

To: Dr. Rodney Rogers, President; Dr. Joe Whitehead, Provost and Senior Vice President for Academic & Student Affairs; Ms. Sherideen Stoll, Chief Financial Officer; Ms. Sue Houston, Vice President for Partnerships and Chief of Staff; Dr. Christopher Frey, Faculty Senate Chair; Dr. Robyn Miller, Secretary to Faculty Senate; Mr. Benjamin Batey, Chief Health Officer, Ms. Jennifer McCary, Chief Diversity and Belonging Officer; Dr. Glenn Davis, Vice Provost for Academic Affairs; Ms. Cecilia Castellano, Vice President for Enrollment Management and Student Outcomes; Ms. Pamela Conlin, Vice President for University Advancement and President/CEO of the BGSU Foundation, Inc; Dr. Michael Y. Ogawa, Vice President for Research and Economic Engagement; Mr. Chris Bullins, Dean of Students; Ms. Dawn Frieson, Director of Student Employment Services; Mr. Ray Braun, Dean of the Schmidthorst College of Business, Dr. Ted Rippey, Interim Dean of the College of Arts & Sciences; Dr. William Mathis, Dean of the College of Musical Arts; Dr. Dawn Shinew, Dean of the College of Education and Human Development; Dr. Jennie Gallimore, Dean of the College of the College of Technology, Architecture and Applied Engineering; Dr. James Ciesla, Dean of the College of Health and Human Services; Dr. Simon Morgan-Russell, Dean of the Honors College, Ms. Sara Bushong, Dean of University Libraries.

CC: Ms. Jodi Webb, Associate Vice President for Student Affairs; Mr. Alex Solis, University Spokesperson; Dr. Patrick Pauken, Board of Trustees Secretary; Mr. Joshua Auten, Undergraduate Board of Trustee Member, Ms. Ikpemesi Ogundare, Graduate Student Senate President; Mr. Nolan McHugh, Internal Affairs Chair; Ms. Ana Vorobeva, Student Affairs Chair; Mr. Zachary Noesen, Academic Affairs Chair of the Undergraduate Student Government; Mx. Damon Sherry, Senator at Large; Mr. Maxwell Brickner, Student Labor Senator; Ms. Emily Gerome, Senator at Large.

Date: December 2nd, 2021

Subject: Undergraduate Student Government: S.R. 2021-2022 08

Good afternoon,

On November 29th, 2021 the Undergraduate Student Government convened for our twelfth and final General Assembly for the Fall 2021 semester and, in doing so, unanimously passed Senate Resolution 08 entitled “A Resolution Formally Calling for the Increase of the Minimum Wage of Individuals Employed Directly by the University Indexed to the Rising Costs of Attendance.”

Senate Resolution 2021-2022 08 is the culmination of eight months of work from a variety of officers in the Undergraduate Student Government, including but not limited to: Vice-President Gil Lutz, Internal Affairs Chair Nolan McHugh, and Student Labor Senator Maxwell Brickner. The Undergraduate Student Government puts forward a simple, straightforward call to action, establishing a university minimum wage set at \$10 an hour

indexed to \$1.20 above the state minimum wage as of 11/30/21. Bowling Green State University takes pride in being one of the most affordable public institutions in the state of Ohio, yet the prices of many campus expenses such as housing, meal plans, and parking have all risen astronomically in relation to the Ohio minimum wage. As of now, undergraduate student wages on campus are set by the department that employs them; we are advocating for a university wide \$10 an hour mandate to departments that fall under \$10 an hour (the specific departments can be found in the minimum wage data set) with the university providing these departments with the funds needed to account for this wage increase.

If we do a simple calculation using the January 1, 2022 state mandated \$9.30 an hour and adjust up the wages from 2021 that were under \$9.30 to this level at the employment numbers of 2021 assuming 15 hours a week for 30 weeks of the year we find an estimated cost to raise all wages under \$10 to exactly \$10 a cost of \$708,889.50 a year or just a 3.07% increase to the total wage budget of undergraduate students. The real cost to establish this mandated minimum wage is a miniscule amount when compared to the FY 2022 total salaries/wages/benefits expense of \$180,011,735 (a 0.39% increase to the overall salary/wage/benefits expense) or the grand total expense for FY 2022 of \$305,427,336 (a 0.23% increase to the total expenses of the university)¹.

