerns with the adjudication criteria for the Dean’s Scholarship were also raised.

- Flexibility and transparency were on everyone's wish list
- Consider the benefits of a policy on minimum funding guarantees for students.
- Student support is a combination of teaching assistantships, research assistantships, stipends, scholarships, bursaries, and sometimes other types of employment.
- The scholarship landscape is complex and includes funds with varying degrees of restrictions from external, central, and local sources.
- Many graduate programs have existing funding policies that guarantee minimum levels of funding.
- Comparators with minimum funding guarantees for PhD students are ~$20,000/yr for 4 years (e.g. UofC, UBC as of January 2021).
- International students have limited access to external scholarship programs and employment outside of campus. Many USask graduate programs are highly internationalized.
- A 2019 analysis suggests we pay less out of grants to students on a per-student basis than comparators and it is uneven across colleges.
- Current funding guarantees provided through policies within units are in tension with growth targets and tuition increases.
- There are disciplinary differences in the expectation by granting agencies to support students in part or in full from grants to individual faculty members. Broadly speaking, student stipends for research toward a thesis can be fully covered by CIHR grants and related biomedical research agencies, NSERC funding levels align with partial stipends (e.g. stipend for Spring/Summer with TA-ships for fall and winter) while research assistantships offered through SSHRC grants typically are not integral to the thesis work.
There are disciplinary differences in the way scholarship funding impacts faculty research outputs.
There is a lot of criticism of the Dean’s Scholarship in terms of the rubric, if it favours certain STEM fields and whether grades from certain countries are assessed correctly.
We have many matching criteria for CGPS allocated funds that may prevent CGPS and units from spending dollars.
PhD Students are more likely to have accumulated debt from prior education.
The CGPS administered scholarships and funding streams are numerous, complicated and carry a heavy administrative burden for CGPS. The onus for CGPS to match funding requirements for niche programs is currently oversubscribed.
Policy/procedure constraints have led to difficulty in spending down funds in some funding envelopes within both unit and CGPS control. However, the funds have been used to provide matching funds for training programs such as NSERC-CREATE and SSHRC-Talent and other investigator grants (e.g. CIHR Foundation).
A lot of time and energy is currently put into the devolved funding plan approvals.

FEEDBACK FROM GRAD CHAIRS:
- The system seems very complex and fragmented.
- Rules lead to an inability to spend out devolved funds. Workarounds are in place allowing proportion of devolved funds to be paid as employment (do I have it right\(^1\) that this evolved when the collective agreement was enacted, and the students had to be paid as employees for the work as TA/RA and stop the whole thing paid as a scholarship with a service requirement?).
- The UGS name is not used consistently – students provided letters stating you will receive devolved funding – devolved funding is not recognized as a scholarship outside of USask.
- Some faculty members not supporting students to apply for external awards, preferring students to be funded through devolved and Dean’s Scholarships because they were easier to apply for.
- Matching requirements are a significant administrative burden. It is difficult to measure the impact or success of the matching requirements and it is a significant barrier for programs where faculty do not have access to funds that can support students.
- Widespread unhappiness with the rubric used to adjudicate the Dean’s Scholarship because it favors certain types of research/programs.
- New Faculty Support Fund is biased toward sciences given those researchers would have grants to support students and provide the match and timeline of 2 years to use considered too short.

