

A Report on Ohio University Graduate Employee Working Conditions Compared to Other Ohio Public Universities

A Companion to “A Report on Ohio University Graduate Employee Working Conditions
Compared to Our Peer Institutions”



A Report of the Ohio University Graduate Employee Organization (OU GEO)
October 1, 2017

For More Information, Contact:
Elliot Long, elliotsnlong@gmail.com

Table of Contents

1. Summary	2
2. Seventy percent of Ohio public universities have minimum stipends higher than that of Ohio University.	3
3. Of the Ohio public universities that subsidize student health insurance premiums for graduate assistants, all subsidize a much larger portion than Ohio University.....	5
4. Ohio University’s graduate fees are second highest in the state.....	7
5. Ohio State University’s graduate parental leave policy provides a potential model for Ohio University.	9
6. Conclusion	10
Appendix A: Minimum Stipends for Graduate Assistants at Ohio Public Universities	11
Appendix B: Ohio State University’s Graduate Parental Leave Policy	13

1. Summary

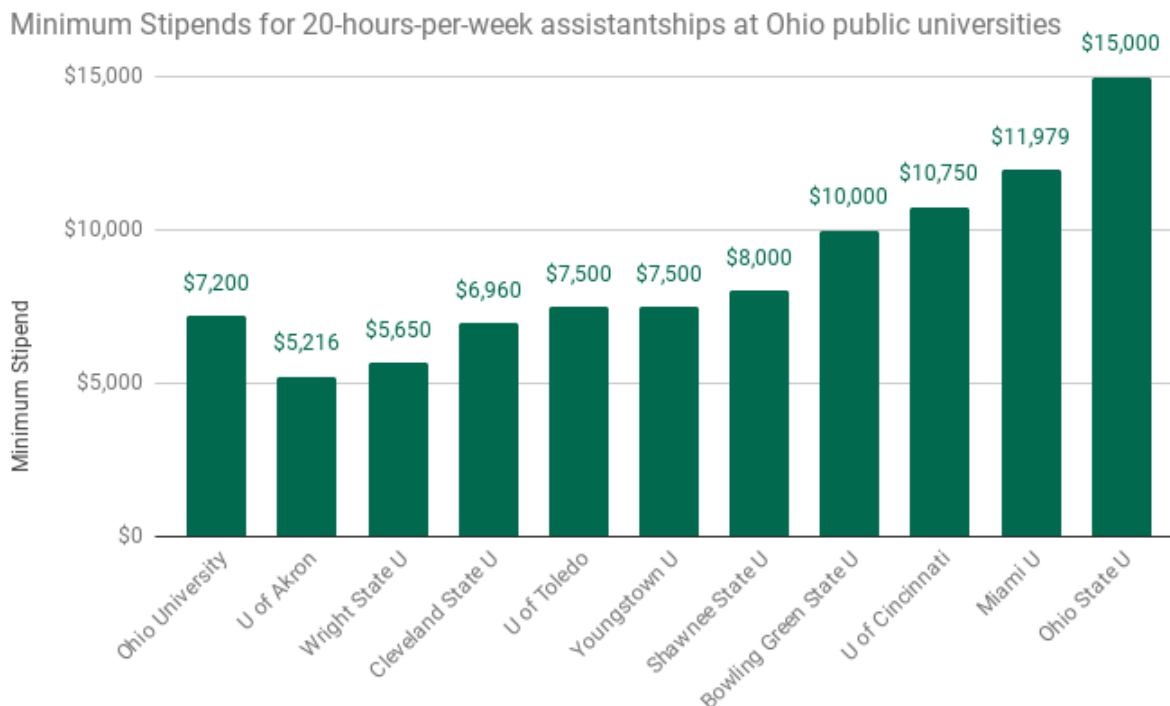
The Ohio University Graduate Employee Organization compiled this data to supplement their previous report, “Ohio University Graduate Employee Working Conditions Compared to Our Peer Institutions.” The current document examines other Ohio public universities to compare minimum stipends, health insurance subsidies, graduate fees, and parental leave policies.