The cost of raising the wage is real — \$708,889.50 to be exact — but the long term impact of low campus wages is detrimental to the university and the student-led services we provide; it is overall a far greater cost to bear. Low wages will further drive students to off-campus work where they can make significantly more money, thus there will be continued labor shortages. The response to these issues must be the proactive approach of a universal wage raise rather than letting this trend continue into the future. The current path is unsustainable. The hardworking students who are employed by the university right now are tired of doing more work to pick up the slack of the vacant positions without fair compensation. They are working during a global pandemic and risking their lives to provide the student body with their essential products and services, yet the wage they receive is, in some instances, half what they could make not 100 yards from campus on the other side of E. Wooster St.

On behalf of over 20,000 students currently enrolled at Bowling Green State University and the hundreds of thousands of future falcons yet to step foot on this campus, the Undergraduate Student Government formally calls for a wage increase to \$10 an hour university wide to solidify our commitment to being an affordable public institution for the public good.

If you have any questions or concerns, please reach out to me via email at achiare@bgsu.edu.

Thank you,

Alexander Chiarelott

Undergraduate Student Government President

¹ [Budget Book FY 2022](#)

THE SENATE OF THE UNDERGRADUATE STUDENT BODY

S.R. 2021/2022 – 08

**A Resolution Formally Calling for the Increase of the Minimum Wage of Individuals
Employed Directly by the University Indexed to the Rising Costs of Attendance**

IN THE SENATE OF THE UNDERGRADUATE STUDENT BODY

11/29/2021

Authored by:

Nolan McHugh- Internal Affairs Chair

Sponsored by:

Maxwell Brickner- Student Labor Senator, **Ana Vorobeva**- Student Affairs Chair, **Zachary
Noesen**- Academic Affairs Chair, **Emily Gerome**- Senator At Large, **Damon Sherry**- Senator
At Large

11/29/21

Approved by the Senate of the Undergraduate Student Body, and prepared for the presentation to
the president of the Undergraduate Student Government

11/29/21

Approved by the president of the Undergraduate Student Government, and so order into effect.



Gabriel Wagner
Speaker of the Senate



Alexander Chiarelott
President of the Undergraduate Student Government

S.R. 2021/2022 – 08

A Resolution Formally Calling for the Increase of the Minimum Wage of Individuals Employed Directly by the University Indexed to the Rising Costs of Attendance

In the Senate of the Undergraduate Student Body here assembled,

1. **Whereas**, the Undergraduate Student Government represents the undergraduate student voice
2. at Bowling Green State University; and
3. **Whereas**, Bowling Green State University and the Undergraduate Student Government aim to
4. ensure all student voices are represented within the Senate; and
5. **Whereas**, college-age individuals are the age group under the most financial duress due to the
6. assumption of many new, essential expenses associated with independent living; and
7. **Whereas**, the University takes pride in being named the most affordable public university in
8. the state of Ohio by Business Insider¹ and claims itself to keep the cost of higher education
9. within reach²; and
10. **Whereas**, the 2021 Ohio minimum wage of \$8.80 has increased by 18.9% from \$7.40 in
11. 2011³, an increase which has been made irrelevant to students by rising housing costs on
12. BGSU's campus, with for example, the rate for the most inexpensive multiple occupancy
13. rooms per semester in Kreisler Quadrangle increasing from \$2,280 in 2011⁴ to \$3,025 in
14. 2021⁵, an increase of 32.6%, a rate of increase which has rapidly outpaced that of the state
15. minimum wage's; and
16. **Whereas**, the cost of the University's meal plans have also increased disproportionately to
17. the 18.9% minimum wage increase over the past decade, with the most inexpensive Bronze
18. Meal Plan in 2011 costing \$1,475 and the current Bronze Meal Plan in 2021 costing \$1,806,
19. which constitutes an increase of 22.4%; and

¹ [BGSU named the most affordable college in Ohio by Business Insider](#)

² [BGSU Cost Summary](#)

³ [Minimum Wage](#)

⁴ [2010-2011 Tuition & Fees Brochure Office of the Bursar](#)

⁵ [2020-2021 Tuition & Fees Office of the Bursar](#)

20. **Whereas**, the cost of University fees for Parking Permits have increased by 25% from \$100
21. in 2011 to \$125 in 2021; and

22. **Whereas**, it is evident that the rate of increase in cost of living is rapidly outpacing the rate
23. of increase in the state minimum wage, with increases in housing, dining, fees, and other
24. expenses erasing any gains for laborers made by increases in the state minimum wage; and

