

UC Davis Default GSR Compensation Plan

There are ten salary steps in the GSR title. These steps are defined in the University of California Academic Salary Scales. These tables are maintained by the University of California Office of the President and can be accessed on the web (<http://www.ucop.edu/acadadv/acadpers/> or via Graduate Studies at <http://gradstudies.ucdavis.edu/facstaff>). Salary levels are adjusted by UCOP at the same time and generally in the same percentage as adjustments to other academic salaries, including those of faculty.

To be competitive in recruiting the very best students, graduate programs require flexibility in the salary level they may offer graduate students employed as GSRs. Therefore, graduate programs are required to file a compensation plan for approval by the Dean of Graduate Studies outlining the rationale for the plan, the step in the title code they will use for initially hiring students and the program-specific qualifications students will need to meet. The compensation plan should also present the qualifications for students to advance to further steps in the title code and describe which steps the graduate program will use in the advancement process. Compensation plans must specifically identify percentage appointments by step during the academic year and during the summer. Graduate programs should review compensation plans on a regular basis, and no less than every three years, to ensure that salaries offered to students hired in this title are competitive. A copy of the currently approved compensation plan is on file with the Office of Graduate Studies and must also be filed with the appropriate lead dean's office for the graduate program.

Programs not filing a compensation plan will use the default plan outlined below:

	Step	Percent
Initial appointment of students with a bachelor's degree only	III	50% academic year 80% summer
An appointee who has completed a master's program but has not yet advanced to candidacy for the doctoral degree	IV	50% academic year 80% summer
An appointee who has advanced to candidacy for the doctoral degree but who has not completed their dissertation research or filed the dissertation with the Office of Graduate Studies	V-VIII	50% academic year 80% summer