

## **Oceanography Policy On Stipends For Graduate Assistantships**

We recognize that the Faculty are collectively responsible for managing and implementing the graduate program in Oceanography, in consideration of the highest interests of the present and future students. We also recognize that individual faculty members who are principal investigators of grants and contracts are responsible for the effective management of those projects. In that role, they must consider many factors in achieving their project responsibilities, in particular the roles and compensation of all personnel including graduate research assistants.

In light of these collective and individual faculty responsibilities, we recommend that the Oceanography Faculty adopt the attached graduate assistant stipend schedule and follow the indicated guidelines, which have been approved by the Department of Geology and Geophysics, and by the Hawaii Institute of Geophysics and Planetology. All Oceanography graduate faculty are strongly encouraged to use this stipend schedule and guidelines when submitting budgets for new proposals. Deviations are expected only under unusual circumstances.

We encourage all Principal Investigators on grants and contracts that support Oceanography graduate research assistants to move those students to this new stipend schedule as soon as possible, in careful consideration of their budgets, other personnel and project requirements. Further, to the extent deemed reasonable, PIs may make stipend adjustment retroactive to July 1, 2006.

Approved unanimously at the 4-4-2007 Oceanography Faculty Meeting

**2006-2007 Graduate Assistant Stipend Schedule  
Effective July 1, 2006**

<u>Step</u>	<u>Monthly (based on 100%FTE)</u>	<u>Annual (based on 50% FTE)</u>	<u>Monthly (based on 50% FTE)</u>	<u>Semi-Monthly</u>	<u>OL Rate</u>
GA-1R	2,593	15,558	1,296.50	648.25	1,414.36
GA-2R	2,696	16,176	1,348.00	674.00	1,470.55
GA-3R	2,804	16,824	1,402.00	701.00	1,529.45
GA-4R	2,916	17,496	1,458.00	729.00	1,590.55
GA-5R	3,033	18,198	1,516.50	758.25	1,654.36
GA-6R	3,154	18,924	1,577.00	788.50	1,720.36
GA-7R	3,280	19,680	1,640.00	820.00	1,789.09
GA-8R	3,411	20,466	1,705.50	852.75	1,860.55
GA-9R	3,548	21,288	1,774.00	887.00	1,935.27
GA-10R	3,690	22,140	1,845.00	922.50	2,012.73
GA-11R	3,837	23,022	1,918.50	959.25	2,092.91
GA-12R	3,991	23,946	1,995.50	997.75	2,176.91
GA-13R	4,151	24,906	2,075.50	1,037.75	2,264.18
GA-14R	4,317	25,902	2,158.50	1,079.25	2,354.73

**Recommended Guidelines for Grad Student Salaries (G&G and HIGP)**

R-11 Incoming students with Bachelors degree

R-12 Incoming students with Masters degree,

students who have passed qualifying exam, and

students who are still working on a MS thesis and have defended their thesis proposal

R-13 Students who have passed their comps

R-14 Students who have defended their Ph.D. thesis proposal and are working on their thesis

<u>TA's current salary</u>	<u>Monthly (based on 100%FTE)</u>	<u>Annual (based on 50% FTE)</u>	<u>Monthly (based on 50% FTE)</u>	<u>Semi-Monthly</u>
GA-12	3,411	20,466	1,705.50	852.75