25. **Whereas**, the Undergraduate Student Government worked with the Office of Institutional
26. Research⁶ to gather relevant data regarding student wages, broken down by ethnicity/race and
27. area of employment; and

28. **Whereas**, according to this data, in 2021 the average hourly wages for students employed in
29. the areas of Administrative, Athletics, Customer Service, Laboratory, Library, Retail, Student
30. Life, Technology, and Transportation were all under \$10 per hour; and

31. **Whereas**, in 2021 the average hourly wages for student employees in Athletics, Customer
32. Service, Retail, and Transportation were all under \$9 per hour; and

33. **Whereas**, in 2021, the average hourly wage for black student employees was \$9.69, almost a
34. full dollar less on the hour than white student employees, whose average hourly wages were
35. \$10.57; and

36. **Whereas**, this discrepancy is unequivocally unacceptable and the university needs to take all
37. reasonable measures to resolve it swiftly and justly; and

38. **Whereas**, the student debt crisis in the United States is an ever-worsening issue, with \$1.67
39. trillion in total federal and private student loan debt as of June 2020, and with the average
40. household with student loan debt owing \$47,671 as of 2018⁷; and

41. **Whereas**, the global COVID-19 pandemic has put University employees' physical and
42. mental well-being at an increased risk, has increased medical costs and foregone wages from
43. quarantining for those afflicted, and has seriously decreased the number of employment
44. opportunities students have, yet those employed by the University have not received
45. increased compensation as a result of these burdens; and

46. **Whereas**, rising wages off campus will draw student employees elsewhere, presenting
47. long-term structural deficiencies in essential campus services like dining halls to the point of
48. complete dysfunction; and

⁶ [Minimum Wage Data](#)

⁷ [2020 Student Loan Debt Statistics](#)

49. **Whereas**, international students are prohibited from being employed off campus, meaning
50. that they are forced to support themselves on low wages with few opportunities for
51. alternative employment⁸; and

52. **Whereas**, the state of Ohio will raise its minimum wage on January 1, 2022, to \$9.30 an
53. hour, and the university should remain resolute in its commitment to foster public citizens for
54. the public good by raising the university minimum wage; and


55. **Whereas**, considering this increase to \$9.30 an hour, it would only be a \$708,889 increase to
56. the undergraduate student wage budget, or a 3.07% increase, to increase the minimum wage
57. to \$10 an hour⁹; and

58. **Whereas**, specific departments at BGSU are in charge of setting student employee wage
59. rates; and

