Compensation Plan: Graduate Group in Ecology

UC Davis's Ecology Program is the top percentile group of the National Research Council's assessment of 94 graduate programs in Ecology and Evolutionary Biology, based on faculty productivity, student performance and placement, reputation in the field, and student support. We attract highly talented students to this program who are typically outstanding as Graduate Student Researchers.

The GGE Faculty wishes to ensure that our students' salaries enable a good quality of life. Therefore, we have adopted a Graduate Student Researcher compensation plan in which students can earn a sufficient salary in every quarter of the year, and in which salaries increase with experience. A competitive pay scale may help keep our program attractive to top applicants. Despite the high quality of our program, several of our top applicants choose other Universities each year that offer better support packages, such as Stanford, Washington University and U.C. Berkeley.

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 at 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.

The Graduate Group in Ecology Compensation Plan is as follows:

	Step	Percent	Annual Pay (2011-2012 pay scale)
Initial appointment of students with a bachelor's degree only	V	49% academic year 49% summer	$22,532
An appointee who has completed one year of graduate study but has not yet advanced to candidacy for the doctoral degree	VI	49% academic year 49% summer	$23,579
An appointee who has completed a master's program but has not yet advanced to candidacy for the doctoral degree	VII	49% academic year 49% summer	$25,466
An appointee who has advanced to candidacy for the doctoral degree but who has not completed their dissertation research	VIII	49% academic year 49% summer	$27,495
An appointee who has completed dissertation research for the doctoral degree and is writing the dissertation prior to filing it with the Office of Graduate Studies	IX-X	49% academic year 49% summer	$29,706 – $32,075

The compensation plan above gives the minimum appointment percentages expected for GGE students. Employers may appoint students in good standing at up to 100% in summer. Also, although 50% is considered normal in the academic year, appointments are allowed at up to 75% without a petition for exception to policy. However, employers and students should respect the student's need to

progress in the program. Therefore, unless a GSR is doing paid work on her or his own project, the appointment should probably not be over 50%.

Employers and students should note that vacation benefits accrue with 50% or greater appointments.

Submitted:

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