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Student part-time employment can also affect accessibility, though students may work part-time for reasons other than to finance their educations. While students receiving OSAP are not expected to work during their studies, the OSAP application is a key source of University of Toronto data on student employment.

Study-period income reported on an OSAP application is verified against Canada Revenue Agency tax records of OSAP recipients. According to the OSAP data for 2012-13, two-thirds of OSAP recipients reported no study-period earnings. Of those reporting earnings, a strong majority (more than 70%) reported earnings of less than \$4,000, approximately the upper threshold of working 10 hours per week at a job paying minimum wage.

## Appendix A: 2012-2013 Grant Funding from Divisions

Figure 17: Grant Funding from Undergraduate (i.e., Direct and Second-Entry) Divisions

	Operating Fund	Other Funds from Internal Sources	Total Grants
Arts & Science St. George	\$112,000	\$4,773,000	\$4,885,000
Architecture, Landscape, and Design	\$0	\$6,000	\$6,000
Appl. Sci. & Eng.	\$0	\$1,783,000	\$1,783,000
Dentistry	\$0	\$83,000	\$83,000
UTM	\$3,000	\$110,000	\$112,000
Kinesiology & Physical Ed.	\$0	\$118,000	\$118,000
Law	\$2,018,000	\$862,000	\$2,880,000
Medicine	\$4,863,000	\$3,502,000	\$8,365,000
Management	\$1,229,000	\$363,000	\$1,593,000
Music	\$0	\$479,000	\$479,000
Nursing	\$0	\$556,000	\$556,000
OISE	\$0	\$289,000	\$289,000
Pharmacy	\$57,000	\$714,000	\$771,000
UTSC	\$0	\$241,000	\$241,000
<b>Total</b>	<b>\$8,282,000</b>	<b>\$13,879,000</b>	<b>\$22,162,000</b>

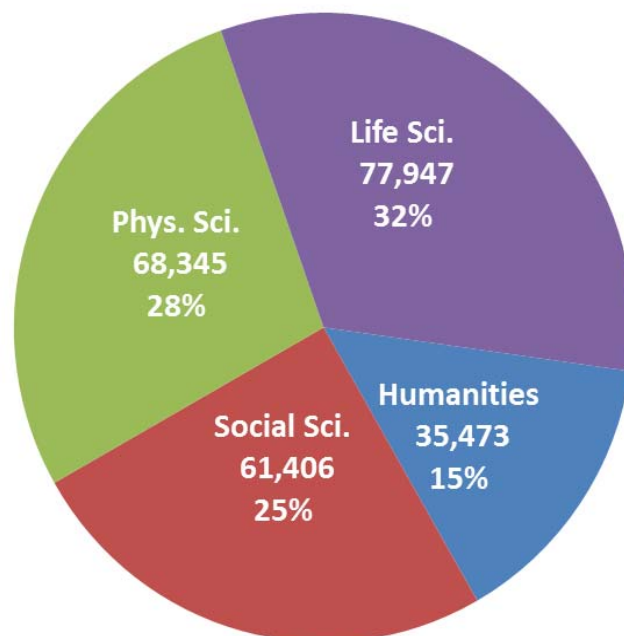


## Appendix B: Doctoral-Stream Student Support by SGS Division

The University of Toronto Policy on Student Financial Report calls for reporting of doctoral-stream student support, broken out by SGS academic divisions (see Figure 18 and Figures 19a and 19b below)

**Figure 18: Graduate Student Support by SGS Division (2012-13)**

The chart below shows the breakdown of graduate student support by SGS Division for 2012-13. In total there was \$243.2M provided, including \$19.8M to graduate students at affiliated hospitals.



**Figure 19a: Graduate Student Support by SGS Division (\$000s) (2012-13)**

	<u>2011-2012</u>				<u>2012-2013</u>			
	<u>Award Income</u>	<u>Employment Income</u>	<u>Research Stipend</u>	<u>All Income</u>	<u>Award Income</u>	<u>Employment Income</u>	<u>Research Stipend</u>	<u>All Income</u>
Humanities	21,752	10,770	982	33,504	22,595	11,799	1,079	35,473
Social Sci	35,045	18,628	4,158	57,831	37,891	19,586	3,929	61,406
Phys. Sci	28,214	10,961	25,110	64,285	29,937	11,816	26,592	68,345
Life Sci	<u>38,832</u>	<u>8,033</u>	<u>28,418</u>	<u>75,283</u>	<u>41,894</u>	<u>8,360</u>	<u>27,693</u>	<u>77,947</u>
<b>Total</b>	<b>\$123,843</b>	<b>\$48,392</b>	<b>\$58,668</b>	<b>\$230,904</b>	<b>\$132,317</b>	<b>\$51,561</b>	<b>\$59,294</b>	<b>\$243,172</b>

