

## **College of Engineering Graduate Assistantship Policy**

### **'21-22, 22-23 and 23-24 Academic Years (AYs)**

**Effective Date: September 1, 2021**

#### **Scope and Reason for the Policy:**

Currently UNL College of Engineering (COE) graduate assistantship compensation remains one of the lowest across the Big 10 Colleges of Engineering. COE Faculty have expressed concern about the competitiveness of our offers and the ability to attract the best and brightest graduate students while also ensuring consistency, transparency, and predictability.

The purposes for the College's Graduate Assistantship Policy are:

- To ensure that Graduate Teaching or Research Assistants (GTAs, GRAs) are fairly compensated for the duties they perform and that these rates reflect planned adjustments for increases in the cost of living;
- To ensure that Assistantship compensation remains at or above the mean compensation levels of Big 10 Colleges of Engineering or the mean compensation of individual Graduate Programs within the Colleges, as appropriate; and
- To ensure consistent application and growth of minimum Assistantship support amounts across the College.

This policy applies to all Assistantships used to support Ph.D. students enrolled in COE graduate programs.

#### **Policy Statement:**

Starting with the '21-22 AY (start date September 1, 2021), all 0.49 FTE College cost object funded Assistantships, i.e., all College supported GTAs and all GRAs supported using faculty startup funds, will be paid a minimum monthly stipend based on Big 10 COE stipend averages. As shown in Table 1, that stipend will be \$2300 per month. Grant proposals submitted after September 1, 2021, will budget a minimum monthly stipend based on Big 10 COE stipend averages that include a 2% inflation adjustment. As shown in Table 1, the GRA minimum stipend will also \$2300 per month. Individual Graduate Programs whose Big 10 Assistantship average is above these amounts can establish their own GRA minimums in consultation with the Associate Dean for Graduate and International Programs. These Programs need to provide minimum GRA rate data to the Dean's office by October 1 of the current AY and it is expected the rates will increase by at least 2% per year.

The Table also lists the minimum stipend amounts for College cost object funded assistantships for the '22-23 and '23-24 AYs along with minimum monthly stipend amounts for grant proposals submitted during those AYs.

The policy will be reviewed and revised by October 1, 2022 so that appropriate adjustments to Graduate Assistantship minimums can be made for the next three FYs. It is anticipated that after the '23-24 AY assistantships will increase by approximately 2% each year to adjust for inflation.

**Table 1.'21-22 to '23-24 AY M.S. and Ph.D. Assistantship Minimums**

	'21-22 AY	'22-23 AY	'23-24 AY
College Cost Objects (i.e. TAs, Startups)	\$2300	\$2400	\$2500
Budgeted in grant proposals	\$2400	\$2500	\$2600

*Note: COE units are strongly encouraged to make multi-year Ph.D. Assistantship offers, with 3 years an appropriate target for a typical offer and 5 years an upper bound depending upon programmatic needs.*