

Followup Discussion Item

March 12, 2019 Graduate Council Meeting

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Policy Proposal - Early Entry student pay rates

Early Entry undergraduate students are by definition highly qualified students. The work assigned to them can parallel work being done by graduate students in the same program. In an effort to ensure equity in hiring, Human Resources will consider higher rates of pay for Early Entry students based on greater responsibility or other differences in expectations that justify the higher rate. The current job description for an undergraduate “expert” researcher states, “Performs complex laboratory and diagnostic tests with minimal supervision. Maintains records associated with diagnostic/lab tests. Determines proper tests for research work. Conducts library searches for information related to research problems. Supervises maintenance of the facility and other laboratory assistant. Extensive and comprehensive knowledge of related course material. Experience with diagnostic and laboratory procedures/equipment required.” Additional required skills or responsibilities may justify higher rates that are competitive with graduate students doing comparable work. However, pay structure should recognize the difference between an undergraduate and fully admitted graduate student such that the graduate student receives a higher rate of pay.

A department may request an increased rate of pay by submitting a position description to Human Resources, along with the requested rate for the student temp position.