Since institutions across Ohio vary greatly in terms of size and ranking, we feel that comparisons made in this report are not as significant as the comparisons to our peer institutions. However, this document provides a sense of how institutions across Ohio—institutions that operate under the same state laws and state funding—handle issues of tuition, health insurance subsidies, fees, and parental leave. We included data from all Ohio public universities except Central State University—because they do not have graduate programs—and Northeast Ohio Medical University—because they are exclusively a medical institution.

In compiling this report, we found that Ohio University’s minimum stipend is lower than 70 percent of other Ohio public institutions—many of which are smaller universities with lower rankings. Ohio University’s graduate fees are the second highest in the state, with only Miami University charging more. Four out of the eleven public universities provide health insurance subsidies for graduate assistants, and all of these institutions subsidize a much larger portion of their students’ health insurance premiums than Ohio University. We found that only one Ohio public university—Ohio State University—has a paid graduate parental leave policy. However, this policy matches what the OU Graduate Employee Organization is asking of Ohio University: up to six weeks paid leave for a birthing parent and up to three weeks paid leave for a non-birthing parent. This policy is included in **Appendix B**.

We urge Ohio University to keep these Ohio statistics in mind as they also compare graduate employee compensation at our peer institutions across the country.

2. Seventy percent of Ohio public universities have minimum stipends higher than that of Ohio University.



The above chart reflects all of the minimum stipends we were able to gather from Ohio public universities. A full breakdown of how these numbers were reached can be found in **Appendix A**. Missing from this chart is Kent State University. We spoke with both the Graduate College and Graduate Student Senate members, and as far as they knew, there is no established minimum stipend at Kent State.¹

Seventy percent of Ohio public universities (for which we have data) have minimum stipends higher than Ohio University's minimum stipend. Excluding Ohio University, the average minimum stipend of Ohio public universities is \$8,855.50. This is more than \$1,600 (or 23 percent) higher than Ohio University's minimum stipend.

According to David Koonce, Associate Dean of the Graduate College, the average stipend in Fall 2016 for a graduate assistant with a full appointment was \$6,580 for the semester, or what would be \$13,160 annually, assuming the assistantship remained constant for the academic year.² We would like to compare average stipends across the state, but we were unable to gather this data in time to generate this report. In order to calculate the average stipend, we will need to collect data

¹ Elliot Long, email exchange with Kathryn Klonowski, Vice Executive Chair, Graduate Student Senate, Kent State University, September 26, 2017.

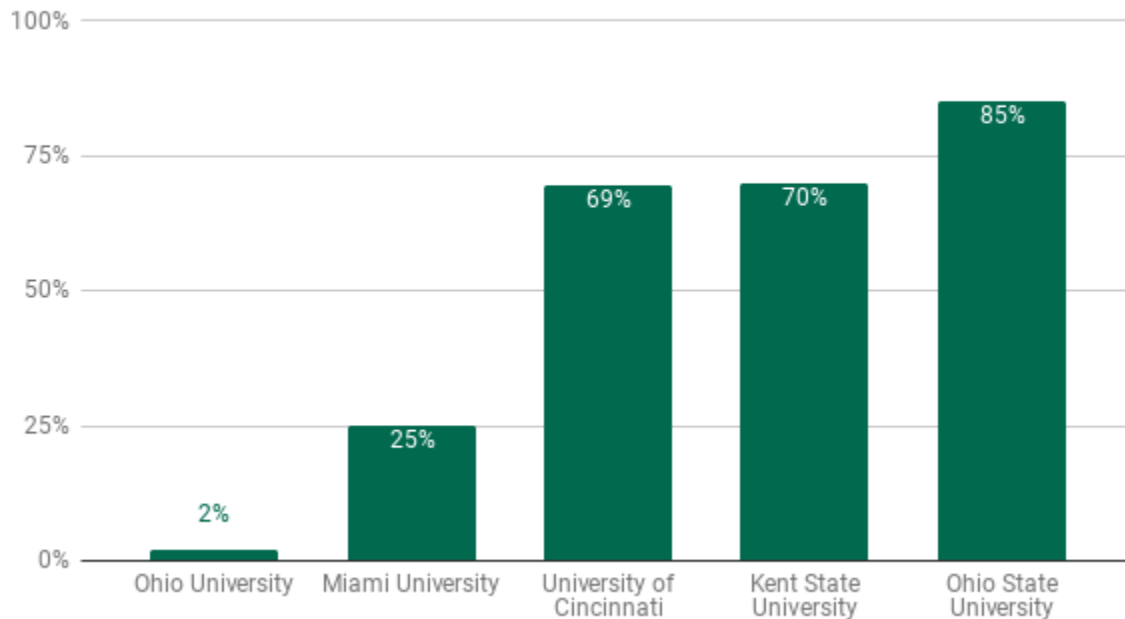
² Elliot Long, meeting with David Koonce, Associate Dean, Graduate College, Ohio University, September 13, 2017.

