Compensation Plan for Transportation Technology and Policy

The UC Davis graduate program in Transportation Technology and Policy has quickly established itself as a unique and valuable multidisciplinary degree-granting program in transportation. We offer master’s and doctoral degrees that are tailored to each student’s background and interests. We compete for students with UC Berkeley, Northwestern, UT Austin, MIT, and other top-ranked schools. A number of our students enter with engineering backgrounds, and thus it is critical that we be competitive at least with funding offers that they are receiving from other engineering schools, while also keeping in mind their earnings potential on the job market.

To be competitive in recruiting students, maintain our cross-disciplinary culture, and effectively continue to fund our students at appropriate levels while completing research, we propose a straightforward compensation plan.

GSR Compensation Plan

Step I: An appointee with a bachelor’s degree, with less than one year of relevant graduate study and without extensive appropriate work experience.

Step II: An appointee with one year or more of relevant graduate study or extensive appropriate work experience, but without a relevant master’s degree.

Step III: An appointee who has completed a relevant master’s program but has not yet been advanced to candidacy for the PhD degree.

Steps IV-VI: An appointee who has advanced to candidacy for the PhD degree but who has not completed her/his thesis research. Students making satisfactory research progress are expected to remain at Step IV until the thesis research is completed. If a student is making extraordinary progress in the judgment of the project PI, the PI can request of the TTP chair that the student be advanced to Step V and (with further extraordinary progress) to Step VI. In general, an appointee will remain at a given step for at least a year, and thus it is expected that achievement of Step VI before completing the thesis research will be rare. Examples of extraordinary progress include winning a prestigious outside award for the research, or having three papers (in which the student played a substantial role) accepted for publication in solid peer-reviewed journals and/or conference proceedings in one year.

Steps V-X: An appointee who has completed thesis research (as attested by the major professor) but has not completed the final defense of the thesis and filed appropriate documentation of completion of requirements for the degree with the Office of Graduate Studies. Appointees who have advanced to Step V or VI before completing their thesis research will normally remain at the same step for at least one year total, and may advance beyond that only if making extraordinary progress in the judgment of the project PI (with the concurrence of the TTP Chair).

1) Requests for exceptions to appointment step or advancement may be made to the graduate program Chair based on qualifications, project requirements, performance, or other competitive requirements. These must be evaluated and approved by the College of Engineering using their standards.

2) New students may be hired in GSR titles during the summer before their first quarter of enrollment, provided this complies with any applicable visa requirements.

3) During summer, appointments from 0 to 100% are allowed. During normal academic periods, maximum GSR appointments are 49%. Academic-year appointments higher than 49%, but in no case higher than 75% (per campus policy), may occur by requesting an exception of the TTP Chair (e.g. for students who have completed their coursework).
4) Per campus policy, GSR appointments < 25% may occur only as an augmentation to another award (e.g., an external fellowship, or a 25% TA appointment) that provides fee and tuition remission to meet the level of compensation normally provided to students in the program.

Example stipends (salary scales subject to change):

<table>
<thead>
<tr>
<th>Step</th>
<th>Monthly rate</th>
</tr>
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<tbody>
<tr>
<td>I</td>
<td>$2,783</td>
</tr>
<tr>
<td>II</td>
<td>$2,999</td>
</tr>
<tr>
<td>III</td>
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<td>IV</td>
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<td>V</td>
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</tr>
<tr>
<td>VI</td>
<td>$3,512</td>
</tr>
<tr>
<td>X</td>
<td>$4,778</td>
</tr>
</tbody>
</table>

MS student, Step I: 49% academic year and 100% summer
($2783 x 0.49 x 9) + ($2783 x 1 x 3) = $20,622 for year

PhD student, Step IV: 49% academic year and 100% summer
($3593 x 0.49 x 9) + ($3593 x 1 x 3) = $26,624 for year

MS student, Step I: 25% academic year and 50% summer
($2783 x 0.25 x 9) + ($2783 x 0.5 x 3) = $10,437 for year

Estimated annual graduate student expenses for housing, food, books and supplies, transportation, and personal:
$17,012 at the time of this writing (see http://financialaid.ucdavis.edu/graduate/Cost/grad.html for up-to-date information)

CAMPUS GRADUATE STUDENT RESEARCHER (GSR) POLICIES

1) In-state fees and nonresident supplemental tuition are automatically billed to the funding source for appointments ≥ 25%. If the funding source does not permit NRT to be paid directly, it must be covered in some other way (e.g., through departmental fellowship funds, formerly known as block grant funds).

2) Vacation accrues with appointments ≥ 50%.

3) The student’s compensation is determined by the plan for the program in which the student is enrolled (e.g., TTP), not the department or program affiliation of the hiring party (e.g., CEE).

4) Eligibility requirements for GSR title must be met. For the most up-to-date requirements, see: http://manuals.ucdavis.edu/apm/II-B.htm. At the time of this writing, these requirements were:

A. Registration status
   1. Any matriculated student must be a full-time registered graduate student (12 units) during the entire period of appointment to the titles covered in this section.
   2. Matriculated graduate students may not transfer to a staff title as a means of avoiding registration requirements.
   3. Students in nonregistered status (Filing Fee) will be allowed to hold an academic appointment for one quarter while one quarter on Filing Fee status during their academic career.
   4. Eligibility requirements apply to appointments in Fall, Winter, and Spring quarters only. Continuing graduate students do not need to be registered during the summer. Incoming graduate students may be hired as a Graduate Student Researcher, provided they have filed a Statement of Intent to Register with Graduate Studies (UCD Directive 03-037). Appointments during summer sessions are not counted in calculating the quarters of employment.

2
B. GPA and student status requirement
The appointee must have a minimum cumulative grade point average of 3.00 in previous graduate work if a continuing student, or in the last two years of upper division work if a new graduate student, and be in good academic standing in order to be appointed to these titles.

C. Standard dates of appointment
When appointing graduate students, standard dates should be used in order for eligibility requirements to be determined and student benefits to be provided.
- Fall quarter: 10/1 to 12/31
- Winter quarter: 1/1 to 3/31
- Spring quarter: 4/1 to 6/30
- Summer: 7/1 to 9/30
Appointments may not take effect before the first day of the first quarter in which the appointee registers as a graduate student.

D. Limits on quarters of employment
1. The number of quarters for which a graduate student may be appointed to academic titles is tied to normal academic progress.
2. Graduate students may be appointed a maximum of 9 quarters in one or a combination of academic titles prior to advancement to candidacy. Students should provide a copy of their certificate of advancement to candidacy to the hiring department when being appointed in their tenth quarter of registration or later.
3. Graduate programs may apply for blanket exceptions to this policy on behalf of their students. This exception is usually based upon curricular considerations that preclude students in the program from advancing to candidacy within 9 quarters.
4. Students may be appointed up to 15 quarters without petitioning for an exception to policy. The 15-quarter total eligibility limit applies separately to titles in the teaching series (Reader, Tutor, Nursery School Assistant, Community Teaching Fellows, Teaching Assistant, Associate In ___) and titles in the research series (Research Assistant, Student Postgraduate Researcher, Graduate Student Researcher). Appointments for quarters 16 through 18 will require a petition of exception to policy request prior to the student beginning the appointment.
5. A student may not be appointed to any combination of titles in the teaching series for more than 18 quarters. A student may not be appointed to any combination of titles in the research series for more than 18 quarters.

5) Each year, a threshold is set for which an international student must show support in order to obtain a visa. For the 2012-2013 academic year, SISS will need to verify $53,000 for new international graduate students.