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\(^1\) Prior to (year?) teaching, research and student assistant duties could be assigned as an assistantship without formal employment – "assistantship with service". The collective agreement was implemented in 2019, and further change in 2021 was ensure all payment is made hourly through time-sheet submission and not salary.
- Lack of scholarships for students in course-based programs that lead to doctoral programs/qualify for Tri-Agency funds.
- A mismatch between current Indigenous student demand for course-based/professional programs over project/thesis-based programs and the availability of scholarships.
- Student perception that they are not supported enough.
- Faculty perception that other institutions provide more central funding to programs for students pay.
- Limited funding to support students that fall short of the GPA criteria for scholarship programs.
- There are diverse views on what the priorities should be for funding students (doctoral, international, higher values, diverse types of programs including course-based).
- The graduate student body is overall 37% international (2020/21 Academic Snapshot), but the distribution among programs varies widely and impacts the ability of certain programs to attract national scholarships making them proportionally more dependent on internal sources of funding.
- It has been difficult to offer multi-year offer letters to students, as many faculty grants are not for multiple years, and programs do not have sufficient control of other funds into the future to be able to guarantee that enough will be available. Multi-year funding packages are needed to stay competitive with other institutions. Also, if a graduate student needs a change of supervisor due to conflict or the supervisor leaving the institution, the offer letters need to be honoured by departments, however programs have limited flexibility with the funds they control to be able to do so.
- Centrally adjudicated scholarships such as Dean’s are often given on a different timeline than program admissions and funding decisions.

**ISSUES RAISED BY CGPS ADMINISTRATORS:**

- The New Faculty Support Fund was undersubscribed although applications have increased this past year and we will likely start to turn down applicants. It is nearly impossible to forecast the required budget each year because faculty have two years to apply and then two years to collect the funds if approved. Many faculty apply and are approved and then don’t collect the funds, so the funds sit committed and unspent over the two-year window presumably because they do not attract a student that meets the criteria (and needs funding). The fund has been used to support Centennial Chairs instead through an informal agreement with the Provost. Similar issues occurred with Centennial Chairs as funds were left unspent due to a lack of requests in a given year. From 2020 on the Centennial Fund will provide the student support to new Centennial Chairs. Current commitments for CGPS to the Centennial Chair’s program extend out to 2025.
- The $100,000/year currently earmarked for matching funds to programs such as NSERC CREATE and SSHRC Partnership Talent grants is not sufficient and current commitments have relied on unspent surpluses in other funds (largely the GSF fund).
- There are a significant number of ad hoc commitments to individual faculty members programs (Foundation Grants, CERCs, Centennial Chairs, etc.) and training programs (CREATEs, mentorship networks) where funds were meant to be used for as annual allocations that are being requested “in arrears” that will further limit backing new proposals. Many faculty members were not aware that the
funds had to be spent in the year of commitment and honoring those currently unfunded commitments will be paid out of surpluses or allocations to the new faculty support fund, the general scholarship account and the Dean’s Allocation in the coming years. A system where forecasting is more accurate is needed to ensure stability in all programs, more defined and transparent criteria to provide matching funds and better flexibility to ensure funds allocated can be used.

- It would be helpful to better define TA, RA, and SA appointments in terms of employment only. Where funding includes scholarship or stipend support in combination with an employment, that the funding letter clearly indicates that the student may be offered employment as part of the overall funding commitment and that it might vary year to year.

THE WORKING GROUP PROCESS

Terms of reference were developed (Appendix 1), and a call for membership in a working group was put out in spring 2021. The working group met over spring 2021. The working group first reviewed the feedback to date, the guiding principles as well as analysis from Institutional Planning and Analysis on funding flowing to graduate students from all sources and funding systems and policies at comparator institutions. The group analyzed each scholarship program and funding stream to determine the pros and cons of each. A summary of that analysis is found in Appendix 2.

The working group developed an alternative system for delivering centrally funded student support and scholarship funds. The work was informed by the guiding principles, the stakeholder input and analysis of funding for students supplied by IPA as well as comparisons with other institutions. The exercise also provides an opportunity to reset scholarship values and implement regular schedule to evaluate scholarship amounts. The items discussed went beyond the types of funding, balance of programs and allocation formulas, and the group identified a few key areas for future work such as adjudication of the Dean’s Scholarship and increasing targeted funds for recruitment of Indigenous students.

PROPOSAL DEVELOPMENT

In this section we provide a high-level overview of the funding model, the advantages, a summary of changes followed by suggested terms of reference for each type of funding program.