on all graduate stipends at all Ohio universities for a specific semester via FOIA requests, as the average stipends vary semester to semester. Once we have the full breakdown of graduate stipends with the hourly commitments, we will be able to calculate the average for each institution in that given semester.

While it remains to be seen, it is possible that our average stipend may be more competitive with other Ohio public universities as compared to the ranking of our minimum stipend. However, we cannot ignore the fact that many Ohio University graduate assistants are working twenty hours per week for only \$7,200, and these students agree to not take outside employment as a condition of their assistantships. This stipend is lower than the minimum stipend at the majority of Ohio public universities. We strongly urge Ohio University to raise the minimum stipend for graduate assistants to be more competitive with our peer institutions and with other Ohio public institutions.

3. Of the Ohio public universities that subsidize student health insurance premiums for graduate assistants, all subsidize a much larger portion than Ohio University.

Health Insurance Subsidies for Graduate Assistants at Ohio Public Universities



All four Ohio public universities who provide health insurance subsidies for their graduate assistants subsidize a much larger portion of their assistants' health insurance premiums than Ohio University. This includes Miami University, University of Cincinnati, Kent State University, and Ohio State University.³ Ohio University subsidizes the student health insurance policy for graduate assistants by \$40 per semester, which is currently 2% of the total cost.⁴ Most Ohio public universities do not subsidize their graduate assistants' health insurance premiums.⁵

³ "Benefits Information," Ohio State University, accessed September 28, 2017, <https://gradsch.osu.edu/handbook/9-5-graduate-associates-benefits-information>; Elliot Long, phone interview with Megan Tischner, Coordinator, Special Projects/Programs, the Graduate School, University of Cincinnati, September 21, 2017; "Graduate Assistantships," Kent State University, accessed September 28, 2017, <https://www.kent.edu/graduatestudies/assistantships>; Neketa Forde, email conversation with Lou A. Haines, Manager, Graduate Student Services, Miami University Graduate School, September 28, 2017.

⁴ This \$40 amount comes directly from student billing accounts; we could not find it listed on the OU Graduate College's website. The subsidy has been \$40 for at least the past five years.

⁵ Elliot Long, email exchange with Tammy Ford, BGSU Student Insurance Office, Bowling Green State University, September 25, 2017; Elliot Long, phone interview with Josh Cales, Graduate Assistant with Graduate Programs Office, University of Toledo, September 21, 2017; Elliot Long, phone interview with Linda Halbert Bloster, Administrative Assistant, College of Graduate Studies, Youngstown University, September 21, 2017; Elliot Long, email exchange with Karen Caldwell, Manager, Graduate Student Financial Aid and Budgets, University of Akron, September 29, 2017; Neketa Forde, email exchange with Toni May, Coordinator of Graduate Student Services, Cleveland State University, September 28, 2017; Neketa Forde, phone interview with Penny S. Merritt, Graduate Center Administrator, Shawnee State University Graduate School, September 28, 2017; Neketa Forde, phone interview with Gwana Cantrell Snell, Graduate Assistantship Coordinator, Wright State University Graduate School, September 28, 2017.

