

Student Living Wage

0.5 bonus points available

Rationale

This credit recognizes institutions that are working to improve accessibility and affordability and alleviate poverty among students by paying student workers a living wage.

Criteria

All of the institution's student employees (e.g., part-time student workers, work study students, graduate research assistants, graduate teaching assistants) are paid a *living wage* for one adult.

To determine the local living wage:

- U.S. institutions must use the [Living Wage Calculator](#) hosted by the Massachusetts Institute of Technology to look up the living wage for “1 Adult” for the community in which the main campus is located.
- Canadian institutions must use [Living Wage Canada](#)’s standards (if a living wage for one adult has been calculated for the community in which the main campus is located) or else the appropriate after tax *Low Income Cut-Off* (LICO) for a family unit of one person (expressed as an hourly wage).
- Institutions located outside the U.S. and Canada must use local equivalents of the above standards if available or else the local *poverty indicator* for one adult (expressed as an hourly wage).

Scoring

An institution earns 0.5 bonus points when all student employees are paid a living wage. Partial points are not available.

Reporting Fields

Required

- ☐ The local living wage for one adult (US/Canadian dollars)
- ☐ Percentage of student employees (e.g., part-time student workers, work study students, graduate research assistants, graduate teaching assistants) paid a living wage for one adult (0-100)
- ☐ Information to support the living wage percentage reported above (text or upload)

Optional

- ☐ Website URL where information about student wages is available
- ☐ Additional documentation to support the submission (upload)
- ☐ Data source(s) and notes about the submission
- ☐ Contact information for a responsible party (an employee who can respond to questions regarding the data once it is submitted and available to the public)

Standards and Terms

Living wage

Consistent with the ISEAL Alliance Living Wage Working Group, a living wage is defined as:

...the remuneration received for a standard work week by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family. Elements of a decent standard of living include food, water, housing, education, health care, transport, clothing, and other essential needs including provision for unexpected events.

Living Wage Calculator

The [Living Wage Calculator](#) is a tool produced by Dr. Amy K. Glasmeier and the Massachusetts Institute of Technology. The calculator is designed to provide a minimum estimate of the cost of living for low wage families in the United States. Calculator results assume a standard full-time work-year of 2,080 hours (52, 40 hour work weeks).

Living Wage Canada

Living Wage Canada is a site/portal to facilitate learning and information sharing among Canadian communities to help build a national living wage movement. [The website](#) includes details about the Canadian Living Wage Framework which provides a consistent living wage definition, calculation methodology, and strategy for recognizing corporate and community leadership who commit to pass a living wage policy.

Low Income Cut-Off

Low Income Cut-Offs (LICOs) are Canadian income thresholds below which a family will likely devote a larger share of its income on the necessities of food, shelter and clothing than the average family. LICOs may be found in tables included in the Low Income Lines publications available on the [Statistics Canada website](#).

Poverty indicator

An official threshold or guideline used to determine poverty level and/or eligibility for public benefits to meet basic needs. See, for example, the [European Union at-risk-of-poverty thresholds](#) for a family of two adults and two children.