Working Group Membership:

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Heather Lukey
Ian McQuillan
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DRAFT NOVEMBER 24, 2021
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>
</tr>
</thead>
<tbody>
<tr>
<td>a highly flexible student support fund</td>
<td>structured recruitment scholarship.</td>
</tr>
</tbody>
</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

Currently, 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. The current suite of scholarships evolved over many years and 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 other strategic priorities created and delegated to CGPS to administer.

General consultations conducted by the Dean in the summer and fall of 2020 with Grad Chairs, Associate Deans Grad, and Deans Council revealed frustration regarding central funding for students and it emerged as the most common complaint and highest priority for change. Beyond the desire for more funding in general, there were many criticisms of the system. Currently there is a relatively large number of funding streams with distinct goals and the number and rules for each type of funding are complicated for programs, students, and faculty to understand. Moreover, the system is onerous for programs and CGPS to administer. Students raised issues such as stagnant values of scholarships with rising costs, citing increases in tuition in particular. There are currently 16 independent funding streams.

![Figure 1 current funding buckets](image)

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 that are derived from institutional funds administered through CGPS (derived from the provincial operating grant) and SIOS. Scholarships and Bursaries from endowed funds administered through CGPS and funds administered by Schools and Colleges were not in scope of this exercise.
A set of **guiding principles** for central student support funds was developed and 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 that was formed in spring 2021.

**The process and a fulsome report of the working group is curated on the CGPS website at** [Reimagining Graduate Funding - College of Graduate and Postdoctoral Studies - University of Saskatchewan (usask.ca)](http://usask.ca). While the full report contains much analysis of the existing system, here we present only the forward-looking plan.

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 and emerging strategic priorities.

**RECOMMENDATIONS**

In this section we provide a high-level overview of the recommendations for proposed funding streams followed by terms of reference for each funding types including.

**We propose:**

1. four major central funding envelopes for student support and scholarships
2. 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></th>
<th>Fund Name</th>
<th>Change</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>CGPS75&lt;sup&gt;th&lt;/sup&gt; 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.

We propose amounts to devote to each of the affected streams as a starting point for discussion graphically illustrated below and detailed in Appendix 1.
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. Preliminary draft terms of reference for each funding stream found in Appendix 2. The terms provide details including increases to the scholarship values and changes to regularize and simplify procedures. A list of definitions and abbreviations in Appendix 3.

Colleges and Schools and Units may wish to overlay policies with regard to how the funds are spent. For example, a college may want to prioritize GTA positions through the Student Support Fund or require matching from grants for funding students with stipends.

A key element of the proposal is to avoid complex matching schemes by instituting a standard for minimum funding commitments to all full-time PhD students.

**DRAFT MINIMUM PhD FUNDING OPERATING STANDARD**

Each department required to make guarantee to ALL full-time PhD students at the time of admission to qualify for Recruitment Scholarship funding envelope.

The minimum annual value is stipulated by CGPS Council, is reviewed at least every three years, and increases to the minimum must be passed through CGPS Council with sufficient lead time for implementation.

Each unit must have a clear policy regarding the funding guarantee that adheres to the following:

- Duration same for all doctoral students, department policy may choose 3 or 4 or 5 years
- Minimum $20,000/yr, units may go above
- The $20,000/yr is any combination of academic employment, stipend and internal or external scholarships
- The unit policy stipulates how internal or external scholarships will impact funds provided from other sources typically reducing stipends from department or grants to reach the $20,000/yr.
The benefits and a summary of the changes from the existing system are included as Appendix 4 with more details provided in the full report.

A full implementation plan will be developed following the consultation, revision, and approval of the recommendations. Guidelines for unit level governance are currently in development and reporting requirements will be created.

