

## This Is Why Graduate Employees Need Unions

In 2020-2021, the average graduate employee (GA) stipend was \$19,000. Imagine paying for rent, food, health care, gas, insurance, phone, and other basic necessities on \$19,000! It's not surprising that more graduate employees are choosing to unionize.

On average, research assistants make slightly more (\$20,000) on average than teaching assistants (\$18,000). Stipends also vary by discipline, with architecture at the bottom (\$12,642) and biological sciences near the top (\$21,095).

**TABLE 2. LOW, HIGH, AVERAGE STIPEND PAID TO GRADUATE ASSISTANTS, BY DISCIPLINE\*: 2020-21**

Discipline	Stipend only			
	Average	Low	High	Low - High Difference
Architecture, Related Programs	\$12,642	\$1,536	\$41,600	\$40,064
Liberal Arts/Sciences, Gen Studies, Humanities	\$14,176	\$4,500	\$29,634	\$25,134
Law, Legal Studies	\$14,443	\$1,455	\$36,000	\$34,545
Library Science	\$14,828	\$4,500	\$36,052	\$31,552
Area, Ethnic, Cultural Studies	\$15,294	\$5,867	\$32,448	\$26,581
Visual, Performing Arts	\$15,334	\$3,109	\$44,549	\$41,440
Engineering-Related Technologies	\$16,377	\$6,675	\$46,250	\$39,575
History	\$16,479	\$5,250	\$36,000	\$30,750
Education	\$16,988	\$840	\$47,222	\$46,382
English Language, Literature/Letters	\$17,315	\$6,240	\$56,822	\$50,582
Philosophy, Religion	\$17,422	\$4,457	\$49,333	\$44,876
Conservation, Renewable Natural Resources	\$17,503	\$2,461	\$50,847	\$48,386
Business Management, Admin Services	\$17,607	\$1,259	\$66,666	\$65,407
Social Sciences, History	\$17,618	\$2,250	\$62,764	\$60,514
Foreign Languages, Literatures	\$17,796	\$2,766	\$41,538	\$38,772
Parks, Recreation, Leisure, Fitness Studies	\$17,804	\$2,250	\$40,510	\$38,260
Home Economics	\$17,892	\$2,049	\$46,667	\$44,618
Psychology	\$18,141	\$2,125	\$51,563	\$49,438
Communications	\$18,223	\$2,880	\$41,777	\$38,897
Protective Services	\$18,285	\$8,800	\$25,243	\$16,443
<b>All Fields, Without Medical</b>	<b>\$18,361</b>	<b>\$294</b>	<b>\$78,306</b>	<b>\$78,012</b>
Public Administration, Services	\$18,405	\$2,500	\$45,858	\$43,358
<b>All Fields</b>	<b>\$18,462</b>	<b>\$294</b>	<b>\$78,306</b>	<b>\$78,012</b>
Transportation, Materials Moving Workers	\$19,249	\$16,105	\$21,672	\$5,567
Agricultural Business, Production	\$19,454	\$2,700	\$47,101	\$44,401
Engineering	\$19,529	\$1,483	\$61,560	\$60,077
Health Professions, Related Sciences	\$19,829	\$1,040	\$46,800	\$45,760
Computer, Information Sciences	\$20,152	\$2,625	\$48,000	\$45,375
Physical Sciences	\$20,430	\$3,000	\$46,201	\$43,201
Mathematics	\$20,607	\$2,005	\$60,000	\$57,995
Biological Sciences/Life Sciences	\$21,095	\$1,440	\$68,000	\$66,560
Multi/Interdisciplinary Studies	\$21,155	\$5,460	\$42,984	\$37,524

\*Sorted by Average Stipend

Source: ASA Research analysis of Oklahoma State University, Graduate Assistant Stipend Survey, 2020-21.