To: Dr. Winston Ko, Dean  
Division of Mathematical and Physical Sciences

From: Dr. Magali Billen, Chair  
Geology Graduate Program

RE: GSR Compensation Plan

Dear Dean Ko,

Please be advised that the Geology Graduate Program is submitting the following updated GSR compensation plan as requested by the Graduate Dean.

Justification

The Geology Graduate Program is in the top tier of programs in its field in the United States. Recent rankings by the US News & World Report ranked our program as 17th in the nation. Faculty in the Geology Graduate Program have been competitive in winning research and training awards from the National Science Foundation, NASA and other agencies. We offer Masters of Science and Doctor of Philosophy programs.

The Geology Graduate Program is facing strong competition in recruiting the best students. A recent survey of compensation plans and recruiting packages from peer institutions showed that we offered among the lowest GSR salary and recruiting package. For example, University of Michigan offers a 12-month guaranteed GSR and a starting annual stipend of $26,100. Similarly, UCLA offers 9-month guaranteed support and a starting annual stipend of $24,060. Therefore, we are proposing a new compensation plan that is at a higher step than our current plan, for both pre-candidacy and post-candidacy students: this increase in stipend will make us more competitive in recruiting the best applicants to our program.

At the same time the sub-disciplines within the Geology Graduate Program continue to face strong competition for external funding and uncertainty about the level of future funding from government agencies, therefore we would like to retain flexibility in the level of summer funding that we commit to our students. Although we are strongly encouraging all faculty to support their graduate students at a 50% appointment level for the summer, our compensation plan specifically allows for any percentage...
appointment from 0 to 100%, in order to give individual faculty advisors flexibility over how best to use their external funds.

The following table summarizes our new GSR compensation plan:

**Compensation Steps**

<table>
<thead>
<tr>
<th>Description</th>
<th>Appointment Level</th>
<th>Appointment Percentage</th>
<th>Annual Income (2011-2012)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Initial appointment for all pre-candidacy students</td>
<td>V</td>
<td>48% Academic Year 0-100% Summer</td>
<td>$16,554 (academic year only) to $28,050 (summer at 100%)*</td>
</tr>
<tr>
<td>An appointee who has advanced to candidacy for the doctoral degree</td>
<td>VII</td>
<td>48% Academic Year 0-100% Summer</td>
<td>$18,709 (academic year only) to $31,702 (summer at 100%)*</td>
</tr>
</tbody>
</table>

* Note, most students will be paid at the academic year percentage of 50% during the summer, and therefore total annual income will most likely be $22,302 (pre-candidacy) and $25,206 (post-candidacy). For 2012-2013, this level of funding meets the UC Financial Aid Office estimate of the cost-of-living for a graduate student.

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APPROVED:

Winston Ko, Dean  
Division of Mathematical & Physical Sciences  
3/9/12

Approved:

3/9/12