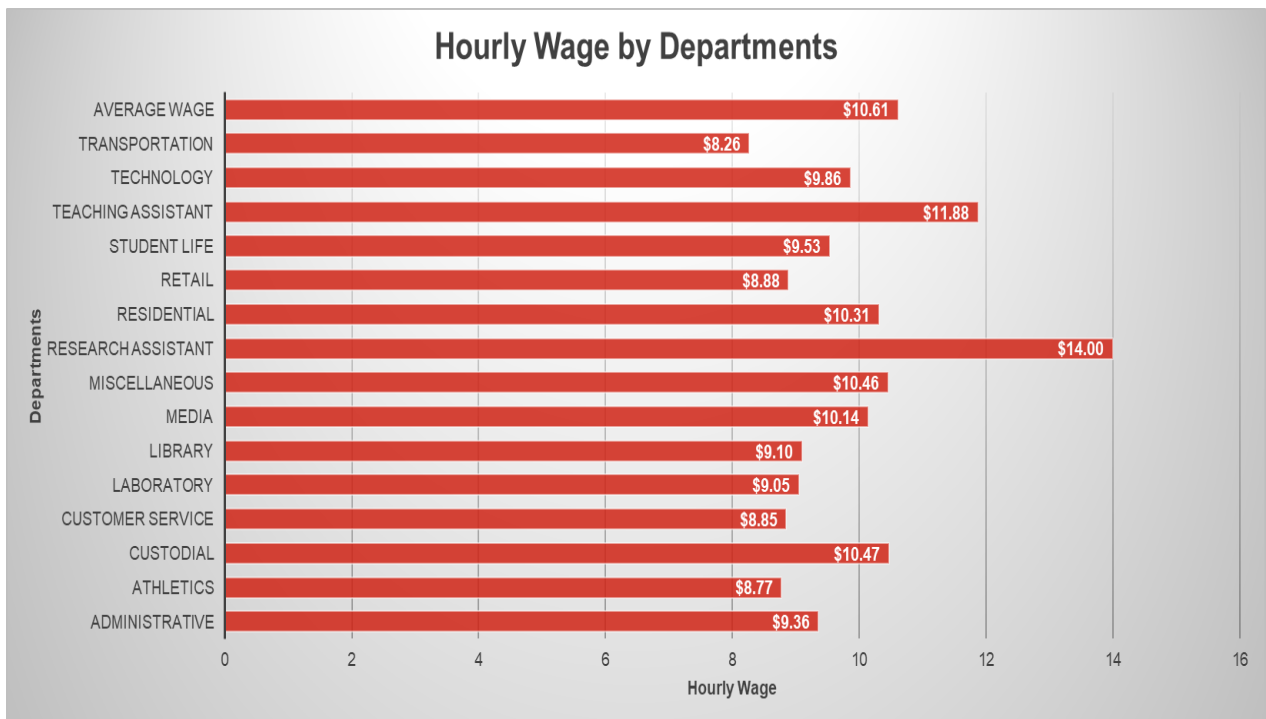
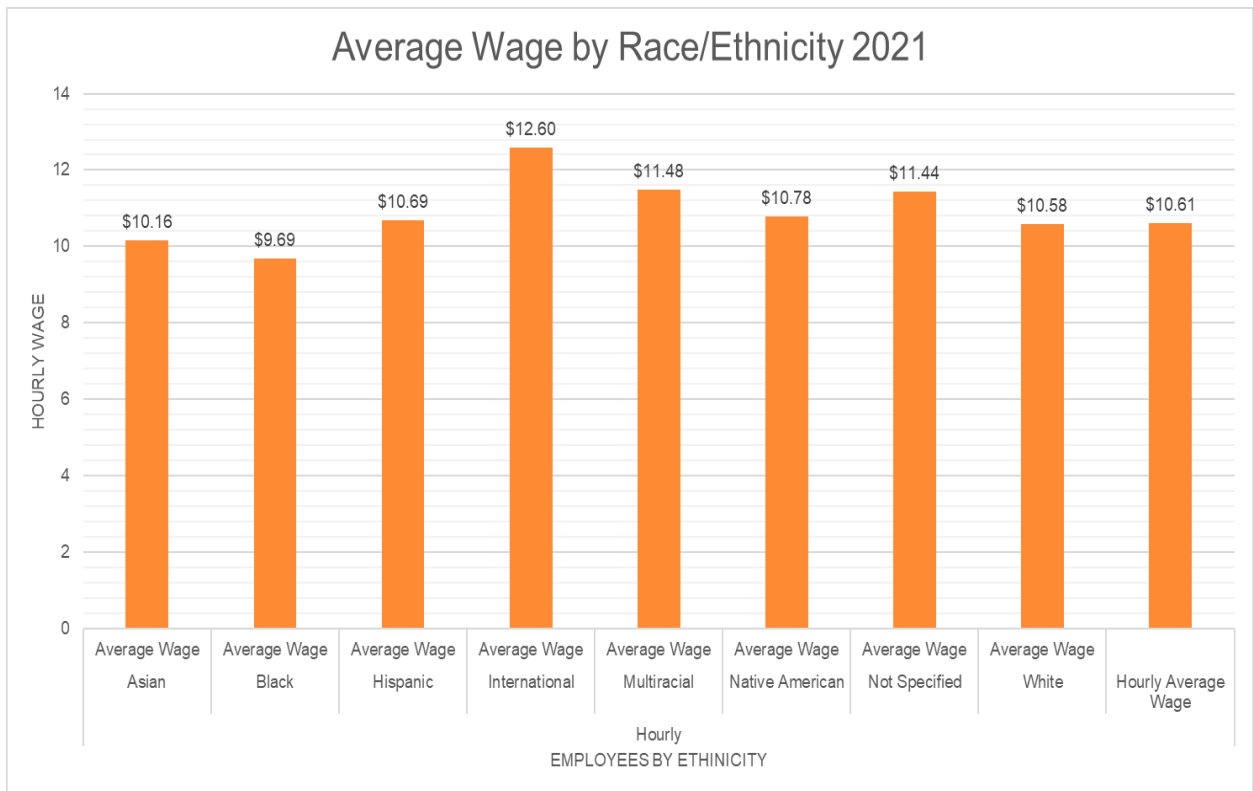
60. **Whereas**, the administration of BGSU has the authority to set a mandated \$10 minimum
61. wage and provide each department with the funds needed to make this raise happen; and

62. **Therefore, let it be resolved that**, the Undergraduate Student Government of Bowling
63. Green State University urges Bowling Green State University to institute a university
64. minimum wage of \$10 an hour, indexed to \$1.20 above the Ohio state minimum wage to
65. ensure that the wages of employees at BGSU keep pace with the rising costs of living and
66. inflation.