Some of those universities cite the Affordable Care Act as the reason they do not provide subsidies (Bowling Green State University, Wright State University). Miami University currently subsidizes their graduate assistants' health insurance premiums by 25 percent, but they will no longer be providing subsidies next year, again citing the Affordable Care Act as the reason they will be ending subsidies.⁶ This argument concerning the Affordable Care Act did not arise in any previous research regarding peer institutions, nor did it arise in reaching out to three of the four Ohio public universities that currently provide health insurance subsidies for their graduate assistants. It appears that the Internal Revenue Service originally interpreted the Affordable Care Act's ban on large employers subsidizing employees' health insurance purchased on the open market to ban universities from subsidizing their student health insurance plan for student employees. However, on October 24, 2016, federal agencies released a memo about this particular issue.⁷ In summarizing this memo, Andrew Kreighbaum reported in *Inside Higher Ed*:

The government in February said agencies would wait until the 2017-18 academic year to enforce that interpretation. The new guidance released Friday by the Departments of Treasury, Labor, and Health and Human Services indicates they will extend that nonenforcement indefinitely.⁸

Thus, universities are allowed to continue subsidizing student employees' health insurance. We did not see any information that contradicts this October 2016 update, and since many universities continue to offer health insurance subsidies, we believe these Ohio universities to have a misunderstanding of the current enforcement of the Affordable Care Act.

We inquired about where the funding for these health insurance subsidies originates. At the University of Cincinnati, these funds come from a centralized funding source within the Graduate School.⁹ At Ohio State University, these subsidies also come from a centralized account. This centralized account for health insurance subsidies is generated by a flat percentage rate billed to individual departments on their graduate stipends.¹⁰

We encourage Ohio University to increase health insurance subsidies for graduate assistants to be competitive with our peer institutions and other Ohio public universities, whether those funds come from individual departments or from a centralized account within the Graduate College.

⁶ Neketa Forde, email conversation with Lou A. Haines, Manager, Graduate Student Services Miami University Graduate School, September 28, 2017.

⁷ "FAQS ABOUT AFFORDABLE CARE ACT: IMPLEMENTATION PART 33," Departments of Labor, Health and Human Services, Treasury, October 21, 2016, accessed September 30, 2017, <https://www.cms.gov/CCIIO/Resources/Fact-Sheets-and-FAQs/Downloads/ACA-FAQ-Set-33-Final.pdf>.

⁸ Andrew Kreighbaum, "Big Win for Grad Students," *Inside Higher Ed*, October 24, 2016, accessed September 30, 2017, <https://www.insidehighered.com/news/2016/10/24/federal-regulators-university-subsidies-grad-student-health-insurance-can-remain>.

⁹ Elliot Long, phone interview with Megan Tischner, Coordinator, Special Projects/Programs, the Graduate School, University of Cincinnati, September 27, 2017.

¹⁰ Elliot Long, phone conversation with Samuel Jordan, Director of Registration Services, Graduate School, Ohio State University, September 27, 2017.

4. Ohio University's graduate fees are second highest in the state.

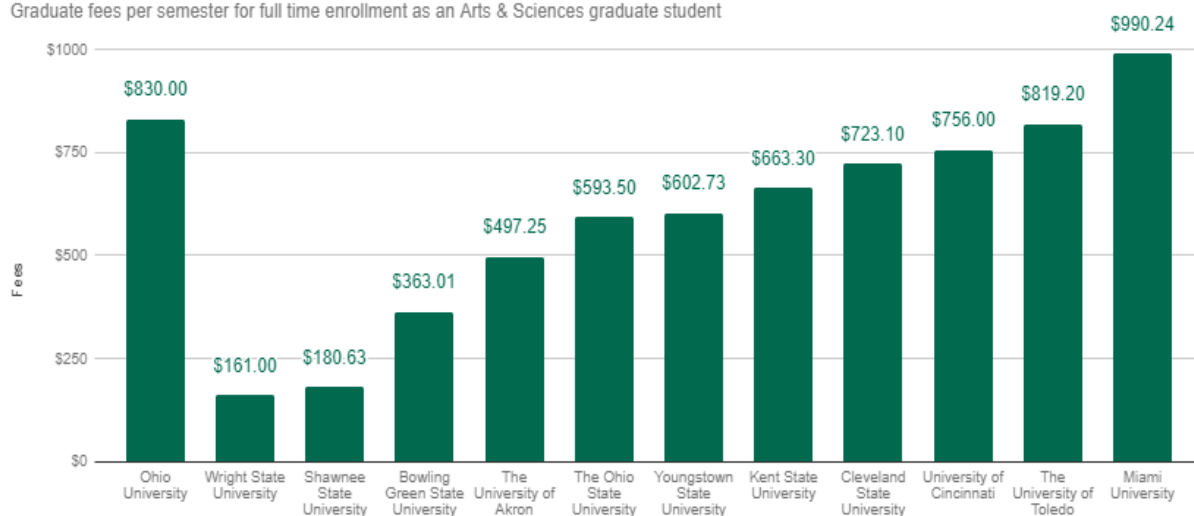
Comparing graduate fees across institutions is difficult as fees are calculated differently at each institution, but this does not mean that the fees cannot be compared. In order to understand how Ohio University's graduate fees compare to other public universities in Ohio, we created a hypothetical situation to investigate the fees a typical graduate student incurs. We looked at the fees for a graduate student enrolled in the minimum number of credit hours to be considered full time (nine credit hours at every university) who is a student in the College of Arts & Sciences. We did not include nonresidential fees in our calculations. We included all mandatory and optional fees in our total. We also did not include subsidies for fees, which Ohio University and several other Ohio schools provide for graduate assistants.

