



TO: Units Appointing GSRAs, GSIs and GSSAs

FROM: Ellen Grachek,
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SUBJECT: 2020 - 2021 Minimum Rates for Graduate Student Assistants (GSRAs, GSIs, and GSSAs)

DATE: June 30, 2020

Graduate Student Research Assistants

Effective August 31, 2020, the minimum full-time equivalent (FTE) stipend rate for four (4) calendar months for Graduate Student Research Assistants (GSRAs) on the *Ann Arbor Campus* will be **\$22,433** per term.

Effective August 31, 2020, the minimum FTE stipend rate for four (4) calendar months for GSRAs on the *UM-Flint Campus* will be **\$14,775**.

Effective September 1, 2020, the minimum FTE stipend rate for four (4) calendar months for GSRAs on the *UM-Dearborn Campus* will be **\$22,433**.

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).

Graduate Student Instructors and Graduate Student Staff Assistants

Effective August 31, 2020, the minimum FTE salary rate for four (4) calendar months for Graduate Student Instructors (GSIs) and Graduate Student Staff Assistants (GSSAs) on the *Ann Arbor Campus* will be **\$22,433** per term. This rate reflects the UM|GEO contract-required 3.0% increase in the full-time rate.

Effective August 31, 2020 the minimum FTE salary rate for four (4) calendar months for GSIs and GSSAs on the *UM-Flint Campus* will be **\$19,243.49**. This rate reflects the UM|GEO contract-required 3.0% increase in full-time rate.

Effective September 1, 2020, the minimum full-time equivalent (FTE) salary rate for four (4) calendar months for GSIs and GSSAs on the *UM-Dearborn Campus* will be **\$22,433** per term. This rate reflects the GEO contract-required 3.0% increase in full-time rate.

GSI and GSSA Hourly Rate Information for 2020-2021

The 2020-2021 contractual 'hourly equivalent' pay rate for GSIs and GSSAs on the Ann Arbor and Dearborn Campuses is **\$32.35 per hour**. The 2020-2021 contractual "hourly equivalent" rate for GSIs and GSSAs on the UM-Flint Campus is **\$27.76 per hour**. This rate is used for employees who are assigned as temporary replacement coverage for an absent employee as described in Article X, Salaries and for training time as described in Article XIX, Training.



Full-time Rate and Effort Levels for GSIs and GSSAs

The following table illustrates the implications of the new full-time rate at various levels of effort and it provides information about some other important features of the UM|GEO contract Article X, Salaries. It is also available on the [Academic Human Resources website](#). This rate schedule is for use in processing rate changes for GSIs and GSSAs at various fractions of effort. *Please note that the Monthly COMPRATES for Fall reflect the Ann Arbor Campus August 31, 2020 academic year start date and the Dearborn Campus September 1, 2020 academic year start date.*

| Average Weekly Work Expectation* | Employment Fraction | 'Standard' Hours** | Per Term Rate | Monthly 'COMPRATE' For Ann Arbor Fall Term Only | Monthly 'COMPRATE' For Dearborn Fall & Winter Terms and Ann Arbor Winter Term Only |
|----------------------------------|---------------------|--------------------|---------------|---|--|
| Up to 3.49 | .087 | 3.48 | \$1,951.67 | \$483.95 | \$487.92 |
| 3.5 to 5.49 | .137 | 5.48 | \$3,073.32 | \$762.08 | \$768.33 |
| 5.5 to 7.49 | .187 | 7.48 | \$4,194.97 | \$1,040.22 | \$1,048.74 |
| 7.5 to 9.49 | .237 | 9.48 | \$5,316.62 | \$1,318.35 | \$1,329.16 |
| 9.5 to 12.49 | .25 | 10 | \$5,608.25 | \$1,390.66 | \$1,402.06 |
| 12.5 to 14.49 | .30 | 12 | \$6,729.90 | \$1,668.80 | \$1,682.48 |
| 14.5 to 16.49 | .35 | 14 | \$7,851.55 | \$1,946.93 | \$1,962.89 |
| 16.5 to 20.00 | .50 | 20 | \$11,216.50 | \$2,781.33 | \$2,804.13 |
| 20.01 to 25.49 | .60 | 24 | \$13,459.80 | \$3,337.59 | \$3,364.95 |
| 25.5 to 30.49 | .65 | 26 | \$14,581.45 | \$3,615.73 | \$3,645.36 |
| 30.5 to 35.49 | .75 | 30 | \$16,824.75 | \$4,171.99 | \$4,206.19 |
| 35.5 or more | 1.00 | 40 | \$22,433.00 | \$5,562.65 | \$5,608.25 |

* 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-051820.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 UM|GEO Collective Bargaining Agreement.

Questions about this memo or about GEO contract administration should be directed to Academic Human Resources at: hr-acadhr@umich.edu, or by calling 734-763-8938. Thank you.