Compensation Level

1) WHEREAS: ASUSU Executive Council stipends have not increased since 1986, and
2) WHEREAS: If stipends would have increased by Consumer Price Index since 1986, officers
3) would receive approximately $240 a month, and
4) WHEREAS: ASUSU Executive Council compensation levels should be enough to not
5) preclude students from running for office because of significant financial constraints.
6) BE IT THEREFORE ENACTED THAT: The monthly ASUSU Executive Council stipend
7) be raised by $50 per officer.
8) BE IT THEREFORE FURTHER ENACTED THAT: All officers required to remain in
9) Logan during the summer semester receive a stipend of $300.00 per month per officer.
10) BE IT THEREFORE FURTHER ENACTED THAT: All officers required to remain in
11) Logan during the summer semester shall have an entry and exit interview with the Director
12) of Student Activities to ensure that officers justify their compensation.
13) Sponsored by:
14) Andy Haws, ASUSU Academic Vice President
15) David Hoyal, Science Senator
16) Karmann Clements, Organizations and Traditions Vice President
Thoughts about Compensation: An Economic Perspective

Stipends

In regard to the $150.00 stipend amount that was instituted in the 1986-87 school year, using the known Consumer Price Index (CPI), the same $150.00 has the buying power of only $93.15 in 2001. If the ASUSU officer stipends were to increase at the same rate as the price level of common goods and services, the ASUSU officer stipend in the year 2000 should have been $235.48. Using the estimated CPI Index for 2001, ASUSU officer stipends should be $241.55.

Looking at stipends from a slightly different perspective, the minimum wage in 1986 was $3.35. Assuming that ASUSU officers were required to spend a minimum of ten hours a week performing their duties, and assuming that they were compensated by an hourly wage, officers would have made $134.00 dollars a month, an amount that roughly reflects the $150.00 that they did receive. Using the same example for present ASUSU officers and the current minimum wage of $5.15, ASUSU officers should receive compensation of $206.00 a month.

Many officers spend significantly more time serving the needs of the student body than just ten hours a week. Assuming that the Activities Vice President spends twenty hours a week (not an unlikely number) and using the current $150.00 stipend, the Activities Vice President earns approximately $1.86 an hour, almost four dollars below minimum wage.

Tuition and Stipends

When tuition and stipends are considered together as total compensation, real compensation (compensation adjusted for changes in price level) remains relatively constant from 1986 to 2001. This is primarily due to the fact that tuition has increased at a rate greater than that of the price level of common goods and services. For example, total compensation (tuition, fees, and stipend) 1986 was equal to $2,041.07, in 2001 dollars. Total compensation in 2000 was $1,922.81, in 2001 dollars. In 2001, total compensation actually surpassed the real total compensation in 1986 at $2,203.79. This is due to significant second tier increases in tuition.

In 1986, officers would have had to work approximately 378 hours throughout the semester at $3.35 an hour (minimum wage) in order to pay for tuition, fees, and stipend. Assuming a four week month and four months in a semester, students would have to work approximately 23 hours a week to approximately earn the same amount of total compensation they could have earned as an ASUSU officer.

In 2001, officers would have had to work approximately 427 hours throughout the semester at $5.15 an hour (minimum wage) in order to pay for tuition, fees, and stipend. Again, assuming a four week month and four months in a semester, student would have to work approximately 26 hours a week to approximately earn the same amount of total compensation they could have earned as an ASUSU officer.
In 2001, total compensation received by officers for tuition, fees, and stipends amounted to $2,203.79 a semester. Assuming that officers work ten hours a week fulfilling their assignments and responsibilities (again assuming a four week month and four month semester), officers make approximately $13.77 an hour. If an officer were to work twenty hours a week, officers would make approximately $6.89 an hour. And if an officer were to work thirty hours a week, officers would make approximately $4.59 an hour.