Graduate fees at Ohio University are higher than those of all other public universities in Ohio, save one: Miami University.¹¹ At the University of Toledo, fees vary by the college of enrollment, and their website does not list which colleges correlate with which amounts. The minimum fee for nine credit hours is \$679.70, and the maximum fee for nine credit hours is \$819.20.¹² We used the greater amount for our calculations, which is still less than fees at Ohio University. At Ohio State University, the fees are specified by program rather than just by college, so this report uses the amount charged for enrollment in art.

¹¹ "Tuition and Fees," University of Akron, accessed September 29, 2017, <https://www.uakron.edu/student-accounts/costs/index.dot>; "Tuition and Fees 2017-2018," Bowling Green State University, accessed September 29, 2017, <https://www.bgsu.edu/bursar/tuition-and-fees.html#otherFees>; "Fees by College (2017-2018)," University of Cincinnati, accessed September 29, 2017, https://www.uc.edu/bursar/fees/2017-2018/fees_by_college.html; "Cleveland State University GRADUATE/MASTERS Fee Schedule," Cleveland State University, accessed September 29, 2017, <http://www.csuohio.edu/sites/default/files/Fiscal%202018%20GRADUATE%20IN%20STATE.pdf>; "Tuition and Fees (2017-2018)," Kent State University, accessed September 29, 2017, <http://www.kent.edu/bursar/tuition-and-fees>; "Graduate Student," Miami University, accessed September 29, 2017, <https://miamioh.edu/onestop/your-money/tuition-fees/grad-student/index.html>; "Continuing Student Tuition & Fee Locator AU17 - SP18," Ohio State University, accessed September 29, 2017, https://registrar.osu.edu/FeeTables/Index_fee_locator_au17_sp18_continuing.asp; "Graduate Semester Rates: Fall 2017/Spring 2018," Shawnee State University, accessed September 29, 2017, <http://www.shawnee.edu/offices/student-accounts/tuition-graduate-fall-spring.aspx>; "Tuition and Scholarships," University of Toledo, accessed September 29, 2017, <http://www.utoledo.edu/online-degree-programs/scholarships.html#gr>; "Graduate Tuition and Fees," Wright State University, accessed September 29, 2017, <https://www.wright.edu/international-education/international-students/graduate-tuition-fees>; "Tuition, Fees, and Charges," Youngstown University, accessed September 29, 2017, <http://catalog.ysu.edu/undergraduate/general-information/tuition-fees-charges/>.

¹² "Tuition and Scholarships," University of Toledo, accessed September 29, 2017, <http://www.utoledo.edu/online-degree-programs/scholarships.html#gr>.

Graduate fees per semester for full time enrollment as an Arts & Sciences graduate student



Ohio University's graduate fees for a full time graduate student in the College of Arts & Sciences for 2017–2018 include the graduate general fee (\$628 per semester), the FAR graduate technology fee (\$97), the student info systems and network fee (\$33), the student wellbeing fee (\$60), and the student legal services fee (\$12).¹³ This totals \$830 per semester. We did not include parking fees in our calculations.

