MEMORANDUM

TO: Units Appointing GSRAs, GSIs, and GSSAs

FROM: Katie DeLong, Associate Director, Academic Human Resources

SUBJECT: Academic Year 2023-2024 Minimum Stipend Rates for Graduate Student Assistants (GSRAs, GSIs, and GSSAs)

DATE: July 18, 2023

Graduate Student Research Assistants (“GSRA”) Stipend Rates

Effective August 28, 2023, the minimum full-time equivalent (“FTE”) stipend rate for four (4) calendar months for GSRAs on the Ann Arbor Campus will be $25,258 per term.

Effective August 28, 2023, the minimum FTE stipend rate for four (4) calendar months for GSRAs on the UM-Flint Campus will be $24,537 per term.

Effective August 28, 2023, the minimum FTE stipend rate for four (4) calendar months for GSRAs on the UM-Dearborn Campus will be $24,537 per term.

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

These rates reflect the 2022-2023 contractual rates. The University is not permitted to change the wage rates of GSIs and GSSAs until it reaches an agreement with the GEO. Once a new contract has been agreed upon and ratified an updated memo will be sent with the new rates.

Effective August 28, 2023, the minimum FTE salary rate for four (4) calendar months GSIs and GSSAs on the Ann Arbor Campus will be $24,055 per term.

Effective August 28, 2023, the minimum FTE salary rate for four (4) calendar months for GSIs and GSSAs on the UM-Flint Campus will be $20,416 per term.

Effective August 28, 2023, the minimum FTE salary rate for four (4) calendar months for GSIs and GSSAs on the UM-Dearborn Campus will be $24,055 per term.

GSI and GSSA Hourly Rates

These rates reflect the 2022-2023 contractual rates. The University is not permitted to change the wage rates of GSIs and GSSAs until it reaches an agreement with the GEO. Once a new contract has been agreed upon and ratified an updated memo will be sent with the new rates.
The contractual “hourly equivalent” pay rate for GSIs and GSSAs on the Ann Arbor and Dearborn Campuses is $34.69 per hour.

The contractual “hourly equivalent” rate for GSIs and GSSAs on the UM-Flint Campus is $29.45 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**

These rates reflect the 2022-2023 contractual rates. The University is not permitted to change the wage rates of GSIs and GSSAs until it reaches an agreement with the GEO. Once a new contract has been agreed upon and ratified an updated memo will be sent with the new rates.

The following table illustrates the implications of the 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.

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](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.

GSIs and GSSAs will be paid for the first four days of the term (August 28-31) in the paycheck dated August 31, 2023. As a result, the Monthly Comprate for the Fall term is prorated to account for the payment made in August. The Term Rate represents the actual dollar amount the GEO will be paid per term.

<table>
<thead>
<tr>
<th>Avg Weekly Work Hrs</th>
<th>FTE</th>
<th>Standard Hours</th>
<th>Term Rate</th>
<th>Monthly 'COMPRATE' Ann Arbor and Dearborn 8/28/2023 Fall Term</th>
<th>Monthly 'COMPRATE' Ann Arbor and Dearborn 01/01/2024 Winter Term</th>
</tr>
</thead>
<tbody>
<tr>
<td>00.00 - 03.49</td>
<td>0.087</td>
<td>3.48</td>
<td>$2,092.79</td>
<td>$506.85</td>
<td>$523.20</td>
</tr>
<tr>
<td>03.50 - 05.49</td>
<td>0.137</td>
<td>5.48</td>
<td>$3,295.54</td>
<td>$798.14</td>
<td>$823.88</td>
</tr>
<tr>
<td>05.50 - 07.49</td>
<td>0.187</td>
<td>7.48</td>
<td>$4,498.29</td>
<td>$1,089.43</td>
<td>$1,124.57</td>
</tr>
<tr>
<td>07.50 - 09.49</td>
<td>0.237</td>
<td>9.48</td>
<td>$5,701.04</td>
<td>$1,380.72</td>
<td>$1,425.26</td>
</tr>
<tr>
<td>09.50 - 12.49</td>
<td>0.250</td>
<td>10</td>
<td>$6,013.75</td>
<td>$1,456.46</td>
<td>$1,503.44</td>
</tr>
<tr>
<td>12.50 - 14.49</td>
<td>0.300</td>
<td>12</td>
<td>$7,216.50</td>
<td>$1,747.75</td>
<td>$1,804.13</td>
</tr>
<tr>
<td>14.50 - 16.49</td>
<td>0.350</td>
<td>14</td>
<td>$8,419.25</td>
<td>$2,039.04</td>
<td>$2,104.81</td>
</tr>
<tr>
<td>16.50 - 20.00</td>
<td>0.500</td>
<td>20</td>
<td>$12,027.50</td>
<td>$2,912.91</td>
<td>$3,006.88</td>
</tr>
</tbody>
</table>
Please contact Academic Human Resources at: hr-acadhr@umich.edu, or by calling 734-763-8938, with questions about this memo. Thank you.