

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

DRAFT 7/28/03

The Graduate Group in Epidemiology (GGE) offers the MS and PhD degrees in epidemiology. It is a relatively new program, and is rapidly gaining in stature nationwide. 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 students in epidemiology should receive a minimum support level of at least \$19,800 yearly, and all MS students in epidemiology should receive \$17,750 annually, which represents 47% of the corresponding step in the GSR series for those entering with a Masters degree and 2 years of relevant experience or a Bachelors degree and 2 years of relevant experience, respectively, 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 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 Bachelors with Years of Relevant Experience =	Highest Degree is Masters 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.

Students funded by existing grants/contracts/gifts at the time this policy is implemented in Fall 2003 may stay at their same level for the duration of that grant/contract/gift if the funding is not adequate for an increase indicated by this new policy. However, if and when the grant is renewed, it must provide adequate funding for the appropriate GSR rate. If at all possible, the Principal Investigator should try to fund the position at the new GSR rate of the GGE as soon as possible after September 2003.

Starting in Fall 2004, University policy will require 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 they owe it] 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 proposals [as permitted by the granting agency] submitted after July 1, 2003. This charge must be included on grant proposals submitted after October 1, 2003, 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 rebudgeting of NRTR costs on funded grants."

Until October 2007 (the transition period to the new NRTR procedures), the GGE Admissions and Awards Committee will consider substituting NRTR with block funds, based on merit, for students in their firsts two years in the GGE program. A number of funding "sources that are used to hire GSRs ... may not provide NRTR. These include work-study, state funds (19900), faculty start-up funds, Faculty Research Grants..., small grant awards... and agencies that won't pay NRTR by policy... it may be necessary to limit GSR appointments on such programs to resident students. Alternatively, substitution of NRTR from other fund sources may be permitted, either under the final policy or by exception." Funds that international students receive from their home governments can be used toward the NRTR.

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