The average and median of graduate fees at public Ohio universities (excluding Ohio University) are \$577.27 and \$602.73, respectively. This means that **Ohio University graduate students are paying \$252.73 (or 43.78 percent) more per semester than the average graduate fee in Ohio.**

In order to be comparable to our peer institutions and to other public universities across Ohio, we urge Ohio University to reduce and subsidize the graduate fee as stipulated in our previous report.

¹³ "Graduate Tuition and Fees," Ohio University, accessed September 15, 2017, <https://www.ohio.edu/bursar/graduate-tuition.cfm>.

5. Ohio State University’s graduate parental leave policy provides a potential model for Ohio University.

Only one Ohio public university currently has a paid graduate parental leave policy, and that is Ohio State University.¹⁴ Their policy matches the policy for which the OU Graduate Employee Organization is advocating: up to six weeks of paid leave for birthing parents and up to three weeks of paid leave for non-birthing parents. Graduate associates who have 20-hours-per-week commitments are eligible for these benefits if they have completed at least two semesters at Ohio State University. Leave for a birthing parent “may commence prior to the event [childbirth] when deemed medically necessary or when requisite to fulfill the legal requirements for an adoption.”¹⁵ The full text of the policy can be found in **Appendix B**. In adapting such a policy for Ohio University, OU GEO would encourage Ohio University to consider more gender inclusive language, such as “birthing parent” and “non-birthing parent” rather than “mother” and “father/domestic partner.” The language of “birthing parent” and “non-birthing parent” aligns with the majority of Ohio University’s peer institutions’ policies.

OU GEO spoke with Samuel Jordan, Director of Registration Services at the OSU Graduate School, about where the funding for this program originates. Jordan stated that the funding comes from the hiring unit, meaning that the program is not centrally funded. The student has to maintain enrollment and other eligibility requirements during the time period in order to qualify for the leave of absence.¹⁶

We encourage Ohio University to examine this policy and institute a similar policy for Ohio University graduate assistants, whether that policy is centrally funded or funded by individual departments.

¹⁴ “Childbirth/Adoption Leave of Absence,” Ohio State University, accessed September 28, 2017, <https://gradsch.osu.edu/handbook/e-7-short-term-absences-and-leaves-absence-childbirthadoption-leave-absence>.

¹⁵ Ibid.

¹⁶ Elliot Long, phone conversation with Samuel Jordan, Director of Registration Services, Graduate School, Ohio State University, September 21, 2017.

6. Conclusion

We hope this document acts as a companion piece with OU GEO's earlier report on our peer institutions. Even with the same restrictions due to state laws and state funding, other Ohio public universities still provide graduate assistants with higher health care subsidies, lower fees, and greater minimum stipends than those at Ohio University. We believe that Ohio University can more effectively prioritize graduate assistants to ensure an equitable and generative campus environment.

Appendix A: Minimum Stipends for Graduate Assistants at Ohio Public Universities

The minimum stipend at **Ohio University** for a full graduate appointment (15-20 hours per week) is \$7,200 annually.¹⁷

Bowling Green State University's minimum stipend for 20-hours-per-week graduate assistants is \$10,000 annually.¹⁸

Cleveland State University's minimum stipend for graduate assistants with 20-hours-per-week commitments is \$6,960 annually for masters students and \$11,800 annually for doctoral students.¹⁹

Kent State University currently has no minimum stipend for graduate assistants of any hourly commitment. I originally spoke with the Graduate College who knew of no minimum stipend, and they directed me to members of Graduate Student Senate who also knew of no minimum stipend.²⁰

Miami University's minimum stipend for graduate assistants with 20-hours-per-week commitments in academic positions is \$11,979 annually. Positions outside of academic departments have slightly lower minimum stipends. For example, a graduate assistant working in the library has a minimum stipend of \$11,910 annually.²¹

Ohio State University's minimum stipend for a 20-hour-a-week commitment has been \$15,000 annually since Fall 2016.²²

Shawnee State University's minimum stipend for graduate assistants with 20-hours-per-week commitments is \$8,000 annually, or \$4,000 per semester.²³

¹⁷ Elliot Long, phone interview with Lisa Poston, Budget Manager, Graduate College, Ohio University, August 14, 2017.

