

Human Development Graduate Group
 Graduate Programs in Human Development (GHDE) and Child Development (GCHD)
 Compensation Plan for Graduate Student Researcher Appointments
 December 9, 2019

Rationale for the Plan

The UC Davis Human Development Graduate Group (HDGG) offers two distinct degree programs leading to a Ph.D. in Human Development and a M.S. in Child Development. These programs rank in the top tier of the field in the U.S. Recent rankings by Universities.com and Collegefactual.com place Human Development at UC Davis 1st and 2nd, respectively. The Ohio State University report on Human Development and Family Studies graduate programs ranks the HDGG programs as 1st in Child Development and 3rd in Human Development across the country. A review of extramural awards shows that HDGG faculty members have been extremely competitive in garnering research and training grants from the National Science Foundation, the National Institutes of Health, and other large granting agencies as well as foundations (e.g., William T. Grant, Ford). Many of the students in the program receive training and Graduate Student Researcher (GSR) opportunities from these awards. Despite the strengths and strong reputation of the programs supported by the HDGG, we face strong competition in recruiting the very best graduate students. Other top programs have a strong reputational advantage in recruiting students, as they often offer stipends and fellowships well above the entry level salary scale delineated in the current HDGG GSR Compensation Plan (e.g., Pennsylvania State University, Cornell University, University of North Carolina at Greensboro, Virginia Tech University). Many of these top programs also typically waive or offer reduced out-of-state tuition for non-resident and international students.

One area in which the HDGG can compete more successfully for the very best graduate students is the research stipend. Because of the strong record of grant funding established by the HDGG faculty, we feel confident that we can offer top students better stipends. This will build the group’s research effort immeasurably and increase the visibility of the group both nationally and internationally. In addition to competing more successfully for the top graduate students, HDGG seeks to better equalize the salaries from Teaching Assistantships and from GSR appointments of students in our programs, as well as better equalize the GSR salaries for students in our programs and those from other graduate groups who work in the same laboratory.

Compensation Steps

The Human Development Graduate Group therefore proposes the following GSR compensation plans for students affiliated with M.S. and the Ph.D. programs, respectively:

M.S. Child Development (GCHD)

Student Status	Step	% effort academic, summer
Initial appointment of students who have completed a bachelor’s degree only	V	25-48.99% effort academic; 1-100% summer
An appointee who has advanced to candidacy for the M.S. degree but who has not completed their thesis research or filed the thesis with the Office of Graduate Studies	VI	25-48.99% effort academic; 1-100% summer

Ph.D. Human Development (GHDE)

Student Status	Step	% effort academic, summer
Initial appointment of students who have completed a bachelor's degree only	V	25-48.99% effort academic; 1-100% summer
An appointee who has completed a master's program but has not yet advanced to candidacy for the Ph.D. degree	VI	25-48.99% effort academic; 1-100% summer
An appointee who has advanced to candidacy for the Ph.D. degree but who has not completed their dissertation research or filed the dissertation with the Office of Graduate Studies	VII	25-48.99% effort academic; 1-100% summer

Submitted:

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Date: 12-9-19

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Date
December 2019