

COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT
Salaries, Tuition Benefits, Work Schedules and Policies Governing Graduate Research Positions

Effective Fall 2022

Duration of Appointment: The Academic Year is 25 August - 24 May; Fall Semester is 25 August - 9 January; Spring Semester is 10 January - 24 May.

Academic Year Full-time Appointment (20 hours/week)

195 workdays (39 weeks)
 39 weeks x 20 hours/week = 780 hours of work

Semester Full-time Appointment (20 hours/week)

97.5 workdays (19.5 weeks)
 19.5 weeks x 20 hours/week = 390 hours of work

Academic Year Part-time Appointment (10 hours/week)

390 hours of work

Semester Part-time Appointment (10 hours/week)

195 hours of work

Note: Pay and tuition benefits are prorated if students are appointed after the start of the semester or leave before their appointments end.

Pay Scale and Tuition Benefits for Dean's Scholars

| <i>Dean's Scholar appointments (\$31.10/hour)</i> | <i>Per pay period</i> | <i>Tuition Benefits (in-state rate)</i> |
|--|-----------------------|---|
| Full-time (20 hrs/week) Fall and Spring \$24,255 | \$1348 | 9 credits per semester |

Pay Scale and Tuition Benefits for Graduate Research Assistant (GRA) positions

MASTER'S LEVEL GRAS:

For a first-time appointment as a master's student (\$22.52/hour):

| <i>Per pay period</i> | <i>Tuition Benefits (in-state rate)</i> |
|--|--|
| Full-time (20 hrs/week) Fall and Spring \$17,640 | \$980 6 credits per semester |
| Part-time (10 hrs/week) Fall and Spring \$ 8,820 | \$490 3 credits per semester |
| Full-time (20 hrs/week) One semester only \$ 8,820 | \$980 6 credits semester worked |
| Part-time (10 hrs/week) One semester only \$ 4,410 | \$490 3 credits per semester |

DOCTORAL LEVEL GRAS:

For a first-time appointment as a doctoral student (\$22.52/hour):

| <i>Per pay period</i> | <i>Tuition Benefits (in-state rate)</i> |
|--|--|
| Full-time (20 hrs/week) Fall and Spring \$17,640 | \$980 9 credits per semester |
| Part-time (10 hrs/week) Fall and Spring \$ 8,820 | \$490 6 credits per semester |
| Full-time (20 hrs/week) One semester only \$ 8,820 | \$980 9 credits semester worked |
| Part-time (10 hrs/week) One semester only \$ 4,410 | \$490 6 credits per semester |

For a second-time appointment as a doctoral student

(must have held a doctoral assistantship for two full semesters (\$23.75/hour):

| <i>Per pay period</i> | <i>Tuition Benefits (in-state rate)</i> |
|--|---|
| Full-time (20 hrs/week) Fall and Spring \$18,522 | \$1,029 9 credits per semester |
| Part-time (10 hrs/week) Fall and Spring \$ 9,261 | \$515 6 credits per semester |
| Full-time (20 hrs/week) One semester only \$ 9,261 | \$1029 9 credits semester worked |
| Part-time (10 hrs/week) One semester only \$ 4,630 | \$515 6 credits per semester |

For a third-time appointment as a doctoral student

(must have held a doctoral assistantship for four full semesters (\$24.88/hour):

| <i>Per pay period</i> | <i>Tuition Benefits (in-state rate)</i> |
|--|---|
| Full-time (20 hrs/week) Fall and Spring \$19,404 | \$1078 9 credits per semester |
| Part-time (10 hrs/week) Fall and Spring \$ 9,702 | \$539 6 credits per semester |
| Full-time (20 hrs/week) One semester only \$ 9,702 | \$1078 9 credits semester worked |
| Part-time (10 hrs/week) One semester only \$ 4,851 | \$539 6 credits per semester |

Tuition Benefits for Graduate Research Scholar (GRS) positions

| | | <i>Doctoral Students Tuition Benefits (in-state rate)</i> | <i>Master's Students Tuition Benefits (in-state rate)</i> |
|-------------------------|-------------------|---|---|
| Full-time (20 hrs/week) | Fall and Spring | 9 credits per semester | 6 credits per semester |
| Part-time (10 hrs/week) | Fall and Spring | 6 credits per semester | 3 credits per semester |
| Full-time (20 hrs/week) | One semester only | 9 credits semester worked | 6 credits semester worked |
| Part-time (10 hrs/week) | One semester only | 6 credits semester worked | 3 credits semester worked |

ELIGIBILITY POLICY FOR GRADUATE RESEARCH POSITIONS

All students appointed into graduation research positions (Dean's Scholars, GRAs and GRSs) must abide by the following policy regarding outside employment:

Dean's Scholars: Can only work up to 19 hours outside Dean's Scholar appointment. No exceptions.

GRAs: Can only work up to 19 hours outside GRA appointment. No exceptions.

GRSs (10 hour positions): May work 20+ hours outside GRS appointment.

GRSs (20 hour positions): Can only work up to 19 hours outside GRA appointment. No exceptions.

Combination GRA/GRS positions: Can only work up to 19 hours outside appointments. No exceptions.

POLICIES GOVERNING TUITION BENEFITS FOR ALL GRADUATE RESEARCH POSITIONS

To be eligible for tuition benefits, all Dean's Scholars, GRAs and GRSs must maintain satisfactory academic progress (3.5 GPA).

CEHD tuition benefits are not available to non-CEHD students.

Tuition benefits should be treated as income for tax purposes. The U.S. Government has a separate and distinct set of laws and regulations for taxing non-resident aliens.

Eligibility is not contingent on financial need, degree program or year in program.

ADDITIONAL POLICIES GOVERNING TUITION WAIVERS FOR DEAN'S SCHOLARS AND GRAs:

To be eligible for a tuition waiver, all Dean's Scholars and full-time GRAs must be registered for a minimum of six credit hours each semester* and part-time GRAs must be registered for a minimum of nine credit hours each semester* and earn at least \$4000 during the appointment period.

* Exception: Students who need fewer credits than the minimum credit-hour requirement to complete their degree programs and graduate.

Tuition waivers are not available to Dean's Scholars and GRAs if the student receives tuition waivers from other sources. It is the responsibility of the student to inform the CEHD Director of Human Resources if another source of tuition waiver funding is available.

Tuition waiver eligibility requirements are subject to University policy changes during the academic year.