¹⁸ Elliot Long, phone interview with Megan Vandenhemel, Enrollment Intern for Graduate College, Bowling Green State University, September 21, 2017.

¹⁹ "Minimum Stipend Levels," Cleveland State University, accessed September 28, 2017, <http://www.csuohio.edu/graduate-studies/current-students/minimum-stipend-levels>.

²⁰ Elliot Long, email exchange with Kathryn Klonowski, Vice Executive Chair, Graduate Student Senate, Kent State University, September 26, 2017.

²¹ Neketa Forde, email from Lou A. Haines, Manager, Graduate Student Services, Miami University, September 27, 2017.

²² "Minimum Stipend Increase for Graduate Associates," Ohio State University, accessed September 28, 2017, <https://gradsch.osu.edu/news/minimum-stipend-increase-graduate-associates>.

²³ Neketa Forde, phone interview with Penny S. Merritt, Graduate Center Administrator, Graduate School, Shawnee State University, September 28, 2017.

University of Akron's minimum stipend for graduate assistants with 20-hours-per-week commitments is \$326 bi-weekly.²⁴ This rate, over 16 weeks (15 weeks of classes plus finals week), totals \$2,608 per semester or \$5,216 annually.

University of Cincinnati's minimum stipend for graduate assistants with 20-hours-per-week commitments is based on a rate of \$14.93 per hour.²⁵ This rate, at 20 hours a week and 36 weeks per year, comes to \$10,749.60 annually. The 36 weeks per year commitment comes from an email exchange with the UC Graduate College's Coordinator of Special Projects/Programs. She also noted that students in the medical school often have 12-month contracts rather than just 36 week contracts.²⁶

University of Toledo's minimum stipend for graduate assistants with 20-hours-per-week commitments is \$7,500 annually.²⁷

Wright State University's minimum stipend for graduate assistants is based on minimum wage. For a student with a 20-hour-per-week commitment, that is \$2,825 per semester, or \$5,650 annually.²⁸

Youngstown University's minimum stipend for graduate assistants with 20-hours-per-week commitments is \$7,500 annually.²⁹

²⁴ Elliot Long, email exchange with Karen Caldwell, Manager, Graduate Student Financial Aid and Budgets, University of Akron, September 29, 2017.

²⁵ "Graduate Assistantships," University of Cincinnati, accessed September 28, 2017, https://grad.uc.edu/student-life/graduate_studenthandbook/financial_support/graduate_assistantships.html.

²⁶ Elliot Long, email exchange with Megan Tischner, Coordinator, Special Projects/Programs, Graduate School, University of Cincinnati, September 21, 2017.

²⁷ Elliot Long, phone interview with Josh Cales, Graduate Assistant with Graduate Programs Office, University of Toledo, September 21, 2017.

²⁸ Neketa Forde, phone interview with Gwana Cantrell Snell, Graduate Assistantship Coordinator, Graduate School, Wright State University, September 28, 2017.

²⁹ Elliot Long, phone interview with Linda Halbert Bloster, Administrative Assistant, College of Graduate Studies, Youngstown University, September 21, 2017.

Appendix B: Ohio State University's Graduate Parental Leave Policy

The following is the text of the policy from OSU's Graduate School Handbook:

Childbirth/Adoption Leave of Absence **SECTION E.7 of the *Graduate School Handbook***

LAST UPDATED:
Sep 2, 2016

E.7.1

This leave of absence allows for a specified period of appointment- and stipend-protected leave associated with the birth or adoption of a child.

E.7.2 Childbirth/Adoption Leave of Absence Provisions

- A funded graduate student on a leave of absence from appointment responsibilities for childbirth or adoption receives 100 percent of his/her stipend and other benefits associated with the appointment (fee authorization, health care subsidy, etc.).
- The same appointment status (with equivalent benefits, pay, and other terms) will be available after this leave of absence has been taken, provided the appointment or reappointment would normally have been available. Assigned duties, however, may be subject to change.
- A leave of absence following the birth or adoption of a child shall not have a negative impact on appointment status or opportunities.

