

### Social Welfare GRA Pay Rate Structure

Graduate Research Assistants working in the School of Social Welfare will be paid according to the table below. Supervising staff must complete evaluations annually to review GRA pay rates and request increases through the SSW Research Office if and when appropriate. These rates will be effective for new proposals starting in the spring of 2019.

GRA Level	Minimum Hourly Rate	Minimum Biweekly Rate at .50 FTE	Definitions
GRA I	\$22.84	\$913.60	Responsibility for specific tasks within a project directed and conducted under close supervision. Examples: data collection, data coding and entry, data analysis, student unit supervision, conducting and writing a literature review.
GRA II	\$25.29	\$1,011.60	May perform functions similar to the GRA I with additional responsibilities for planning, conducting and implementing project activities. Operational responsibility for project remains with faculty or senior staff. May be viewed as a contact or liaison to external groups. Examples: curriculum development, training, targeted technical assistance and consultation, project/program evaluation.
GRA III	\$27.74	\$1,109.60	Has responsibility for the planning and operation of a project or projects in a more autonomous fashion than the GRA I or II with only broad guidance from a faculty supervisor. May supervise other students on the project and takes the lead in working with external parties necessary to the project. Examples: operational responsibility for the entire project.