**Figure 19b: Graduate Student Support by Academic Division (\$000s) (incl. affiliated hospitals)**

	<b>2011-2012</b>				<b>2012-2013</b>			
	<u>Award Income</u>	<u>Employ. Income</u>	<u>Research Stipend</u>	<u>All Income</u>	<u>Award Income</u>	<u>Employ. Income</u>	<u>Research Stipend</u>	<u>All Income</u>
A&S	52,378	28,639	13,628	94,645	<b>53,330</b>	<b>31,013</b>	<b>14,103</b>	<b>98,446</b>
APSE	14,637	4,872	17,323	36,833	<b>16,450</b>	<b>5,130</b>	<b>18,480</b>	<b>40,059</b>
KPE	905	315	58	1,278	<b>1,111</b>	<b>367</b>	<b>115</b>	<b>1,593</b>
DENT	571	313	698	1,582	<b>567</b>	<b>305</b>	<b>618</b>	<b>1,490</b>
MED	28,377	2,643	22,521	53,541	<b>31,103</b>	<b>2,684</b>	<b>21,970</b>	<b>55,756</b>
PHRM	1,013	473	1,476	2,961	<b>1,045</b>	<b>450</b>	<b>1,270</b>	<b>2,765</b>
NURS	850	534	324	1,708	<b>909</b>	<b>593</b>	<b>154</b>	<b>1,656</b>
MUS	1,988	856	6	2,850	<b>2,758</b>	<b>1,118</b>	<b>17</b>	<b>3,892</b>
OISE	10,323	6,289	1,478	18,090	<b>10,187</b>	<b>6,292</b>	<b>1,391</b>	<b>17,870</b>
LAW	1,159	106	35	1,300	<b>1,348</b>	<b>144</b>	<b>59</b>	<b>1,551</b>
MGT	4,631	967	78	5,676	<b>5,763</b>	<b>969</b>	<b>105</b>	<b>6,837</b>
SWK	2,633	392	337	3,362	<b>2,855</b>	<b>345</b>	<b>430</b>	<b>3,630</b>
FOR	651	145	353	1,149	<b>920</b>	<b>175</b>	<b>324</b>	<b>1,418</b>
ARCH	1,495	538	1	2,033	<b>1,645</b>	<b>538</b>	-	<b>2,184</b>
INFO	<u>2,233</u>	<u>1,311</u>	<u>351</u>	<u>3,895</u>	<b><u>2,325</u></b>	<b><u>1,439</u></b>	<b><u>260</u></b>	<b><u>4,023</u></b>
<b>Total</b>	<b>\$123,843</b>	<b>\$48,392</b>	<b>\$58,668</b>	<b>\$230,904</b>	<b>\$132,317</b>	<b>\$51,561</b>	<b>\$59,294</b>	<b>\$243,172</b>

**Figure 20: Arts & Science Graduate Student Support by SGS Division (\$000s)**

	<b><u>2011-2012</u></b>				<b><u>2012-2013</u></b>			
	<u>Award Income</u>	<u>Employ. Income</u>	<u>Research Stipend</u>	<u>All Income</u>	<u>Award Income</u>	<u>Employ. Income</u>	<u>Research Stipend</u>	<u>All Income</u>
Humanities	19,361	9,858	974	30,193	19,439	10,615	1,062	31,116
Social Sci.	12,974	9,082	1,880	23,937	14,165	9,927	1,685	25,777
Phys. Sci.	13,577	6,089	7,787	27,452	13,487	6,686	8,113	28,286
Life Sci.	<u>6,466</u>	<u>3,610</u>	<u>2,988</u>	<u>13,063</u>	<u>6,239</u>	<u>3,786</u>	<u>3,243</u>	<u>13,268</u>
<b>Total</b>	<b>\$52,378</b>	<b>\$28,639</b>	<b>\$13,628</b>	<b>\$94,645</b>	<b>\$53,330</b>	<b>\$31,013</b>	<b>\$14,103</b>	<b>\$98,446</b>

