The Union of Grinnell Student Dining Workers and Grinnell College both agree that student workers at Grinnell should earn a higher wage.
**WORKER POWER, EDITION #10**

- **UGSDW Proposal:** $20.00
- **Tuition-adjusted* wage:** $18.83
- **College Proposal:** $10.75
- **Current base wage:** $8.24

*If wages grew by the same percentage as tuition since 2005*

*Source: [https://www.ugsdw.org/2022/12/04/worker-power-edition-10/](https://www.ugsdw.org/2022/12/04/worker-power-edition-10/) - viewed 12/8/2022*
CONSIDERING STUDENT WAGES WITHIN THE CONTEXT OF THE FINANCIAL AID PROGRAM
FUNDING A GRINNELL EDUCATION

• Grinnell College employs a comprehensive financial aid program to ensure Grinnellians can be students first.

• Financing a Grinnell education is a three-way partnership between Students, Parents, and Grinnell College.

• Students and parents are expected to contribute toward educational costs based upon their calculated ability to pay.

• To make a Grinnell education attainable for every student, the College meets the full demonstrated need (gap between the cost of Grinnell and the family contribution) of every admitted student utilizing two resources without the use of loans:
  • Gift Aid: Grants
  • Self Help: Student Employment
VALUES AND COMMITMENTS

• Grinnell managed $75 million dollars in financial aid for 2022-23.
• The College itself provided over $67 million dollars in institutional grant assistance.
• This investment represents 90% of the total financial aid offered at Grinnell.
• Grinnell funds 96% of the nearly $72 million in total grants and scholarships offered to students. The remaining 4% is funded by federal, state, and private sources.
• Grinnell packaged $2.9 million dollars in student employment to students with financial aid. This represents 4% of the total aid packaged.
• Grinnell expect to spend less than $1.9 million dollars in actual wages for all students, including those who do not have financial aid.
• Overall, 90% of Grinnell students receive some form of financial aid.
• 65% of Grinnell students receive need-based aid with an average grant/scholarship award of $57,342.
• Our No Loan Initiative ensures that all initial financial aid offers at Grinnell do not include loans!
STUDENT EMPLOYMENT
Grinnell College aspires to provide an hourly wage to student that is comparable to the average hourly wage paid by our peer colleges in the Midwest ($11.28) and factors in the average wages paid by Iowa Private Colleges ($8.61) and local and regional market conditions.
Grinnell College is one of a few college’s nationally that allows students to work on campus regardless of financial aid status. All students may work at Grinnell.

Additionally, Grinnell is unique by not capping student earnings at their work award. Students may work, and earn wages for up to 20 hours per week rather than the 7 – 9 hour per week average included in a work award.

These policies maximize earning potential, and allow students to have access to funds beyond what is required to pay their tuition and are funded utilizing college resources.
REDUCED RELIANCE ON EMPLOYMENT TO FUND COMP FEE INCREASES
STUDENTS ARE WORKING FEWER HOURS (29% DECREASE SINCE ADOPTION OF NO LOAN)
Average Hours Worked per Week

2021 - 2022 Academic Year

- Student Count
- Percent of Student Body

Grinnell College

Average Number of Hours Worked Per Week:

- 0: 583 students (33.9%)
- 0.01 to < 5: 686 students (39.8%)
- 5 to < 10: 307 students (17.8%)
- 10 to < 15: 111 students (6.4%)
- 15 to < 20: 25 students (1.5%)
- > 20: 10 students (0.6%)

- Total Student Body: 12,000 students
No need-blind school that meets 100% of financial need gives more institutional grant aid as a share of operational expenses than does Grinnell College.

Source: IPEDS, 2016-2017
## Total Cost per Student FTE

(Does not include the cost of tuition grants & scholarships)

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### Grinnell College

**Grinnell Comp Fee Has Increased Over Time, It is Currently Set 20% Lower Than the Actual Cost of Educating A Student**
Since 2014, the overall growth in grant aid exceeds the increase in charged comp fee by 8%
Average need-based grants have increased 56% since FY14.
LOANS & OTHER SUPPORT
INVESTMENT IN NO LOAN

• Grinnell invests over $5 million dollars annually to fund our no loan initiative, ensuring initial financial aid packages do not include loans.

• The No Loan Initiative will result in fewer students borrowing loans, and reduce the overall average debt across the student body.

• No Loan, in combination with increases in grant assistance primarily offset increases to comprehensive fee over time.
Since the inception of no loan upon graduation, average debt has decreased 36% (after only two years).
Student Loans Offered as Percentage of Comprehensive Fee

Grinnell continues to fund an increasing share of the comp fee through the reduction of student contribution.
NON-AID OPPORTUNITIES FOR SUPPORT

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

• The Emergency Fund
• Food Pantry
• Lending Library
• Textbook Advance Program
• CLS Funding: Internships, travel, interviews, clothing
• Low and no cost course-embedded travel
Financial Aid Offered as Percentage of Comprehensive Fee

STUDENT CONTRIBUTION (WORK AND LOANS) FUND A DECREASING SHARE OF THE COMP FEE
CONSIDERING STUDENT WAGES WITHIN THE CONTEXT OF STATE MINIMUM WAGE
Grinnell College proposes a higher student wage relative to state minimums than most of our peers.
KEY TAKEAWAYS

• Student employment, as part of a holistic aid package, funds a decreasing share of the college’s comprehensive fee.

• Grant assistance as a percentage of Grinnell’s operating budget exceeds the investment of all need blind peers.

• Institutional grant assistance has increased 56% since 2014.

• Since adoption of the no-loan initiative, student employment earnings have decreased 24% and hours worked have decreased by 29%.

• A wage increase should be informed by a comprehensive understanding of the financial aid program.