

Revised Graduate Assistantship Program

Updated October 25, 2016

General Goals of Graduate Assistantships

Needed to recruit quality graduate students, especially in competitive fields (e.g., STEM)
and to increase graduates in BOG's Areas of Strategic Emphasis
Function as competent labor to support faculty teaching and research
Incentivize students' full-time enrollment and timely graduation
Provide additional experience beyond coursework that's desired by employers

Premises of UNF GA Program

Research and experience demonstrate that small financial packages do not achieve the goals listed above.
Timing of GA packages is critical for recruitment, with most universities planning GA packages early so they can start recruiting the preceding November.
Quality prospects who are not place-bound consider multiple offers and are much more motivated by financial incentives than are undergraduates.

Proposed Procedures for UNF GA Program

1. Base stipend for next FY is allocated late in the fall to each college according to formula based on previous three-years' weighted average undergrad FTE and graduate HC. An additional 10 GAships are awarded competitively, guided by AA strategic goals. (The formula for the base allocation and the number of strategic GAships are subject to change in future years to achieve strategic goals.)
2. Each college completes a GA planning spreadsheet, which is provided by the Graduate School, indicating how they will use their base allocation. The spreadsheet also invites proposals for how college would use competitively awarded GAships, which is decided by the Provost based on strategic criteria, including the following:
 - New "strategic emphasis" programs coming online;
 - Unique opportunities to fuel undergrad FTE generation (e.g., new high-enrollment courses); and/or
 - Unique research opportunities, such as offering a GRA to recruit an established new faculty member to build UNF's research profile.
3. On the GA planning spreadsheet, each college also discloses the number of GAship stipends they will support with their own resources.

4. Final GAship counts from the planning spreadsheets are used for awarding in-state tuition waiver directly from Graduate School to each GA, according to this model:
 - The total GA FTE workload (i.e., 20 hrs/wk) is divided into the total available waiver to determine the amount of in-state waiver per GA per semester
 - GAs working .50 FTE at stipend of \$5K+/semester = receive this amount
 - GAs working .25-.50 FTE at prorated \$5K+/semester = receive half this amount
 - GAs working <.25 FTE = no waiver

Notes

- Competitive GAships for FY18 are funded from non-recurring \$100K, but will hopefully be available each year.
- Grant-paid GAs should have their tuition & fees paid by the grant unless the sponsor prohibits or strongly discourages it. For UNF to request this support from federal sponsors, it is essential that we provide similar support to university-paid GAs, except when the sponsor forbids it.
- National average for GA packages (data from FY15 OSU survey) = \$14.9K stipend + \$6K waiver, typically calculated at 340 hours/semester (20 hrs/wk for 17 weeks).