The funding group’s recommendations:

1. Develop four major central funding envelopes for student support and scholarships
2. Create two specialized/strategic scholarship programs
3. funds to support strategic areas and externally funded training programs
4. simplified distribution of the graduate portion of the Saskatchewan Innovation and Opportunity Fund (restricted government funds).
5. Eliminate complex matching systems with a requirement for funding guarantee provisions for all doctoral students that are required for units to be eligible for specific allocations.
6. The Dean will have full discretion to move unspent funds from one stream to another and/or use as contingency funds for individual students where circumstances justify.

The 9 proposed central funding programs are:

<table>
<thead>
<tr>
<th>No.</th>
<th>Program Name</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Saskatchewan Innovation and Opportunity Scholars (SIOS)</td>
<td>Changed</td>
</tr>
<tr>
<td>2.</td>
<td>Dean’s Doctoral Scholarships</td>
<td>Changed</td>
</tr>
<tr>
<td>3.</td>
<td>CGPS75th Recruitment Scholarships</td>
<td>New</td>
</tr>
<tr>
<td>4.</td>
<td>Student Support Fund (SSF)</td>
<td>New</td>
</tr>
<tr>
<td>5.</td>
<td>Indigenous Graduate Leadership Award (IGLA)</td>
<td>Increased</td>
</tr>
<tr>
<td>6.</td>
<td>Teacher-Scholar Doctoral Scholarship (TSDF)</td>
<td>Existing</td>
</tr>
<tr>
<td>7.</td>
<td>Training Grant Matching Fund</td>
<td>Changed</td>
</tr>
<tr>
<td>8.</td>
<td>Internship and Targeted Initiatives</td>
<td>New</td>
</tr>
<tr>
<td>9.</td>
<td>New Faculty Graduate Student Support Fund</td>
<td>Existing</td>
</tr>
</tbody>
</table>

Further discussions are required to determine if changes are needed to the New Faculty Support Fund arrangements. The Bring the World to Saskatchewan Fund underwent a cut and will be dedicated exclusively to postdoctoral fellows and will not be discussed further. A small portion of the budget will be set aside for a Dean’s Contingency Fund which is earmarked as temporary support for student with funding guarantee during supervisor or program transition or other justified circumstances or for unforeseen events such as the Pandemic.