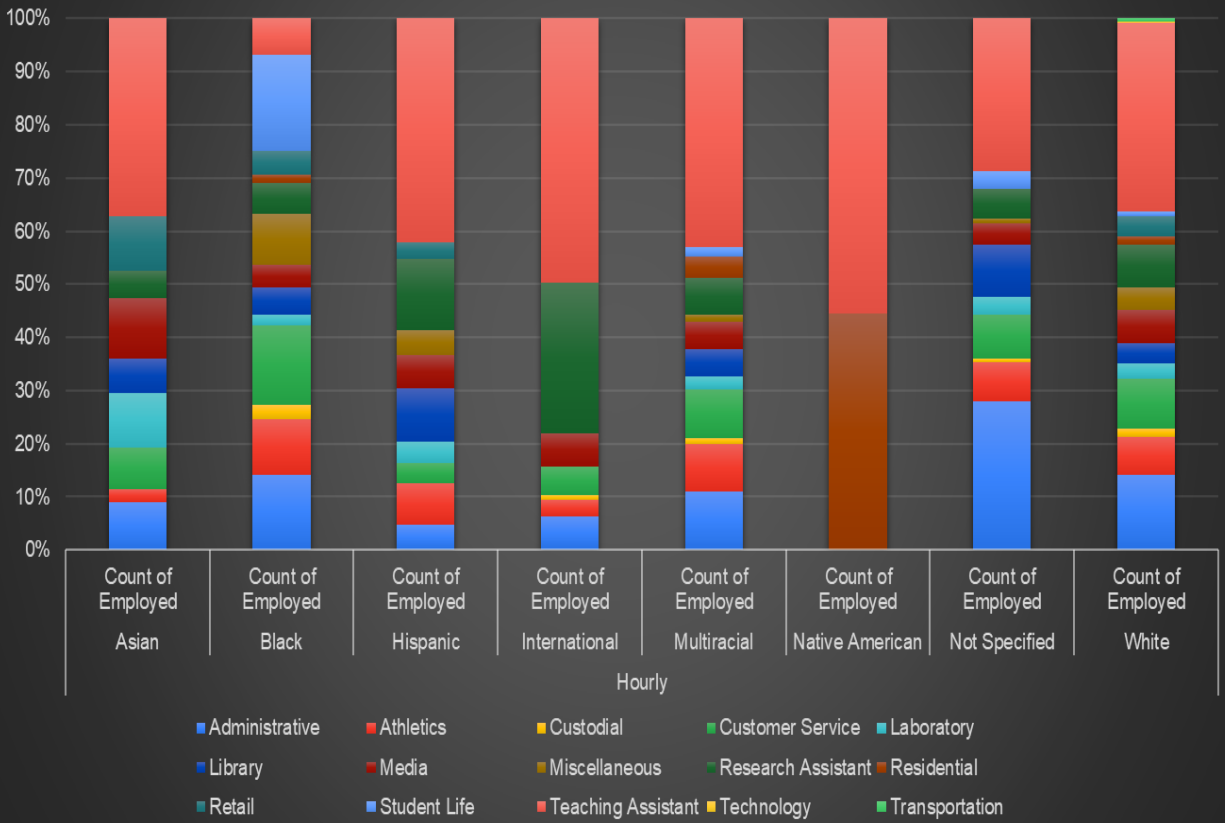
8 [Students and Employment](#)

9  Copy of \$10 minimum wage

Appendix

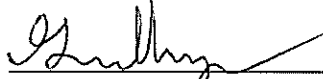


Where are Students of different Races/Ethnicity Employed?



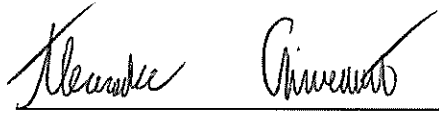
THE SENATE OF THE UNDERGRADUATE STUDENT BODY

Passed by the Senate and ordered presented to the president of the Undergraduate Student Body for Approval or Veto.



Gabriel Wagner
Speaker of the Senate

I do hereby approve and order this legislation into effect.



Alexander Chiarelott
President of the Undergraduate Student Government

I do hereby disapprove and order this legislation to be returned to the Senate.

Alexander Chiarelott
President of the Undergraduate Student Government
