

Columbia's Strong Compensation and Benefits Proposal to Support Student Employees

Columbia student employees are essential to our vibrant academic community, and the University is committed to providing robust support that reflects their significant contributions, enables their success, and attracts top talent in the years to come.

Even in a critical moment of financial stress and uncertainty, the University is working to achieve a responsible successor contract with the Student Workers of Columbia union (SWC) that builds upon the first agreement and serves all student employees and the Columbia community as a whole. The University has advanced compensation and benefits proposals that anchor a total package that is strong, competitive, and fair.



ROBUST, COMPREHENSIVE FINANCIAL PACKAGE

MORE THAN \$115,000/YEAR IN VALUE PER PHD STUDENT, including compensation, health care, child care subsidies, and other benefits students receive during funded years.

Compensation and Benefits Proposals, as of June 9, 2025



COMPENSATION PARITY FOR ALL PHD STUDENTS

All fully funded PhD students will be **paid based on the same annualized on-appointment and off-appointment rates**, whether on 12-month or 9-month appointments. This will result in a **15% pay increase** for those on 9-month appointments to a total minimum annual support package of \$48,802. All PhD students in guaranteed funded years will receive minimum annualized support of \$48,080 when off appointment.



INCREASED, COMPETITIVE PAY

A **2% increase in the annualized pay rate** for appointments, to a minimum of \$49,042 for fully funded PhD student employees during academic year 2025-2026. Further pay increases in subsequent years of the contract will be negotiated during further bargaining.

A **minimum 2% pay increase** for other student employees represented by the SWC during academic year 2025-2026, with further pay increases in subsequent years of the contract to be negotiated during further bargaining.



HEAVILY SUBSIDIZED DENTAL INSURANCE

A **75% University contribution to dental plan premiums** for funded PhD students and their dependents, with students paying as little as \$64.56/year in 2025-2026.



HEALTHCARE SUPPORT FUNDS

An increased **\$425,000/year Student Employee Support Fund** to reimburse out-of-pocket medical, dental, and vision expenses, plus a **\$225,000/year Student Employee Dependent Support Fund** to reimburse dependents' out-of-pocket health expenses.



PARENTAL SUPPORT

An increased **\$5,750/year child care subsidy** for each child under the age of six, among other support for PhD student employee parents.



TRANSIT BENEFITS

Eligibility for the **University Transit/Parking Reimbursement Program**, which enables payment of commuting expenses with pre-tax dollars.

Additional Valuable Benefits That Students Enjoy



TUITION REMISSION AND FEE WAIVER

Full tuition remission (\$55,184 for a first-year PhD student in the 2024-2025 academic year) and waiver of most University fees for students in funded years.



GUARANTEED HOUSING

Continued guaranteed student housing for PhD students for five academic years.



\$0 PREMIUM COMPREHENSIVE HEALTH INSURANCE

No premiums for medical coverage for funded PhD students **and their dependents**, a rare benefit among peer universities and a \$5,300+ value. Vision coverage is also available.



FOR MORE INFORMATION VISIT
studentbenefits.provost.columbia.edu