The proposed changes will require concomitant revision to the relevant policy documents (CGPS Policy and Procedure Manual Section 10) to create a policy framework, a policy that governs required funding guarantees for doctoral students, and terms of reference for each funding stream.
<table>
<thead>
<tr>
<th>Summary of Changes</th>
<th>Advantages to the new model</th>
</tr>
</thead>
<tbody>
<tr>
<td>• The devolved University of Saskatchewan Graduate (UGS)/UGS envelope is split</td>
<td>• Base support - Provide flexible and easy to use base support to (all) units with</td>
</tr>
<tr>
<td>to create a flexible student support fund and create new recruitment awards that</td>
<td>thesis-based graduate programs defined as departments within departmentalized colleges,</td>
</tr>
<tr>
<td>are allocated to units.</td>
<td>non-departmentalized colleges, and schools. Transparency where exceptions are made</td>
</tr>
<tr>
<td>• Use a rolling three-year allocation such that programs know their budget two</td>
<td>for course-based programs that are research-focused in making such allocations. Easier</td>
</tr>
<tr>
<td>years in advance and can better plan.</td>
<td>to communicate to students and faculty.</td>
</tr>
<tr>
<td>• Allocations made to units as departments, schools, or non-departmentalized</td>
<td>• Replace several funding streams with fewer to simplify the system.</td>
</tr>
<tr>
<td>colleges, but not to departmentalized colleges.</td>
<td>• Create an alternative “matching” system to require faculty to support students</td>
</tr>
<tr>
<td>• Special Allocation to Schools rolled into Student Support and Recruitment funds</td>
<td>adequately from their funds but with lower overhead to administer and with policies</td>
</tr>
<tr>
<td>to distribute through a formula to provide more equitable/transparent</td>
<td>created at department/school/college levels to best suit the funding landscape for</td>
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<tr>
<td>distribution.</td>
<td>faculty.</td>
</tr>
<tr>
<td>• Discontinue Special GTA allocation to Arts &amp; Science and fund through the</td>
<td>• Allow for better forecasting and spenddown of funds and clarity of budgets for</td>
</tr>
<tr>
<td>student support fund.</td>
<td>matching funds for externally funded training programs. Replace “tuition</td>
</tr>
<tr>
<td>• SIOS will be used for top-up to Vanier (honorary), all CGSD (honorary) and as a</td>
<td>remission” portions of current scholarships with flat rates and regular schedule of</td>
</tr>
<tr>
<td>full scholarship for highly ranked Vanier Applicants not awarded a Vanier. The</td>
<td>review of scholarship values relative to tuition increases.</td>
</tr>
<tr>
<td>SIOS is no longer used for top-ups for master’s level TriAgency Awards which</td>
<td>• Segregation of masters and doctoral awards in several programs will allow for</td>
</tr>
<tr>
<td>will come from another source.</td>
<td>better predictability and resource distribution.</td>
</tr>
<tr>
<td>• The number of Dean’s awards is decreased to create the new recruitment awards</td>
<td>• Address issues of disciplinary norms to evaluate recruitment scholarships.</td>
</tr>
<tr>
<td>and make Dean’s an even more prestigious internal award to reward application</td>
<td>• Begin to address equity issues for adjudication and access to scholarships.</td>
</tr>
<tr>
<td>to TriAgency scholarships.</td>
<td>• Support a priority for doctoral student recruitment with sensitivity to fields</td>
</tr>
<tr>
<td>• The Dean’s application process is changed to leverage the application to</td>
<td>where the most common path is to begin as at the master’s and elevate to a</td>
</tr>
<tr>
<td>TriAgency for domestic and require a more fulsome application for international</td>
<td>doctoral program.</td>
</tr>
<tr>
<td>students by having the same type of application as for TriAgency doctoral</td>
<td>• Reduce workload for faculty and support staff by leveraging application and</td>
</tr>
<tr>
<td>awards.</td>
<td>adjudication of external competitions for internal awards</td>
</tr>
<tr>
<td>• Increase the budget for IGLA from $150,000 to $250,000 per year and separate</td>
<td>• Create better brand recognition of awards</td>
</tr>
<tr>
<td>master’s and doctoral level scholarships.</td>
<td>• Increase the incentive for faculty to support students applying for outside</td>
</tr>
<tr>
<td>• BTWTS fund used to increase support for postdoctoral fellows and use extra to</td>
<td>scholarships particularly TriAgency.</td>
</tr>
<tr>
<td>support international Vanier Applicants – thereby ensuring top applicants are</td>
<td>• Fewer adjudications - only a single round of adjudication for Dean’s, eliminate</td>
</tr>
<tr>
<td>supported.</td>
<td>SIOS as separate competition and potentially align IGLA with QEII – Indigenous</td>
</tr>
<tr>
<td>• The SIOS, Dean’s, IGLA and TSDF remain centrally adjudicated.</td>
<td>adjudication.</td>
</tr>
<tr>
<td>• New Faculty Support Fund — replace with a priority for new faculty to get one</td>
<td></td>
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<tr>
<td>75th recruitment award within the first 4 years - hold these centrally and</td>
<td></td>
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<tr>
<td>backfill when unit allocates to a new faculty member in the following year</td>
<td></td>
</tr>
<tr>
<td>[REQUIRES FURTHER DISCUSSION]</td>
<td></td>
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</tbody>
</table>
The proposal does not address significant issues that were identified but out-of-scope of the working group:

- The need for the central funding for graduate students to increase over time in relation to cost of living, including tuition, by raising the value of scholarships to continue to support the same number of students.
- The need for the central funding for graduate students to increase over time in relation to cost of exceptional international tuition increases.
- The need for increased funds to address enrolment increases.
- The need to identify new funds to address specific equity areas.

Modelling of how the allocation impacts the funds under the control of units will be generated in Fall 2021.

