



TO: Units Appointing GSRAs, GSIs and GSSAs

FROM: Sascha Matish
Director, Academic Human Resources

SUBJECT: 2019 - 2020 Minimum Rates for Graduate Student Assistants

DATE: June 26, 2019

Graduate Student Research Assistants

Effective September 1, 2019, the minimum full-time equivalent stipend rate for four (4) calendar months for Graduate Student Research Assistants (GSRAs) on the Ann Arbor and Dearborn campuses will be \$21,779 per term. Departments and principal investigators will continue to have the flexibility to set GSRA stipends at rates above the minimum. As in the past, GSRAs with a 25% or greater appointment fraction will pay no tuition (i.e. 100% tuition waiver).

Effective September 1, 2019 the minimum full-time equivalent stipend rate for four (4) calendar months for GSRAs will be \$14,775 for the UM-Flint campus.

Graduate Student Instructors and Graduate Student Staff Assistants

Effective on September 1, 2019, the minimum full-time equivalent (FTE) salary rate for four (4) calendar months for Graduate Student Instructors (GSIs) and Graduate Student Staff Assistants (GSSAs) on the *Ann Arbor and Dearborn Campuses* will be \$21,779 per term. This rate reflects the GEO contract-required 3.3% increase in full-time rate.

Effective September 1, 2019 the minimum full-time equivalent (FTE) salary rate for four (4) calendar months for Graduate Student Instructors (GSIs) and Graduate Student Staff Assistants (GSSAs) on the *UM-Flint Campus* will be \$18,683. This rate reflects the GEO contract-required 3.3% increase in full-time rate.

A rate schedule for use in processing rate changes for GSIs and GSSAs at various fractions of effort is attached and is available on the AHR website.

Questions about this memo or about GEO contract administration should be directed to Academic Human Resources at: hr-acadhr@umich.edu, or by calling 763-8938.

Additional GSI/GSSA Salary Information for 2019-2020

The 2019-2020 contractual 'hourly equivalent' pay rate for GSI/SA's is **\$31.41/hr**. This rate is used for employees who are assigned as temporary replacement coverage for an absent employee as described in Article X. Salaries Section G. and for training time as described in Article XIX. Training.



2019-2020 Salary Information for GSIs and GSSAs on the Ann Arbor and Dearborn Campuses

Effective September 1, 2019, the minimum full-time rate for GSIs and GSSAs will be \$21,779/term, reflecting the GEO contract-specified increase in minimum rates of 3.3%. The following table illustrates the implications of the new full-time rate at various levels of effort. It also provides information about some other important features of the GEO contract Article X. Salaries.

Effective: September 1, 2019

Average Weekly Work Expectation*	Employment Fraction	'Standard' Hours**	Per Term Rate	Monthly 'COMPRATE'
Up to 3.49	.087	3.48	\$1,894.76	\$473.69
3.5 to 5.49	.137	5.48	\$2,983.72	\$745.93
5.5 to 7.49	.187	7.48	\$4,072.68	\$1,018.17
7.5 to 9.49	.237	9.48	\$5,161.64	\$1,290.41
9.5 to 12.49	.25	10	\$5,444.76	\$1,361.19
12.5 to 14.49	.30	12	\$6,533.72	\$1,633.43
14.5 to 16.49	.35	14	\$7,622.64	\$1,905.66
16.5 to 20.00	.50	20	\$10,889.52	\$2,722.38
20.01 to 25.49	.60	24	\$13,067.40	\$3,266.85
25.5 to 30.49	.65	26	\$14,156.36	\$3,539.09
30.5 to 35.49	.75	30	\$16,334.24	\$4,083.56
35.5 or more	1.00	40	\$21,779.00	\$5,444.75

* The "Average Weekly Work Expectation" is derived from Article X of the GEO contract and is used in section 4 of the Fraction Calculation form (available at:

<https://hr.umich.edu/sites/default/files/gsi-gssa-fraction-calculation-8-2017.pdf>)

**"Standard Hours" is a term used in the UHR appointment system to produce a pay rate consistent with GEO contract standards-it is not derived from the agreement with GEO.