### CONSULTATION PLAN 21/22

<table>
<thead>
<tr>
<th>Governance</th>
<th>Administrative</th>
<th>Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>CGPS Awards Committee (Oct)</td>
<td>Deans Council (Oct)</td>
<td>GSA (Dec)</td>
</tr>
<tr>
<td>CGPS Executive Committee (Oct)</td>
<td>Associate Deans Grad (Oct, Dec)</td>
<td>Online Student Forum (Dec)</td>
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<tr>
<td>CGPS Council (Nov)</td>
<td>IPA (ongoing)</td>
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<tr>
<td>Graduate Chair Forum (Dec)</td>
<td>VPR Leadership (Dec)</td>
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</tr>
<tr>
<td>RSAW? PPC? (TBD)</td>
<td></td>
<td></td>
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<tr>
<td>University Council (TBD)</td>
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</table>

### APPROVAL PATH

CGPS Awards Committee (Dec)

CGPS Council (Jan) ⇨ Provost (TOR for Institutional Funds?)

TBD? ⇨ Provost
## FUNDING PROGRAM OVERVIEW

<table>
<thead>
<tr>
<th>MODEL 4</th>
<th>Program Title</th>
<th>Central/Allocated</th>
<th>Annual Budget</th>
<th>Eligible</th>
<th>Value/award Per year</th>
<th>Term</th>
<th>Max #/concurr</th>
<th>#/yr</th>
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<tbody>
<tr>
<td>Core Programs</td>
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<td></td>
<td></td>
<td></td>
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<tr>
<td>Student Support</td>
<td>Allocated</td>
<td>$3,700,000</td>
<td>in good standing</td>
<td>N/A</td>
<td>varies</td>
<td>N/A</td>
<td>N/A</td>
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<td>75th Recruit -</td>
<td>Allocated</td>
<td>$3,000,000</td>
<td>M-T, PhD - year 1</td>
<td>$20,000</td>
<td>1</td>
<td>150</td>
<td>150</td>
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<tr>
<td>75th Recruit - Hon</td>
<td>Central</td>
<td>$300,000</td>
<td>CGSM</td>
<td>$6,000</td>
<td>1</td>
<td>50</td>
<td>quota+1</td>
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<tr>
<td>SIOS Scholars</td>
<td>Central</td>
<td>$450,000</td>
<td>All CGSD recip - Hon</td>
<td>$7,500</td>
<td>up to 4 yr</td>
<td>60</td>
<td>15-20</td>
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<tr>
<td>&quot;&quot;</td>
<td>Central</td>
<td>$400,000</td>
<td>Vanier Applicant</td>
<td>$28,000</td>
<td>2</td>
<td>14</td>
<td>7</td>
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<td>Dean's Doctoral Scholars</td>
<td>Central</td>
<td>$400,000</td>
<td>CGSD-applicants</td>
<td>$24,000</td>
<td>2</td>
<td>20</td>
<td>10</td>
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<tr>
<td></td>
<td>Central</td>
<td>$600,000</td>
<td>International (to yr 4)</td>
<td>$28,000</td>
<td>2</td>
<td>20</td>
<td>10</td>
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<td>NFGSSF</td>
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<td></td>
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<td>Total Allocated</td>
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<td>Strategic and Specialty Funds</td>
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<td>TSDF</td>
<td>Central Comp</td>
<td>$230,000</td>
<td>2-5th Year PhD</td>
<td>$15,000</td>
<td>1 year</td>
<td>15</td>
<td></td>
<td></td>
</tr>
<tr>
<td>IGLA - M</td>
<td>Central Comp</td>
<td>$100,000</td>
<td>Masters (yr1-3)</td>
<td>$20,000</td>
<td>2 year</td>
<td>5</td>
<td>2-3</td>
<td></td>
</tr>
<tr>
<td>IGLA - PhD</td>
<td>Central Comp</td>
<td>$150,000</td>
<td>PhD (yr1-5)</td>
<td>$25,000</td>
<td>4 years</td>
<td>6</td>
<td>1-2</td>
<td></td>
</tr>
<tr>
<td>BTWS-Students</td>
<td>Central Comp</td>
<td>$30,000</td>
<td>Vanier Applicant</td>
<td>$30,000</td>
<td>1 year</td>
<td>1</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>BTWS-PDF</td>
<td>Central Comp</td>
<td>$50,000</td>
<td>int PDFs yr 1-3</td>
<td>$25,000</td>
<td>2 years</td>
<td>2</td>
<td>1</td>
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</tr>
<tr>
<td>USask Grad Interns (GSF)</td>
<td>Central</td>
<td>$50,000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Training Program Match</td>
<td>Prescribed</td>
<td>$300,000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dean's Fund</td>
<td>Dean's Discretion</td>
<td>$40,000</td>
<td>all thesis</td>
<td>N/A</td>
<td>N/A</td>
<td>5 or more</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
APPENDIX 2