A full implementation plan will be developed following the consultation, revision, and approval of the recommendations. Detailed proposals for the terms of each funding stream that elaborate on the budget for each, eligibility, allocation formulas, and values of awards follow. There are several places where specific options are indicated for consideration through the fall 2021 consultations and the consultation process will lead to improvements of the recommendations and identify areas that need further consideration.

CONSULTATION PLAN 21/22

<table>
<thead>
<tr>
<th>Governance</th>
<th>Administrative</th>
<th>Students</th>
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<tr>
<td>CGPS Awards Committee (Oct)</td>
<td>Dean’s Council (Oct)</td>
<td>GSA (Oct)</td>
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<tr>
<td>CGPS Executive Committee (Oct)</td>
<td>Associate Deans Grad (Oct)</td>
<td>Online Student Forum (Dec)</td>
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<tr>
<td>CGPS Council (Nov)</td>
<td>IPA (ongoing)</td>
<td></td>
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<tr>
<td>RSAW PPC (TBD)</td>
<td>VPR Leadership (Dec)</td>
<td></td>
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<td>University Council (TBD)</td>
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APPROVAL PATH

<table>
<thead>
<tr>
<th>Governance</th>
<th>Date</th>
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<tbody>
<tr>
<td>CGPS Awards Committee</td>
<td>December 2021</td>
</tr>
<tr>
<td>CGPS Council</td>
<td>January 2022</td>
</tr>
<tr>
<td>PAC/Provost’s Budget Committee for TOR of funds</td>
<td>TBD</td>
</tr>
<tr>
<td>Provost</td>
<td>TBD</td>
</tr>
</tbody>
</table>
BUCKET 1 NAME: SIOS DOCTORAL SCHOLARS *CHANGED*

Goal of Funding Stream:
- Highly prestigious award
- Attract high calibre students with emphasis on leadership
- Reward success with TriAgency awards
- Incentivize high calibre applications to Vanier competition

Eligibility
Same as Vanier/CGSD for years in program
Program must subscribe to 4-yr funding guarantee for doctoral students at or above institutionally recommended minimum.

Budget per year:
$450,000 for Vanier/CGSD/PGSD/SHHRC/CIHR doctoral top up
$400,000 for Top Vanier Applicants that are not funded by Vanier and that align with SIOS priority areas.

Awarded by: CGPS

Application/Adjudication:
Through existing ranking for applications to TriAgency Awards.

Award Value and Term of Funding:
Honorary – $10,000 per year for Vanier Recipients
$7,500 per year for CGSD/PGSD/SHHRC/CIHR doctoral top up
Full Scholarship - $28,000 per year for two years – 4 per year nominated for Vanier but not a recipient of Vanier of CSGD (1 CIHR, 1 SSHRC, 1 NSERC, 1 float/InterD)

Eligibility of Students:
Must apply to Vanier Competition (full scholarship)
or awarded Vanier/CGSD/PGSD/SHHRC/CIHR doctoral Award (hon. Top up)
TriAgency does not publish minimum GPA

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2 Domestic students can apply to Vanier or CGSD in the same year

3 This value goes down as success at CGSD and Vanier goes up
BUCKET 2 NAME: DEAN’S DOCTORAL SCHOLARS *CHANGED*

Goal of Funding Stream:
- Prestigious award for students
- Recruit high quality doctoral students from master’s programs
- Incentivize high calibre applications to TriAgency

Budget per year:
$400,000 for 10 top ranked domestic students not awarded CGSD each year
$600,000 for 10 top ranked international students

Awarded by: Central Adjudication

Application/Adjudication:
Domestic students apply to CGSD programs,
Domestic announced following TriAgency announcements
*Need to develop application for international students to mirror CGSD applications and could be adjudicated at the same time.* International announced in March.

Award Value and Term of Funding:
Full Domestic - $24,000 per year for two years
Full International - $28,000 per year for two years

Eligibility of Students:
Program must subscribe to 4-yr funding guarantee for doctoral students at or above institutionally recommended minimum.

