

**GRADUATE GROUP IN HEALTH INFORMATICS (GGHI)
COMPENSATION PLAN FOR GRADUATE STUDENT RESEARCHERS (GSRs)**

The Graduate Group in Health Informatics (GGHI) offers the MS in Health Informatics degree. 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 Sacramento in recent years, especially housing.

Should a student in Health Informatics (MHI) be hired as a GSR this is the compensation plan that will be followed. The support policy of the Group is that all MHI students should receive a minimum support level of at least 49% time of the corresponding step in the GSR series, to be paid in equal monthly installments throughout the year. Several of our graduate students have a master's degree upon admittance, 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 coursework 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.) [GGHI faculty should be aware that the University requires that any student covered on a grant must be at a minimum of 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 from a minimum of 25% to a maximum of 75% University regulations permitting. Students will be compensated as follows. For current salary information please refer to the [University of California Office of the President](#):

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 coursework experience
VIII		4+	1+_years coursework 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 Spring 2020 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 GGHI.

University policy requires 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 a] 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...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 re-budgeting of NRTR costs on funded grants.” [[UC Davis Graduate Studies Policy](#)]