Design Program compensation plans for the title of Graduate Student Researcher

(GSR, title code 3282)
for the academic appointment of graduate students.

**Justification**
The Program in Design offers a distinct curriculum leading to a Master of Fine Art. The program is facing strong competition in recruiting the best students. One area in which the Program in Design can compete more successfully for the very best graduate students is the research stipend. This will build the program’s research effort immeasurably and increase the visibility of the group both nationally and internationally.

The MFA program in Design is a fairly new program and utilizes the Step I as this is the standard set within Arts programs at UC Davis, which are typically funded at a baseline level. Students with a 25% GSR usually also have a 25% TA or fellowship funding to provide a competitive funding package. If a student receives a GSR appointment for the summer, they will be paid at 49% at Step I. After a student receives more than 5 quarters of GSR appointments, then they will be raised to step III status. This also includes summer compensation.

**Compensation Steps:**

<table>
<thead>
<tr>
<th>Step</th>
<th>Percent</th>
<th>Annual Compensation (2014-15 pay scale)</th>
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</thead>
<tbody>
<tr>
<td>I</td>
<td>25% academic year 49% summer</td>
<td>6,579.00, 4,298.28, 10,877.28</td>
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<tr>
<td>III</td>
<td>25% academic year 49% summer</td>
<td>7,863.75, 5,137.65, 13,001.40</td>
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Submitted:

[Signature]

Timothy McNeil
Chair, Design

June 16, 2014
Date

Approved:

[Signature]

Dean, Graduate Studies

Date

2014/2015