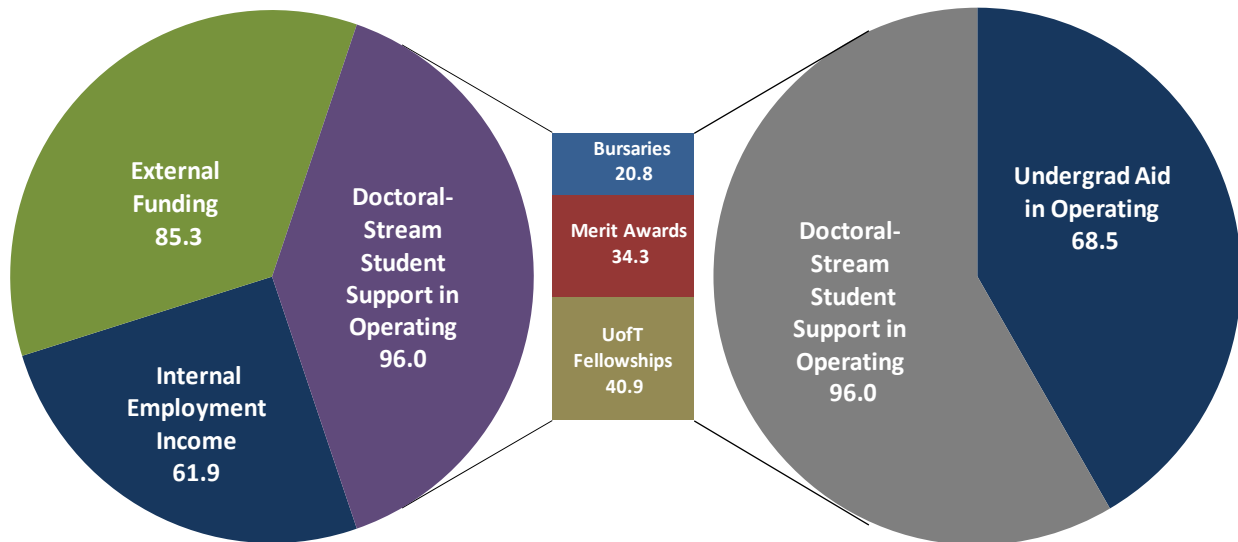
### *Student Assistance and Doctoral-Stream Student Support: Understanding the Relationship*

There are two broad categories of student financial support described in this report: the amount reported as student assistance in the financial statements and doctoral-stream student support. These amounts are neither additive, nor mutually exclusive. Rather, there is a partial overlap in the way these two figures are reported. As mentioned above, doctoral-stream students receive funding as TAs, GAs and RAs, however, for reporting purposes in the financial statements these funds are reported as salaries and benefits. Figures 21a and 21b below illustrate the relationship between the \$164.5M reported as student assistance and the \$243.2M in total funding received by doctoral-stream students.

Note: The University of Toronto is working on a snapshot of total financial support provided to graduate students. Currently, graduate financial support ranges from about \$15,000 to \$26,000, plus tuition and incidental fees per doctoral-stream student.

**Figure 21a: Graduate Student Support  
Total=\$243.2M**

**Figure 21b: Student Aid in Operating  
Total=\$164.5M**



## Appendix C: 2013 Work Study Survey Results

### Student Survey

In February-March 2013, work study students were surveyed about their experiences with the reconfigured, 2012-13 Work Study program. The survey was sent to 1,627 students. The response rate was 43.1%.

#### *Respondent Attributes*

- 73% of respondents were female;
- 65% were students 21 years of age or older;
- 84% were undergraduate students;
- 67% were enrolled at St. George campus; 16% at UTM; 17% at UTSC;
- 20% were the first in their family to attend university;
- 64% were OSAP recipients;
- 61% were hired into a work study position for the first time.

#### *Summary of Findings*

- 90% of respondents agreed that their work study position provided them with a meaningful work experience;
- More than 77% believe that because of their work study experience, they are better prepared for work opportunities after graduation;
- About 85% reported that they were able to balance their studies, their work study obligations and leisure time;
- 86% felt that there was a good match between the job description and the duties the student was expected to perform;
- 85% responded that they were provided with clear directions about performance expectations and responsibilities from their employer;
- Almost 82% of respondents reported that they felt involved and well-utilized in their work study position;
- Almost 90% felt the work study application and hiring process was straight forward and easy to understand;
- 88% of respondents reported that they would apply for a work study position in the future.

Respondents also provided general comments on the work study program. Overall, respondents were satisfied with their work study experience.

