



**College of Education and Human Services (CEHS)
Graduate Student Assistantship Salary Policy**
Adopted July 1, 2023

Background

Graduate student compensation is a challenging issue at Utah State University (USU) as well as nationally. Indeed, most CEHS graduate students have experienced inflation-adjusted declines in wages over recent years (given stability in assistantship values and increases in inflation nationally and in the Logan-area housing market specifically).

Policy

The policy outlined here applies to grants and contracts submitted July 1, 2023 or later. Grants and contracts already underway will understandably be constrained by the budgets that have been awarded. Where there is budget flexibility, investigators are strongly encouraged to work toward the minimum stipend for graduate assistants outlined below.

For assistantships funded through sponsored grants and/or contracts, the minimum stipend value for a .50 FTE assistantship is \$18,000 for a .50 FTE academic year assistantship or \$24,000 for a .50 FTE fiscal year assistantship. When applying other calendar units, use a minimum value of \$2,000 per month for a .50 FTE assistantship (\$1,000 per month for a .25 assistantship). Moreover, a 3% year-over-year increase in the stipend value is to be applied for multi-year submissions when the budgeted stipend will be at (or close to) this minimum.

Departments and programs in which the minimum graduate student compensation currently exceed the aforementioned levels will not be required to change their compensation at this time. However, they should model their new grant and contract submissions to ensure they remain above the minimum threshold established by the College in anticipated revisions to this policy. The threshold will periodically be updated, factoring in progressive year-over-year increases (e.g., after three years [in FY27] the college minimum for a .50 FTE fiscal year assistantship, applying 3% annual increases, would be over \$26,000). Therefore, all departments and programs are encouraged to build in year-over-year increases of 3% to their graduate assistantships.

Related CEHS Policies

- CEHS Graduate Student Tuition on Extramural Grants Policy

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