

Living Wage Policies in American Higher Education Institutions

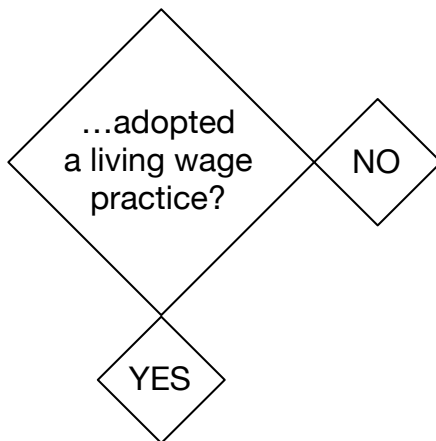
Some Questions for Consideration

Prepared for the 2019 AASHE Annual Conference presentation
“Illuminating the Invisible: How Institutions Afford Living Wage Policies”

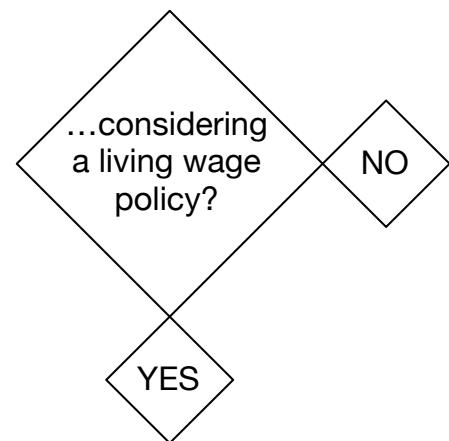
Purpose. This self-assessment worksheet is intended as thought-starter and discussion-starter for institutions considering a living wage (just employment) policy or practice.

1	The institution
	Living wage policies

Has the institution...



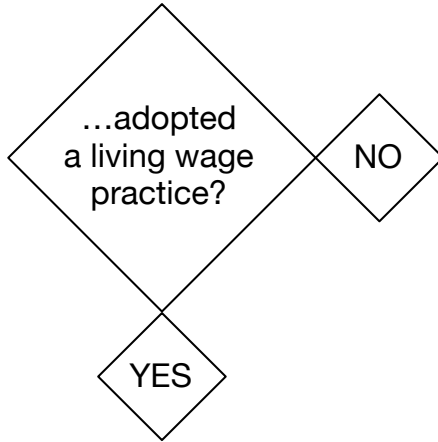
Is the institution...



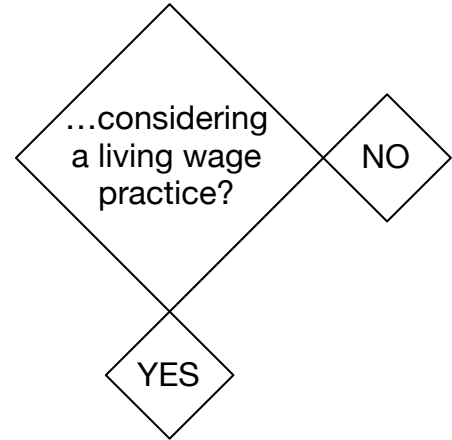
2

Living wage practices

Has the institution...



Is the institution...



3

The adoption process

How was the adopted policy brought forward?

- By student activism
- By a union
- By faculty
- By staff/administrators
- By senior leaders
- Through governance
- Other _____

The "considering" process

How is the proposed policy being brought forward?

- By student activism
- By a union
- By faculty
- By staff/administrators
- By senior leaders
- Through governance
- Other _____

4

Characteristics (check all that apply)

- Public
- Private
- Religious-affiliated?
- Single site/campus
- Multi-site campus(es)
- Unionized employees
- Contractors (e.g., foodservice)
- Contractors unionized?
- 2-year
- Baccalaureate (4-year only)
- Master's
- Doctorate
- Other _____
- Number of students _____
- Number of employees _____
- Current lowest wage \$__./hr
- Other key characteristics

5

Minimum and living wages

- Minimum wage \$__./hr
- Living wage \$__./hr

6**Stakeholders awareness/“activation”**

To what extent are the following stakeholders aware of/“activated” about a living wage policy?

	Not at all	Somewhat	To a moderate extent	To a great extent	To a very great extent
Faculty					
Students					
Staff/administrators					
Senior leaders					

7**Stakeholder support/opposition**

To what extent are the following stakeholders supportive of/opposed to a living wage policy?

	Firmly opposed	Somewhat opposed	Neither supportive nor opposed	Somewhat supportive	Very supportive
Faculty					
Students					
Staff/administrators					
Senior leaders					

8**Ongoing activities****Is a student organization involved?**

- If not, is such an organization viable?
- If so, how does the organization simultaneously manage
 - (1) appreciation/activation/activism/advocacy; and
 - (2) the need to ensure its continual survival and functioning?

Are tenured faculty involved?

- If not, is their engagement (typically, as individuals) possible?
- If so, are they actively involved or merely supportive?

Is HR involved?

- If not, is their engagement (typically, as a department) possible? Or is HR opposed?
- If so, are they actively involved or supportive?

Are senior leaders aware or even involved?

- If not, is their engagement possible? Or are leaders opposed?
- If so, are they actively involved or supportive?