DRAFT TERMS OF REFERENCE FOR FUNDING STREAMS

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
$400,000² 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

1 Domestic students can apply to Vanier or CGSD in the same year
2 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 years³

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 eligibility⁴
Min GPA = CGSD by vary by discipline in what is competitive and there is not set minimum for those scholarships.

³Covers more than current tuition differential – will need to adjust if differential increased
⁴Still 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\(^5\), evaluated by a unit level committee.

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

Eligibility of Students:
Entrance 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

\(^5\) 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.

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6 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>
</tr>
<tr>
<td>21/22</td>
<td>24/25</td>
<td>$100,000</td>
</tr>
<tr>
<td>22/23</td>
<td>25/26</td>
<td>$110,000</td>
</tr>
<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>
</tr>
</tbody>
</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=302529GS01#myScholarships](https://students.usask.ca/money/awards/graduate-awards.php?award=302529GS01#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=302529GS01#myScholarships](https://students.usask.ca/money/awards/graduate-awards.php?award=302529GS01#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*****

Goal of Funding Stream:
Provide students with experiential learning and work experience opportunities within the university and with external partners where they apply their transferable skills on a project that is not integrated into their thesis work.

Eligibility of Unit: N/A

Budget per year: $100,000

Awarded by:
Professional Development Coordinator

Application/Adjudication:
first-come first served – details TBD

Award Value and Term of Funding:
Hourly wage-matching – paid at SA rates up to max (6k).
Full-time or part-time over max of 8 months.

Eligibility of Students:
Thesis-based students
Permission of Graduate Chair (and supervisor if thesis student)
May take professional leave to participate

Additional information:
Similar to MITACS BSI program
Campus partnerships under discussion

Potential Challenges:
Resources to oversee to ensure student’s get a robust experience
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

Note to Debby – there are 9 listed funding streams this is included in the terms of reference but not included in the reference to a 10th funding stream. I’ve added a paragraph on page 3

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.
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 ≥ $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**

Currently 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. (Proposal to eliminate).

**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 member’s 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 provided as scholarship.

Graduate Teaching Fellowships (GTF)

Currently 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.” (Proposal to eliminate).
### ABBREVIATIONS

(Existing and proposed programs)

<table>
<thead>
<tr>
<th>Abbreviation</th>
<th>Description</th>
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<tbody>
<tr>
<td>BTWSF</td>
<td>Bring the World to Saskatchewan Fund</td>
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<tr>
<td>GRA</td>
<td>Graduate Research Assistant</td>
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<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>
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<tr>
<td>GTF</td>
<td>Graduate Teaching Fellowship</td>
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<tr>
<td>IGLA</td>
<td>Indigenous Graduate Leadership Award</td>
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<tr>
<td>NFGSSP</td>
<td>New Faculty Graduate Student Support Fund</td>
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<td>SIOS</td>
<td>Saskatchewan Innovation and Opportunity Scholarship</td>
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<tr>
<td>SSF</td>
<td>Student Support Fund</td>
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<tr>
<td>TSDF</td>
<td>Teacher Scholar Doctoral Fellowship</td>
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<tr>
<td>UGS</td>
<td>University of Saskatchewan Graduate Scholarship</td>
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## APPENDIX 5
### SUMMARY OF ADVANTAGES AND CHANGES

