



MEMORANDUM

TO: Units Appointing GSRAs, GSIs, and GSSAs

FROM: Ellen Grachek,
Associate Director, Academic Human Resources

SUBJECT: Academic Year 2021-2022 Minimum Stipend Rates for Graduate Student Assistants
(GSRAs, GSIs, and GSSAs)

DATE: June 25, 2021

Graduate Student Research Assistants (“GSRA”) Stipend Rates

Effective August 30, 2021, the minimum full-time equivalent (“FTE”) stipend rate for four (4) calendar months for GSRAs on the *Ann Arbor Campus* will be **\$23,196** per term.

Effective August 30, 2021, the minimum FTE stipend rate for four (4) calendar months for GSRAs on the *UM-Flint Campus* will be **\$15,071**.

Effective September 1, 2021, the minimum FTE stipend rate for four (4) calendar months for GSRAs on the *UM-Dearborn Campus* will be **\$23,196**.

Departments and principal investigators have 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 (“GSI”) and Graduate Student Staff Assistants (“GSSA”) Stipend Rates

Effective August 30, 2021, the minimum FTE salary rate for four (4) calendar months GSIs and GSSAs on the *Ann Arbor Campus* will be **\$23,196** per term. This rate reflects the UM|GEO contract-required 3.4% increase in the full-time rate.

Effective August 30, 2021 the minimum FTE salary rate for four (4) calendar months for GSIs and GSSAs on the *UM-Flint Campus* will be **\$19,821** per term. This rate reflects the UM|GEO contract-required 3.0% increase in the full-time rate.

Effective September 1, 2021, the minimum FTE salary rate for four (4) calendar months for GSIs and GSSAs on the *UM-Dearborn Campus* will be **\$23,196** per term. This rate reflects the UM|GEO contract-required 3.4% increase in the full-time rate.

GSI and GSSA Hourly Rates

The 2021-2022 contractual “hourly equivalent” pay rate for GSIs and GSSAs on the Ann Arbor and Dearborn Campuses is **\$33.46 per hour**.

The 2021-2022 contractual “hourly equivalent” rate for GSIs and GSSAs on the UM-Flint Campus is **\$28.59 per hour**.



These rates apply to GSIs and GSSAs, who are assigned as temporary replacement coverage for an absent employee as described in [the UM|GEO Collective Bargaining Agreement](#) (“CBA”) at Article X, Salaries and for training time as described in Article XIX, Employee 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. It provides information about other important features of the UM|GEO CBA 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 30, 2021 academic year start date and the Dearborn Campus September 1, 2021 academic year start date.*

The "Average Weekly Work Expectation" is derived from Article X of the GEO contract and is used in 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.

Avg. Weekly Work Hrs.	FTE	Standard Hours	Term Rate	Monthly 'COMPRATE' (Ann Arbor 8/30/2021 Fall Term, Dearborn 9/1/2021 Fall Term, Ann Arbor and Dearborn Winter)	Monthly 'COMPRATE' (Ann Arbor 9/1/2021 Fall Term's 2nd Job Effective Date)
00.00 - 03.49	0.087	3.48	\$2,018.05	\$504.51	\$496.38
03.50 - 05.49	0.137	5.48	\$3,177.85	\$794.46	\$781.65
05.50 - 07.49	0.187	7.48	\$4,337.65	\$1,084.41	\$1,066.92
07.50 - 09.49	0.237	9.48	\$5,497.45	\$1,374.36	\$1,352.20
09.50 - 12.49	0.250	10	\$5,799.00	\$1,449.75	\$1,426.37
12.50 - 14.49	0.300	12	\$6,958.80	\$1,739.70	\$1,711.64
14.50 - 16.49	0.350	14	\$8,118.60	\$2,029.65	\$1,996.91
16.50 - 20.00	0.500	20	\$11,598.00	\$2,899.50	\$2,852.73
20.01 - 25.49	0.600	24	\$13,917.60	\$3,479.40	\$3,423.28
25.50 - 30.49	0.650	26	\$15,077.40	\$3,769.35	\$3,708.55
30.50 - 35.49	0.750	30	\$17,397.00	\$4,349.25	\$4,279.10
35.50 - 40.00	1.000	40	\$23,196.00	\$5,799.00	\$5,705.47

Please contact Academic Human Resources at: hr-acadhr@umich.edu, or by calling 734-763-8938, with questions about this memo. Thank you.