Domestic – must apply to Tri-Agency (and be eligible),
International – years of eligibility parallel to domestic TriAgency eligibility

Min GPA = CGSD by vary by discipline in what is competitive and there is not set minimum for those scholarships.

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4Covers more than current tuition differential – will need to adjust if differential increased

5Still differs for TriAgencies – we should pick one – until they fully harmonize
Bucket 3 NAME: CGPS75TH RECRUITMENT SCHOLARSHIPS *NEW*

Goal of Funding Stream:
- Automatic top up award to CGSM students to promote recruitment with recognized as a scholarship
- Recruit top masters and doctoral students at the time of admission with recognized branded scholarship
- Provide allocation to units that aligns with recruitment cycle so that can be offered by unit with offer of admission.

Eligibility of Unit:
Unit guarantees ALL full-time doctoral students with 4-year guarantee of funding at or above $20,000/year.

Budget per year:
$3,000,000 – ~50 top-ups and 150 full-awards.

Awarded by:
Top up for CGSM is awarded by CGPS.
The allocated full scholarships are awarded by the College/School/Department or Program
*Based on previous Tri-Agency grants by unit.*

Application/Adjudication:
Honorary - CGSM competition
Full Scholarships - Based on student’s application to the program[^6], evaluated by a unit level committee.

Award Value and Term of Funding:
$20,000 per annum, units may offer multiple years
$6,000 – honorary 75th Recruitment for CGSM recipients (First term)

Eligibility of Students:
Enterance Award only
Can be held again as PhD student if held during master’s.
Min AGPA guidelines - 80% - departments note if competitive AGPA is higher, some exceptions may apply

[^6]: Does RMS indicate the application will be used for awarding scholarships as well?
BUCKET 4 NAME: STUDENT SUPPORT FUND (SSF) *NEW*

Goal of Funding Stream:
Provide stable flexible and easy to use base funds to support graduate students with stipends and use as unit needs to create graduate teaching and research assistantships. Allow units to award as non-competitive stipend without applying scholarship criteria.

Departments/Schools/Colleges are free to (and encouraged to) impose matching requirements for access to stipend support for master’s students and doctoral students where grants support such funding.

Eligibility of Unit: Affiliated thesis-based graduate program(s), terminal master’s programs (e.g., MMus) or select course and project-based master’s that are research focused.

Budget per year: $3,700,000

Awarded by: Unit. Allocation to units done as a three-year rolling allocation based on enrolment from the previous three years: Every unit offering a graduate program gets a base amount of $20,000. The remaining funds are allocated through a formula that takes into account a threshold of PhD students, the number of students with weightings for master’s course/project, master’s-thesis, and doctoral students. Modelling to be done for an allocation formula with professional/course graduate programs included.

Application/Adjudication:
The unit must have process with criteria to allocate the funds that is shared with students and faculty.

Award Value and Term of Funding:
This funding can be used for paying students as TA, SA or RA and as stipend support. TA, SA and RA employment must adhere to the collective agreement. Stipend support to create an assistantship can be in any amount.

Rolling cycle – Sample Allocation for a program that grows more than others in 22/23 and 23/24 and then decreases relative to others in 24/25 based on three-year averages. Initial Allocations will be static for three years as the program rolls out.

<table>
<thead>
<tr>
<th>Year funding Announced</th>
<th>Year of Funding</th>
<th>Sample Allocation</th>
</tr>
</thead>
<tbody>
<tr>
<td>21/22</td>
<td>22/23</td>
<td>$100,000</td>
</tr>
<tr>
<td>21/22</td>
<td>23/24</td>
<td>$100,000</td>
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<tr>
<td>21/22</td>
<td>24/25</td>
<td>$100,000</td>
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<tr>
<td>22/23</td>
<td>25/26</td>
<td>$110,000</td>
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<tr>
<td>23/24</td>
<td>26/27</td>
<td>$120,000</td>
</tr>
<tr>
<td>24/25</td>
<td>27/28</td>
<td>$110,000</td>
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</table>
Unit may use SSF budget to award additional CGPS 75th Recruitment Scholarship providing the student meet the criteria and the full value is awarded.

