

to IGA 8/21/10
Shelagh

July 12, 2010

BRUCE WINTERHALDER, Associate Dean
Division of Social Sciences

Re: Sociology Compensation Plan – GSR Positions

Effective August 1, 2010, sociology students employed as a Graduate Student Researcher (GSR) will be hired at Step V, 46.9%. Last revision to our GSR Compensation plan was April 2004. It is my understanding that Economics and Political Sciences have made a similar move in regard to paying their GSRs at the higher step.

The request to change our GSR compensation plan originates from IGA which administers most of Sociology's extramural funding for GSRs and is intended to remove unexpected expenses that have led to overdrafts of some grants.

Paying at Step V, 46.9% does the following:

- A 50% GSR is eligible for vacation pay after they have worked consecutively for more than six months. Using vacation or paying terminal vacation pay often comes after the grant that funded the GSR has expired. Hiring at less than 50% time would eliminate this complication.
- Increase step compensates for the reduced time percentage listed above and to compensate for the loss of the vacation pay.
- Provides an opportunity to equalize GSR and TA overall pay. A 50% TA earns \$1,849/month but only receives a partial fee remission and must pay \$215 for items not covered by the fee remission. A GSR, at 46.9%, would earn \$1,745/month and would receive full remission. Minus the \$215 from the TA salary, both titles receive almost even pay.

This new compensation plan has been shared with IGA and the Office of Graduate Studies.

Vicki Smith

Vicki Smith, Chairperson

Eddy U

Eddy U, Vice Chairperson

George R. Mangum, Dean

8/10/10

APPROVED DENIED
Shelagh 7/31/12
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23 April 2012

Bruce Winterhalder, Associate Dean
Division of Social Sciences
College of Letters and Science

Dear Bruce,

RE: Sociology Department GSR Compensation Plan beginning in Fall 2012

The Department of Sociology will continue to follow the compensation plan that we sent you on 12 July 2010 and will employ Graduate Student Researchers at Step V, 46.9%. The justifications for the plan remain the same as those stated in the previous document, which I have attached with this letter.

This new compensation plan has been shared with the Office of Graduate Studies.

Sincerely,



Bill McCarthy,
Chair
Department of Sociology



Eddy U
Vice-Chair
Department of Sociology

cc. Dean Gibeling