

# GRADUATE RESEARCH ASSISTANT SALARY POLICY

September, 2008

## *Background:*

The reason for having ranges is to ensure that research directors have the flexibility to reward students who have done exceptional work. Using a pay matrix with different categories allows each student to be paid on a merit basis as long as the salary is within the appropriate range. With that in mind, the upper limit of each range has been substantially increased compared to the previously published proposal.

## *Rationale:*

The increase in the minimum is roughly (but slightly less) than the increase in the GTA amount from 2007-2008 to 2008-2009. The increase in the maximum will allow a PI to continue a student at the same pay as a GTA+Bailey level once the Bailey ends. This would also fit with the stated goal of having the middle of the range match the GTA level of support.

The Chair Advisory Committee recommends that the following principles and salary ranges are adopted.

## *Basic Principles:*

1. All GRA's shall receive compensation within four different ranges corresponding to MS students, pre-comprehensive Ph.D. students, and post-comprehensive Ph.D. students with less than one year experience and more than one year of experience.
2. The goal is to have the middle of the range for a pre-comprehensive 50% GRA be comparable to the salary for a 50% GTA.
3. The Probationary GRA is a 1<sup>st</sup> year graduate student that is unable to be a GTA for reasons of low GPA or not passing their Speak test.

## *Ranges for 50% GRA's for the 2008-2009 Academic Year.*

<u>GRA Pay Category</u>	<u>Salary Range (50% - (12 month)-26 pay periods</u>
MS	\$18,875 – \$23,000 (\$725.96 - \$884.61)
PRE-COMP-PhD	\$19,400 – \$24,050 (\$746.15 - \$925.00)
POST-COMP-PhD (<1 yr. exper.)	\$20,450 - \$25,100 (\$786.54 - \$965.38)
POST-COMP-PhD (>1 yr. exper.)	\$21,500 - \$26,150 (\$826.92 - \$1005.77)
PROBATIONARY GRA	\$16,250 - \$20,900 (\$625.00 - \$803.85)

## *Salary and Tuition Information for Grant Proposal Preparation:*

Each fall, the Chair Advisory Committee will review these ranges.

Tuition, but not usually fees, shall be included in proposals (when not excluded by the granting agency) and shall be estimated based on current data for 9 graduate, resident credit hours per semester and 3 graduate, resident credit hours in the summer.

For reference, the 50% GTA compensation averaged over 12 months for AY 2008-2009 is (\$18,992.00 (9 mo GTA salary) + \$3,000 (summer support) = \$21,992.00/ 12 mo.

1 = Pre-Comp-PhD	(limited experimental)
2 = Post Comp-PhD - < 1 yr experience	(moderate experimental)
3 = Post Comp-PhD - > 1 yr experience	(advanced experimental)
4 = MS	(limited experimental)
5 = Probationary GRA (on GRF funds)	(very limited experimental)

The student has to be increased to at least the minimum in their group.

### **JOB DUTIES/DESCRIPTION**

The GRA, a **MS** student, will be doing laboratory research in a division of chemistry. The GRA will work closely with the principal investigator (PI), on the project to develop a working plan to accomplish the goals and objectives of the research. **The research plan should have a scope and depth appropriate to Master's level thesis work.** The GRA will be expected to perform **limited** experimental and/or theoretical work planned. Provide written and/or oral progress reports on a timely and regular basis as agreed upon by the GRA and PI. Meet with the PI to discuss progress, changes in direction, and other aspects of the research project. The GRA is expected to follow all safety regulations and rules, human and animal. Attend all training and safety sessions appropriate for the laboratory and research project.

The GRA, a **Pre-Comp-Ph.D** student, will be doing laboratory research in a division of chemistry. The GRA will work closely with the principal investigator (PI), on the project to develop a working plan to accomplish the goals and objectives of the research. **The research plan should have a scope and depth appropriate to the eventual production of a Ph.D. thesis.** The GRA will be expected to perform **limited** experimental and/or theoretical work planned. Provide written and/or oral progress reports on a timely and regular basis as agreed upon by the GRA and PI. Meet with the PI to discuss progress, changes in direction, and other aspects of the research project. The GRA is expected to follow all safety regulations and rules, human and animal. Attend all training and safety sessions appropriate for the laboratory and research project.

The GRA, a **Post-Comp-Ph.D** student with **less than one year experience**, will be doing laboratory research in a division of chemistry. The GRA will work closely with the principal investigator (PI), on the project to develop a working plan to accomplish the goals and objectives of the research. The GRA will be expected to perform **moderate** experimental and/or theoretical work planned. Provide written and/or oral progress reports on a timely and regular basis as agreed upon by the GRA and PI. Meet with the PI to discuss progress, changes in direction, and other aspects of the research project. The GRA is expected to follow all safety regulations and rules, human and animal. Attend all training and safety sessions appropriate for the laboratory and research project.

The GRA, a **Post-Comp-Ph.D** student with **more than one year experience**, will be doing laboratory research in a division of chemistry. The GRA will work closely with the principal investigator (PI), on the project to develop a working plan to accomplish the goals and objectives of the research. The GRA will be expected to perform **advanced** experimental and/or theoretical work planned. Provide written and/or oral progress reports on a timely and regular basis as agreed upon by the GRA and PI. Meet with the PI to discuss progress, changes in direction, and other aspects of the research project. The GRA is expected to follow all safety regulations and rules, human and animal. Attend all training and safety sessions appropriate for the laboratory and research project.

The GRA, a **Probationary** student will be participating in the **research enhancement program** in chemistry. The GRA will work closely with the principal investigator (PI), on the project to develop a working plan to accomplish the goals and objectives of the research. The GRA will be expected to perform **very limited** experimental and/or theoretical work planned. Provide written and/or oral progress reports on a timely and regular basis as agreed upon by the GRA and PI. Meet with the PI to discuss progress, changes in direction, and other aspects of the research project. The GRA is expected to follow all safety regulations and rules, human and animal. Attend all training and safety sessions appropriate for the laboratory and research project, **while improving English competency skills or improving academic standing. There are no supervisory responsibilities involved.**

