

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 a formula based on the previous three-years' weighted average undergrad FTE (25%) and graduate HC (75%). An additional 10 GAships are awarded competitively, guided by AA 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 competitively awarded GAships, which are selected 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. It is critical that this be disclosed on this spreadsheet in order for these GAships to receive any in-state tuition waiver.