Presidential Compensation Comparisons from Institutions in Utah

<table>
<thead>
<tr>
<th>Institutions</th>
<th>Tuition</th>
<th>Fees</th>
<th>Stipend</th>
<th>Additional</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of Utah</td>
<td>Yes</td>
<td>Yes</td>
<td>$900/Month</td>
<td>Clothing Allowance, Vehicle, Ring, Books</td>
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<tr>
<td>UVSC</td>
<td>Yes</td>
<td>Yes</td>
<td>$1100/Month</td>
<td>Clothing Allowance</td>
</tr>
<tr>
<td>Snow</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
<td>Clothing Allowance</td>
</tr>
<tr>
<td>Weber</td>
<td>Yes</td>
<td>Yes</td>
<td>$500/Month</td>
<td></td>
</tr>
<tr>
<td>SUU</td>
<td>Yes</td>
<td>Yes</td>
<td>$400/Month</td>
<td>Clothing Allowance</td>
</tr>
<tr>
<td>BYU</td>
<td>Yes</td>
<td>Yes</td>
<td>$400/Month</td>
<td></td>
</tr>
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</table>

Possible Proposals

- Unilateral stipend of $50.00 per officer.
- Punch cards (hourly wages similar to that of a waiter or waitress).
- Graded increase depending on such factors as average hours per week spent performing duties.
- Additional compensation methods: meal card, class ring, watches, etc.
- Books.
- Nothing.

Additional Concerns

- Summer compensation levels.
### Semesterly Compensation Trends for ASU Executive Council Officers

