Implementation Guidelines for Presidential Initiative
to Raise Graduate Assistantship Stipends
"Graduate Advancement Funds"

July 15, 2010

1. All GA's should be moved to 'exempt status' (discontinuing hourly paid GA's) starting January 1, 2011, and preferably by August 15, 2010.

2. Beginning August 15, 2010 every effort should be made by deans/directors/chairs to move all university funded GA's to 'exempt' status and to a "floor" of $5,000. [or $2,500 per semester]

3. All university funded GA's must be moved to a $5,000 "floor" ($2,500 per semester) by their units by January 1, 2011. This allows for a 6 month transition to modify any issues that arise. This will allow units to transition any needed special cases.

4. All GA's who meet the $5,000 ($2,500 per semester) "floor" by August 15, 2010, shall be eligible to receive an additional $500 per semester in "Graduate Advancement Funds". [This would bring the effective GA position to $6,000 per year as an artificial supplemented level]

5. All GA's who receive the $500 per semester supplement will be required to work 20 hours per week. [20 hrs per wk x 15 weeks = 300 working hours; $3,000 / 300 working hours = $10 per hr]

6. The $5,000 'floor' does not apply to non-university funded GA's. However, if a privately funded GA position is being cost shared/matched (C.S.) with any university funds, then the position shall adhere to the "floor". [Example: A $1,500 semester privately funded GA with a C.S./match of $500 in university funds written into the grant application would not be allowable -- the C.S./match would have to be $1,000 if any university budgeted funds were utilized]

   The C.S./matched portion of the grant would be eligible for a percentage of "Graduate Advancement Funds" as a supplement. [Example: A $1,500 semester privately funded GA with a C.S. of $1,000 in university funds per semester would receive a supplement of $200. This is computed by using: $1,000 C.S. / $2,500 Floor = 40%, $500 x .40% = $200 per semester)

7. If a GA is hired late in the semester the "Graduate Advancement Funds" will be prorated.

8. All GA's who do not meet the $5,000 ($2,500 per semester) "floor" by August 15, 2010, but do meet a level of $2,300 per semester shall be eligible for an additional $200 in "Graduate Advancement Funds". [Fall 2010 semester only]

9. Any university funded GA position meeting a "floor" of $6,000 ($3,000 per semester) shall be eligible for $650 per semester in "Graduate Advancement Funds" [This additional $150 per semester above the $500 regular supplement is an additional incentive and reward for units who are pushing their GA lines above the desired $5,000 "floor"]

10. "Graduate Advancement Funds" will be appropriated by the Provost Office on a first come first serve basis each year and do not follow the GA lines in the university budget. "Graduate Advancement Funds" do not follow the GA line for next fiscal year budgeting.

11. Beginning June 1, 2011, all GA's for the Summer
should have a "floor" from each unit of $1,300 for a minimum of 8 weeks. Each student should work 15-20 hours per week. For a student to be eligible for Graduate Advancement Funds they must work 20 hrs. per week. [8 wks x 20 hours per week = 160 hrs; $1,300 + $500 "Graduate Advancement Funds" = $1,800 / 160 hrs = $11.25 per hr] [The rationale for a higher summer per hour pay would be that the university competes with other employers during the summer for talent, i.e. company internships]