Eligibility of Students:
Students must be in good standing with active registration.
We will work on definition of good standing –no failing grades or failing GPA leading to academic probation and annual advisory committee meeting reporting satisfactory progress.
BUCKET 5 NAME: INDIGENOUS GRADUATE LEADERSHIP AWARD *INCREASED*

Goal of Funding Stream:
Recognize and support outstanding Indigenous graduate students

Eligibility of Unit: N/A

Budget per year: $250,000
Max

Awarded by: GCPS

Application/Adjudication:
https://students.usask.ca/money/awards/graduate-awards.php?award=302529G501#myScholarships

Award Value and Term of Funding:
IGLA-M $20,000 2 year
IGLA-D $25,000 4 years

Eligibility of Students:
See https://students.usask.ca/money/awards/graduate-awards.php?award=302529G501#myScholarships
In years 1-3 master’s (any program), and 1-5 for PhD.
If awarded as a masters, remain eligible for PhD.
BUCKET 6 NAME: TEACHER SCHOLAR DOCTORAL FELLOWSHIP *EXISTING*

Goal of Funding Stream:
Teacher Scholar Doctoral Fellowships (TSDF) are mentored graduate teaching fellowships available to doctoral students only, in an open university-wide competition supported by the College of Graduate & Postdoctoral Studies (CGPS), in partnership with the Gwenna Moss Centre for Teaching and Learning (GMCTL).

Eligibility of Unit:
N/A

Budget per year:
$230,000

Awarded by: Central/College or School/Department or Program
If allocated to unit, formula to allocate budget

Application/Adjudication:
See https://students.usask.ca/money/awards/graduate-awards.php?award=301368GS04#myScholarships

Award Value and Term of Funding:
$15,000 – 1 year, in combinations with Sessional Employment covered by the unit.

Eligibility of Students:
Fellows must be PhD students in the 2nd to 5th year of their program registered and fully qualified with a grade-point average of 80% or greater.
BUCKET 7 NAME: TRAINING GRANT MATCHING FUND *INCREASED*

Goal of Funding Stream:
Create exceptional training opportunities for graduate students
Support training programs to be competitive with agencies

Eligibility of Unit:
Programs that 1. USask is the host institution, 2. Are training grants for graduate students 3. Funding agency requires matching institutional funds as student support, 4. More than one faculty member from USask is involved in supervising students. Examples are NSERC CREATE, SSHRC Partnership Talent and CIHR’s HRTP pilot.

Budget per year:
$300,000 per year

Application/Adjudication:
N/A

Award Value and Term of Funding:
Standard commitment is $20,000/year for 5 years ($100,000)
$20,000 per year will be provided and can be spent on one or more students as stipend support for research related to their thesis.
Unspent funds at the end of the externally funded program will return to CGPS.

Eligibility of Students:
Must be registered at USask in a thesis program and in good standing in their program.
BUCKET 8 NAME: INTERNSHIP FUND *NEW – WILL REPLACE GSF*
*****UNDER DEVELOPMENT FOR 2022/23*****

BUCKET 9 NAME NEW FACULTY GRADUATE STUDENT SUPPORT FUND *EXISTING*

As is for now. To be considered for future change.

BUCKET 10 NAME: DEAN’S CONTINGENCY FUND

Goal of Funding Stream:

Temporary support for student with funding guarantee during supervisor or program transition or other justified circumstances or for unforeseen events such as the Pandemic.

Eligibility of Unit: N/A

Budget per year: $40,000/year. Balance can grow to a maximum of $200,000.

Awarded by: Dean

Application/Adjudication:

Individual student cases referred to the Dean by an Associate Dean.

Crisis Fund special calls.

Award Value and Term of Funding:

Typically $2,000 per month for up to 4 months.

Eligibility of Students:

In good standing in program and registered.

There may be special calls with specific eligibility requirements.

