

## GRADUATE GROUP IN EPIDEMIOLOGY COMPENSATION PLAN FOR GRADUATE STUDENT RESEARCHERS (GSRs)

The Graduate Group in Epidemiology (GGE) offers both MS and PhD degrees in epidemiology. The program competes with other universities, such as UC Berkeley, Cornell and Johns Hopkins for top students. Our goal in creating this compensation plan is to remain competitive and to provide our students with reasonable and competitive compensation packages, within the boundaries of our financial resources and those of the agencies that fund our research programs. The cost of living for our students has increased dramatically in Davis in recent years, especially housing.

The support policy of the Group is that all PhD and MS students in epidemiology should receive a minimum support level of at least 47% time of the corresponding step in the GSR series, to be paid in equal monthly installments throughout the year. Many of our graduate students have a professional medical degree (or other doctorate), and must be compensated at a higher level than our entering students with a bachelors or masters degree, and recognition of different levels of experience of entering students must also be incorporated into our compensation plan. Students' GSR level may increase as they gain years of epidemiologic experience as a GSR, although limits on funds may require adjustment in percent effort to accommodate such increases in GSR level. (Students will be informed that vacation benefits are not accrued by employment at less than 50% of time.) [GGE faculty should be aware that the University requires that any student covered on a grant must be at 25% effort, which also requires that tuition and fee remission be covered.]

According to student needs and requirements, (i.e. the need to be competitive with competing universities) and according to the researchers'/mentors' grant abilities, proportions of time may be adjusted upwards or downwards (to a minimum of 25%) from 47%, University regulations permitting. Students will be compensated as follows:

GSR Level	Highest Degree is <b><u>Bachelors</u></b> with Years of Relevant Experience =	Highest Degree is <b><u>Masters</u></b> with Years of Relevant Experience =	Highest Degree is MD, DVM, or PhD with:
II	0		
III	1		
IV	2	0	
V	3	1	
VI	4+	2	
VII		3	<1 year epidemiologic experience
VIII		4+	1+_years epidemiologic experience

Students who have advanced to candidacy are eligible to be appointed at the next step. It is the student's responsibility to notify his/her researcher-employer/mentor and appropriate payroll personnel when such a change occurs.

University policy requires that “nonresident students appointed as GSRs [at 25% time or greater and in good standing and within normative time to degree in the program] will receive nonresident tuition [if a] as a benefit of their appointment ... it is expected that this benefit will be charged to the same fund source (gift, grant or contract) that pays the GSR stipend. Faculty may include nonresident tuition remission (NRTR) as a budget item on any grant ...when there is a reasonable expectation of hiring a nonresident graduate student on that grant.” The cost of the NRTR “will be the full amount...for Masters students and PhD students not advanced to candidacy or 25% of that amount for PhD students who are advanced to candidacy and are within the 3-year time limit on reduced nonresident tuition... Normal agency and campus policies will apply to re-budgeting of NRTR costs on funded grants.”

.....