E.7.3 Childbirth Leave of Absence

For a birth mother, the stipend will be maintained for up to six weeks or until the last day of the appointment, whichever comes first.

For a father or domestic partner, the stipend will be maintained for up to three weeks or until the last day of the appointment, whichever comes first.

E.7.4 Adoption Leave of Absence

- If both adoptive parents are funded graduate students who are eligible for leave:
 - One adoptive parent's stipend will be maintained for up to six weeks or until the last day of the appointment, whichever comes first.
 - The second adoptive parent's stipend will be maintained for up to three weeks or until the last day of the appointment, whichever comes first.
- If only one parent is a funded graduate student who is eligible for leave:
 - For an adoptive mother, the stipend will be maintained for up to six weeks or until the last day of the appointment, whichever comes first.
 - For an adoptive father or domestic partner, the stipend will be maintained for up to three weeks or until the last day of the appointment, whichever comes first.

E.7.5 Definitions

birth mother, a female who gives birth to a child

father, a male who is legally responsible for child rearing as the male spouse or domestic partner of the birth mother

domestic partner, a same- or opposite-sex adult partner who has met the requirements of and has a completed Affidavit of Domestic Partnership for Funded Graduate Students' Leaves of Absence on file with the Graduate School

adoptive parent, a parent who has taken a child into one's family, through legal means, to raise as one's own child

birth mother, a female who gives birth to a child

father, a male who is legally responsible for child rearing as the male spouse or domestic partner of the birth mother

domestic partner, a same- or opposite-sex adult partner who has met the requirements of and has a completed Affidavit of Domestic Partnership for Funded Graduate Students' Leaves of Absence on file with the Graduate School

adoptive parent, a parent who has taken a child into one's family, through legal means, to raise as one's own child³⁰

E.7.6 Eligibility for Childbirth/Adoption Leave of Absence

- A funded graduate student must have completed two consecutive semesters as a GA (GAA, GRA, or GTA with appointment at least 50 percent FTE), fellow or trainee paid through the Ohio State payroll system prior to the date a leave of absence is to commence.
- A GTA, GRA or GAA must hold a current appointment of at least 50 percent FTE (or multiple concurrent appointments combined for at least 50 percent FTE) paid through the Ohio State payroll system to be approved for a leave of absence. In the case of multiple appointments, different appointing units should work together with the student (and his/her enrolling unit, where appropriate) to create a coherent plan for the leave of absence.
- Fellows and trainees funded by external agencies are also subject to the guidelines established by the funding agency.
- Reasonable progress toward degree and good academic standing are required to be approved for a leave of absence. In most instances, full-time registration is also required. Requirements for full-time enrollment may be reduced with the approval of the appropriate Graduate Studies Committee, the Graduate School, and other relevant entities (such as a funding agency, Office of International Education, etc.).

E.7.7 Use

- A leave of absence for childbirth or adoption for a funded graduate student should generally commence immediately following the birth or adoption of a child, but in some

³⁰ Please note that this duplication in definitions is in the text of the OSU policy and not a mistake on this report's part.

instances, may commence prior to the event when deemed medically necessary or when requisite to fulfill the legal requirements for an adoption.

- A leave of absence for childbirth or adoption for a funded graduate student should be completed within six weeks from the birth or adoption of a child and is not intended to be used intermittently.
- A leave of absence for childbirth or adoption is available for each funded graduate student, for each birth or adoption event. The number of children involved does not increase the length of a leave of absence granted for that event.
- A mother, father, domestic partner or adoptive parent may not request a childbirth/adoption leave of absence and a medical/family leave of absence for the same birth or adoption event.
- Written notice should be provided to the immediate supervisor or appropriate person within the department as far in advance as possible, and, whenever possible, prior to assignments being made for the semester or summer term of the proposed leave of absence.³¹

³¹ “Childbirth/Adoption Leave of Absence,” Ohio State University, accessed September 28, 2017, <https://gradsch.osu.edu/handbook/e-7-short-term-absences-and-leaves-absence-childbirthadoption-leave-absence>.