



MEMORANDUM

TO: Units Appointing GSRAs, GSIs, and GSSAs

FROM: Katie DeLong,
Associate Director, Academic Human Resources

SUBJECT: Academic Year 2025-2026 Minimum Stipend Rates for Graduate Student Assistants
(GSRAs, GSIs, and GSSAs) - Ann Arbor Campus

DATE: July 7, 2025

Graduate Student Research Assistants (“GSRA”) Stipend Rates

Effective August 25, 2025, the minimum full-time equivalent (“FTE”) stipend rate for four (4) calendar months for GSRAs on the *Ann Arbor Campus* will be \$29,192 per term.

Effective August 25, 2025, the minimum FTE stipend rate for four (4) calendar months for GSRAs on the *UM-Flint Campus* will be \$26,671 per term.

Effective August 27, 2025, the minimum FTE stipend rate for four (4) calendar months for GSRAs on the *UM-Dearborn Campus* will be \$26,671 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

Effective August 25, 2025, the minimum FTE salary rate for four (4) calendar months GSIs and GSSAs on the *Ann Arbor Campus* will be \$29,192 per term.

Effective August 25, 2025, the minimum FTE salary rate for four (4) calendar months for GSIs and GSSAs on the *UM-Flint Campus* will be \$26,671 per term.

Effective August 27, 2025, the minimum FTE salary rate for four (4) calendar months for GSIs and GSSAs on the *UM-Dearborn Campus* will be \$26,671 per term.

GSI and GSSA Hourly Rates

The 2025-2026 contractual “hourly equivalent” pay rate for GSIs and GSSAs on the Ann Arbor Campus is **\$42.10 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 - Ann Arbor Campus

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>.)

"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.

All campuses are expected to receive their **monthly paychecks on August 29, 2025**, covering the pay period **through August 31, 2025**, including Dearborn and Flint. 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.

| Avg Weekly Work Hrs | FTE | Standard Hours | Term Rate | Monthly 'COMPRATE' Ann Arbor Fall 2025 | Monthly 'COMPRATE' Ann Arbor Winter 2026 |
|----------------------------|------------|-----------------------|------------------|---|---|
| 00.00 - 03.49 | 0.087 | 3.48 | \$2,539.70 | \$601.00 | \$634.93 |
| 03.50 - 05.49 | 0.137 | 5.48 | \$3,999.30 | \$946.40 | \$999.83 |
| 05.50 - 07.49 | 0.187 | 7.48 | \$5,458.90 | \$1,291.80 | \$1,364.73 |
| 07.50 - 09.49 | 0.237 | 9.48 | \$6,918.50 | \$1,637.20 | \$1,729.63 |
| 09.50 - 12.49 | 0.250 | 10 | \$7,298.00 | \$1,727.01 | \$1,824.50 |
| 12.50 - 14.49 | 0.300 | 12 | \$8,757.60 | \$2,072.41 | \$2,189.40 |
| 14.50 - 16.49 | 0.350 | 14 | \$10,217.20 | \$2,417.81 | \$2,554.30 |
| 16.50 - 20.00 | 0.500 | 20 | \$14,596.00 | \$3,454.02 | \$3,649.00 |
| 20.01 - 25.49 | 0.600 | 24 | \$17,515.20 | \$4,144.82 | \$4,378.80 |
| 25.50 - 30.49 | 0.650 | 26 | \$18,974.80 | \$4,490.22 | \$4,743.70 |
| 30.50 - 35.49 | 0.750 | 30 | \$21,894.00 | \$5,181.02 | \$5,473.50 |
| 35.50 - 40.00 | 1.000 | 40 | \$29,192.00 | \$6,908.03 | \$7,298.00 |

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