- “Very fortunate to have had this opportunity...”
- “Great Experience!”
- “I am very grateful for being able to do the work-study. It is very difficult to find employment where they understand the needs of a student.”
- “You get as much out of it as you put into it, and I feel it was a perfect testing grounds to develop some of the skills I hope to use when I graduate. Highly recommend students to take the opportunity, practical on-the-job experience is as valuable, if not more, than much of what I've learned in class.”

- “International students do not generally have access to many scholarships/grants, etc. and it is extremely difficult for non co-op international students to have work experience in Canada before graduation (which is very critical in getting work after graduation). Allowing us international students to officially participate in the work study position is one of the best things UofT has done in a while.”
- “I really grew and learned a lot. I think this opportunity was a huge turning point for me in terms of determining my direction in my studies and career plans.”
- “If I decided to come back and pursue a postsecondary degree at the University of Toronto I would definitely look into another work study position.”

Respondents also identified potential areas of improvement, including wages, the maximum hours of work permitted, and the pay structure.

- Several students commented about the inadequacy of the hourly rate of pay (i.e., \$11.73 – including 4% vacation pay);
  - Two-thirds of respondents reported that their work study position was their only part-time job and therefore they rely on these earnings to help support themselves during school;
  - Graduate students responded that they should be paid more;
  - Students who held the same work study job for a number of years reported that they would like a pay raise.
- In 2012-13, students are permitted to work up to 12 hours/wk to a maximum of 90 hours during the summer work study period and 180 hours during the fall/winter work study period;
  - Almost three quarters of respondents indicated that they would have worked more hours if given the opportunity.

How has the University addressed this issue? For 2013-14 Fall/Winter Work Study, Work Study students will be permitted to work more than 180 hours.

- There were several comments about the process and timing of submitting time sheets. Students are required to submit their time sheets in advance of their scheduled work hours so that the hiring unit meets the monthly payroll deadline.

How has the University addressed this issue? For 2013-14 Fall/Winter Work Study, Work Study students will be paid bi-weekly.

## Employer Survey

In April 2013, 2012-13 work study employers were surveyed to gauge their experience with the reconfigured program. The survey was sent to 504 employers and 180 responded (37% response rate).

### *Summary of Findings*

- 78.5% of the respondents had a work study position located on the St. George campus; 11.3% at UTM; and 11.2% at UTSC;
- 94% had employed a work study student in the past;
- While respondents indicated that they hired work study students for a variety of reasons, the largest percentage of respondents hired a work study student to provide them with “practical experience in a subject area”. Other reasons for hiring were also student focused:
  - “...peer-to-peer support for students...”
  - “...to provide leadership opportunities...”
  - “...to utilize student expertise in specific subjects...”
  - “...provide mentorship opportunities for grad students and post-docs...”
- When asked about the hiring criteria used, 28.85% reported that relevant and general work experience was most important. Also of importance was the work study applicant’s academic and general interests, their program of study, and their hours of availability. Several employers also indicated that the work study applicant’s passion for a subject area was important;
- Lack of information about the reconfigured program did not pose problems for the majority of employers;
- Compiling and submitting the job proposal did not pose any problems for almost 62% of respondents;
- 63% of employers reported that they had little to no difficulty matching student skills with the job description. Employers who did have difficulty attributed the difficulties to a smaller pool of available students during the summer term, and hiring students that for whatever reason did not work out;
- 65% of employers had little to no issues with the quality of work of work study students;
- 65% of employers had little to no issues with the student’s commitment to their work study job;
- Almost 72% of respondents agreed that the work study application and hiring process was straight-forward and easy to understand;
- 94.4% of employers agreed that the work study position provide the student(s) with a meaningful work experience;
- 95% of employers would apply to employ a work study student in the future;
- However, almost 50% of respondents reported that the budgetary impact of the new cost sharing arrangement created difficulties;
- Almost half of respondents indicated that completing the time sheets was difficult;
- Employers were also asked to recommend improvements to the program:

- 41% of employers would like to see increases to the hours students are permitted to work. And, almost 82% of employers would have employed their work study students for more hours if given the chance. (Compared to 74% of students, who also would have worked more hours);
- 28% would like to see improvements to the work study administrative processes (e.g., more timely information about deadlines, more streamlined payroll process);

Overall, employers were pleased with the program.

- “Excellent program. It is a good way for students to get experience...”
- “...worked better than in its past configuration...”
- “The work study program is an outstanding program which addresses many critical needs in the University: work experience for students, research assistance for faculty...”
- “I am very glad the work study program is continuing. It is a very good vehicle to train the next generation of the labour force.”