#### 1986 to 2001

<table>
<thead>
<tr>
<th>Year</th>
<th>CPI (2001)</th>
<th>Quarter</th>
<th>Nominal Tuition - Semester**</th>
<th>Real Tuition - 2001 Dollars</th>
<th>% Change</th>
<th>Nominal Stipend</th>
<th>Real Stipend - 2001 Dollars</th>
<th>% Change</th>
<th>Nominal Compensation</th>
<th>Real Compensation</th>
<th>% Change</th>
</tr>
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<td>1986</td>
<td>0.621</td>
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<td>$385.00</td>
<td>$592.51</td>
<td>$954.12</td>
<td>$675.00</td>
<td>$1,086.95</td>
<td>$1,267.51</td>
<td>$1,276.51</td>
<td>$2,041.07</td>
<td>0.19%</td>
</tr>
<tr>
<td>1987</td>
<td>0.644</td>
<td>Fall</td>
<td>$428.00</td>
<td>$642.01</td>
<td>$996.90</td>
<td>$675.00</td>
<td>$1,048.14</td>
<td>$1,317.01</td>
<td>$1,362.01</td>
<td>$2,045.04</td>
<td>0.19%</td>
</tr>
<tr>
<td>1988</td>
<td>0.67</td>
<td>Fall</td>
<td>$459.00</td>
<td>$687.01</td>
<td>$1,025.38</td>
<td>$675.00</td>
<td>$1,007.46</td>
<td>$1,362.01</td>
<td>$1,328.01</td>
<td>$2,032.85</td>
<td>0.60%</td>
</tr>
<tr>
<td>1989</td>
<td>0.703</td>
<td>Fall</td>
<td>$494.00</td>
<td>$741.01</td>
<td>$1,054.06</td>
<td>$675.00</td>
<td>$960.17</td>
<td>$1,418.01</td>
<td>$1,476.01</td>
<td>$2,014.24</td>
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<td>1990</td>
<td>0.741</td>
<td>Fall</td>
<td>$534.00</td>
<td>$801.01</td>
<td>$1,080.98</td>
<td>$675.00</td>
<td>$910.93</td>
<td>$1,476.01</td>
<td>$1,491.01</td>
<td>$1,991.91</td>
<td>0.92%</td>
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<td>1991</td>
<td>0.772</td>
<td>Fall</td>
<td>$562.00</td>
<td>$843.01</td>
<td>$1,091.98</td>
<td>$675.00</td>
<td>$874.35</td>
<td>$1,317.01</td>
<td>$1,362.01</td>
<td>$1,966.33</td>
<td>1.26%</td>
</tr>
<tr>
<td>1992</td>
<td>0.795</td>
<td>Fall</td>
<td>$607.00</td>
<td>$910.51</td>
<td>$1,145.29</td>
<td>$675.00</td>
<td>$849.06</td>
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<td>$1,418.01</td>
<td>$1,994.35</td>
<td>1.42%</td>
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<td>Fall</td>
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<td>$939.01</td>
<td>$1,146.53</td>
<td>$675.00</td>
<td>$824.18</td>
<td>$1,317.01</td>
<td>$1,362.01</td>
<td>$1,970.71</td>
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</tr>
<tr>
<td>1994</td>
<td>0.84</td>
<td>Fall</td>
<td>$671.00</td>
<td>$1,006.51</td>
<td>$1,198.23</td>
<td>$675.00</td>
<td>$803.57</td>
<td>$1,362.01</td>
<td>$1,418.01</td>
<td>$1,991.91</td>
<td>1.59%</td>
</tr>
<tr>
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<td>0.864</td>
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<td>$966.01</td>
<td>$1,152.79</td>
<td>$675.00</td>
<td>$781.25</td>
<td>$1,317.01</td>
<td>$1,362.01</td>
<td>$1,934.04</td>
<td>3.36%</td>
</tr>
<tr>
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<td>0.889</td>
<td>Fall</td>
<td>$696.00</td>
<td>$1,044.01</td>
<td>$1,174.36</td>
<td>$675.00</td>
<td>$759.28</td>
<td>$1,362.01</td>
<td>$1,362.01</td>
<td>$1,933.65</td>
<td>0.02%</td>
</tr>
<tr>
<td>1997</td>
<td>0.906</td>
<td>Fall</td>
<td>$724.00</td>
<td>$1,086.01</td>
<td>$1,194.73</td>
<td>$675.00</td>
<td>$742.57</td>
<td>$1,362.01</td>
<td>$1,362.01</td>
<td>$1,937.31</td>
<td>0.19%</td>
</tr>
<tr>
<td>1998*</td>
<td>0.924</td>
<td>Fall</td>
<td>$1,122.62</td>
<td>$1,122.62</td>
<td>$1,214.98</td>
<td>$675.00</td>
<td>$730.52</td>
<td>$1,362.01</td>
<td>$1,362.01</td>
<td>$1,945.48</td>
<td>0.42%</td>
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<tr>
<td>1999</td>
<td>0.944</td>
<td>Fall</td>
<td>$1,156.75</td>
<td>$1,156.75</td>
<td>$1,225.37</td>
<td>$675.00</td>
<td>$715.04</td>
<td>$1,362.01</td>
<td>$1,362.01</td>
<td>$1,940.41</td>
<td>0.26%</td>
</tr>
<tr>
<td>2000</td>
<td>0.976</td>
<td>Fall</td>
<td>$1,201.66</td>
<td>$1,201.66</td>
<td>$1,231.21</td>
<td>$675.00</td>
<td>$691.60</td>
<td>$1,362.01</td>
<td>$1,362.01</td>
<td>$1,922.81</td>
<td>0.91%</td>
</tr>
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<td>2001</td>
<td>1</td>
<td>Fall</td>
<td>$1,528.79</td>
<td>$1,528.79</td>
<td>$1,528.79</td>
<td>$675.00</td>
<td>$675.00</td>
<td>$1,362.01</td>
<td>$1,362.01</td>
<td>$2,203.79</td>
<td>14.61%</td>
</tr>
</tbody>
</table>

*Transition to Semesters

**Fall Semester Tuition and Fees for Utah Residents taking 15 Credits

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**Compensation Trends**

- **Real Tuition - 2001 Dollars**
- **Nominal Compensation**
- **Real Stipend - 2001 Dollars**
- **Real Compensation**

### Yearly Stipend Changes

- 1986: 0.19%
- 1987: -0.60%
- 1988: -0.92%
- 1989: -1.11%
- 1990: 0.11%
- 1991: 1.58%
- 1992: -3.38%
- 1993: -2.78%
- 1994: -2.61%
- 1995: 1.93%
- 1996: 1.62%
- 1997: 1.62%
- 1998: -1.19%
- 1999: -1.26%
- 2000: -0.91%
- 2001: 14.61%