Other:

May be used to cover over-commitments in other programs.
## Additional Considerations

| UGS-Devolved $3.3M | • Recruit and Support scholarship for thesis-students  
| | • Budget allocated to units based on size of programs, and weighted to PhD, some stabilizing in formula and requires Devolved plans by departments.  
| | • Advantage – available to departments to make multi-year commitments when making student offers  
| | • Issues –  
| | • UGS name not used – students get a “devolved allocation”  
| | • Budget is not in units of scholarship, not always enough students who qualify,  
| | • Blurry requirements flexibility/workaround introduced to use for paying TAs as employment  
| UGS | • Central Scholarship for thesis-students in programs without Devolved budget.  
| | • Adjudicated Centrally  
| | • Application Deadline (end of Feb) and results release (Early April) late for attracting best students.  
| Dean’s | • Recruit top quality domestic and international students, Entrance Award only (with some flexibility for students moving from masters into PhD).  
| | • Central Adjudication  
| | • Done in two rounds to align with earlier recruitment cycles  
| | • Round 2 announcements may be late for recruitment  
| SIOS | • Used as top up to Tri-Agency Awards  
| | • Provincial Funding to align with Provincial Priorities  
| | • Central Scholarship – about ?? per year  
| | • Adjudicated Centrally  
| | • Application Deadline Early March – Results out...  
| | • Should be prestigious, open to international students, no matching required  
| GRF | • “The Graduate Research Fellowship (GRF) program is a shared-cost program that will provide $8,000 per year to graduate students who receive at least an equal amount in salary or scholarship funds from faculty research grants or contract from external sources. CGPS devolved scholarship funds or other internal University funds are not eligible as the matching source.”  
| | • Support high calibre students working on TriAgency funded projects  
| | • Allocated to College/School for internal distribution and requires 1:1 match  
| | • Critique – very few to allocate, and name does not indicate level of competitiveness, prestige questionable
<table>
<thead>
<tr>
<th>GTF &amp; Summer Supplement</th>
<th>• “available to fully-qualified, full-time students who meet the academic requirements of the award. GTF holders are employed according to the rules in Article 13 and Article 14 of the PSAC/ University of Saskatchewan Collective Agreement. A combination of earnings and scholarship are paid during the September to April session. Continuing students who meet eligibility requirements will receive the Summer Scholarship Supplement of $4,000 during the May to August session.” • Support high calibre students with teaching assignment and scholarship • Allocated to Colleges • Critique – very few to allocate, and name does not indicate level of competitiveness, • Need to set up three separate payments for GTA, Sept-May scholarship and summer supplement. • Prestige questionable</th>
</tr>
</thead>
<tbody>
<tr>
<td>GTA</td>
<td>• Support high calibre students with teaching assignment • Allocated to Colleges</td>
</tr>
<tr>
<td>IGLA</td>
<td>• Recognize, support, and retain outstanding Indigenous Graduate Students • Central Competition • Uses appropriate criteria and selection committee for demographic • Open to students in any program • <em>Is it working for recruitment?</em></td>
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<tr>
<td>TSDF</td>
<td></td>
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<tr>
<td>NFRF</td>
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<tr>
<td>GSF (&amp; Matching Funds for Training Programs)</td>
<td></td>
</tr>
<tr>
<td>BTWSF</td>
<td></td>
</tr>
<tr>
<td>School Special Allocation ($320,000)</td>
<td>• Additional funds provided at creation of the 3 schools</td>
</tr>
<tr>
<td>GTA special Allocation to A&amp;S</td>
<td>• Additional funds provided Arts and Science for many years using surpluses in the general scholarship account. • CGPS/A&amp;S MOU created</td>
</tr>
</tbody>
</table>

**COMPANION PIECES TO BE DEVELOPED**

1. Guidelines for Graduate Program Committees (subset of working group) [LINK]
2. Minimum Funding Standard for PhD Students [LINK]
3. Revision of CGPS Policy and Procedure Manual Section 10
4. Revision CGPS Awards Committee TOR
5. Implementation Plan & Work Instructions