<table>
<thead>
<tr>
<th>Advantages of New Model</th>
<th>Summary of Major Changes</th>
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<tr>
<td>1. Base support - Provide flexible and easy to use base support to (all) units with thesis-based graduate programs defined as departments within departmentalized colleges, non-departmentalized colleges, and schools. Transparency where exceptions are made for course-based programs that are research-focused in making such allocations. Easier to communicate to students and faculty.</td>
<td>• The devolved University of Saskatchewan Graduate (UGS)/UGS envelope is split to create a flexible student support fund and create new recruitment awards that are allocated to units.</td>
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<td>2. Replace several funding streams with fewer to simplify the system.</td>
<td>• Use a rolling three-year allocation such that programs know their budget two years in advance and can better plan.</td>
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<td>3. Create an alternative “matching” system to require faculty to support students adequately from their funds but with lower overhead to administer and with policies created at department/school/college levels to best suit the funding landscape for faculty.</td>
<td>• Allocations made to units as departments, schools, or non-departmentalized colleges, but not to departmentalized colleges.</td>
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<td>4. Allow for better forecasting and spenddown of funds and clarity of budgets for matching funds for externally funded training programs. Replace “tuition remission” portions of current scholarships with flat rates and regular schedule of review of scholarship values relative to tuition increases.</td>
<td>• Special Allocation to Schools rolled into Student Support and Recruitment funds to distribute through a formula to provide more equitable/transparent distribution.</td>
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<td>5. Segregation of masters and doctoral awards in several programs will allow for better predictability and resource distribution.</td>
<td>• Discontinue Special GTA allocation to Arts &amp; Science and fund directly to units through the student support fund.</td>
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<td>6. Address issues of disciplinary norms to evaluate recruitment scholarships.</td>
<td>• Discontinue GRF</td>
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<td>7. Begin to address equity issues for adjudication and access to scholarships.</td>
<td>• SIOS will be used for topping up to Vanier (honorary), all CGSD (honorary) and as a full scholarship for highly ranked Vanier Applicants not awarded a Vanier. The SIOS is no longer used for top-ups for master’s level TriAgency Awards which will come from another source.</td>
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<td>8. Support a priority for doctoral student recruitment with sensitivity to fields where the most common path is to begin as at the master’s and elevate to a doctoral program.</td>
<td>• The number of Dean’s awards is decreased to create the new recruitment awards and make Dean’s an even more prestigious internal award to reward application to TriAgency scholarships.</td>
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<td>9. Reduce workload for faculty and support staff by leveraging application and adjudication of external competitions for internal awards</td>
<td>• The Dean’s application process is changed to leverage the application to TriAgency for domestic and require a more fulsome application for international students by having the same type of application as for TriAgency doctoral awards.</td>
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<td>10. Create better brand recognition of awards</td>
<td>• Increase the budget for IGLA from $150,000 to $250,000 per year and separate master’s and doctoral level scholarships.</td>
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<td>11. Increase the incentive for faculty to support students applying for outside scholarships particularly TriAgency.</td>
<td>• BTWTS fund used to increase support for postdoctoral fellows and use extra to support international Vanier Applicants – thereby ensuring top applicants are supported.</td>
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<td>12. Fewer adjudications - only a single round of adjudication for Dean’s, eliminate SIOS as separate competition and potentially align IGLA with QEII – Indigenous adjudication.</td>
<td>• The SIOS, Dean’s, IGLA and TSDF remain centrally adjudicated.</td>
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- Replace GSF with an internship program
- For the New Faculty Graduate Student Support Fund, consider ways to simplify and leverage other programs