

ACADEMIC AFFAIRS COUNCIL

AGENDA ITEM: 5.A (2)

DATE: June 10, 2015

SUBJECT: BOR Policy 5:22 – Graduate Assistants and Fellows

During the May 2015 COPS meeting, SDSU presented a Graduate Assistant Tuition and Fees Proposal (see Attachment I) to amend BOR Policy 5:22 to set tuition at zero and grant a continuing waiver of the University Support Fee and course fees for graduate research, teaching and administrative assistants holding an appointment of 49 percent or greater. While the proposal as presented is specific to SDSU, any amendment to BOR Policy 5:22 would apply to all Regental institutions. A copy of BOR Policy 5:22, in its current form, is included herewith as Attachment II.

At the conclusion of the discussion, COPS approved the formation of a joint task force to identify issues, concerns and goals related to any changes that would be recommended to the Board. Each president has been asked to nominate three individuals from any of the following constituencies: AAC, BAC, RAC, graduate dean or grants administration. From the list of nominees, a task force of 12 individuals will be selected with representation from each campus, as well as each of the above-referenced constituencies.

The tentative timeline is to have the recommendations of the joint task force before the Board for discussion at its October meeting with a follow-up action item planned for December. As such, the task force will be formed and discussions will commence in the near future. The intention is to bring the recommendations of the joint task force before the various councils for review and comment, after which they will go to COPS in September for final deliberation and a decision on what will go forward to the Board in October.

AAC representatives should be prepared to discuss issues/concerns with the model being proposed which will be forwarded to the task force as it is convened. Additionally, council members not serving on the task force are encouraged to stay abreast of the discussions as they unfold, voicing any thoughts or concerns you may have along the way to your campus representative(s). As indicated above, the council will have an opportunity to review and comment on the recommendations of the task force before they go to COPS in September.

RECOMMENDED ACTION

Discussion and Recommendation.

DRAFT**A PROPOSAL****To Amend Board of Regents Policy for Graduate Assistant Tuition and Fees****South Dakota State University****Spring 2015**

The Proposal: The proposal is to amend SD BOR 5:22 to set tuition at zero and grant a continuing waiver of the University Support Fee (USF) and course fees for graduate research, teaching and administrative assistants holding an appointment of 49 percent or greater at South Dakota State University.

About fifty (50.0) percent of graduate assistants appointed at the six (6) South Dakota Regental universities are enrolled at South Dakota State University. Typically this totals about 600 graduate assistants comprised of 390 research assistants, 185 teaching assistants and 25 administrative assistants. The total stipends paid to graduate assistants at South Dakota State exceed \$10.0 million annually.

Effective Date: FY17 for new and continuing graduate assistants. Continuing graduate assistants' renewal-of-appointment letters will contain the terms and conditions of appointment aligned with the proposal.

Background: SD BOR 5:22 requires graduate assistants receiving the minimum stipend set annually by the BOR to pay one third (1/3rd) of resident graduate tuition (\$73.12 per credit hour in FY16). In addition, graduate assistants are charged the resident University Support Fee (\$93.80 per credit hour in FY16), applicable course fees and the General Activity Fee (\$33.90 per credit hour in FY16). A standard course load for a graduate assistant with a 49 percent appointment is six (6) credit hours per semester or twelve (12) credit hours per academic year. Graduate assistants in FY16, for the academic year, will pay: \$877.44 in tuition, \$1,125.60 in University Support Fees, \$406.80 in General Activity Fees, plus applicable course fees. For example, a graduate research assistant in electrical engineering will pay \$80.00 per credit hour in course fees totaling \$960.00 for the academic year, assuming 12 credit hours of course work. Similarly a graduate teaching assistant in biology and a graduate research assistant in chemistry will pay \$480.00 in course fees per academic year in FY16.

Excluding course fees, graduate assistants will pay \$2,409.84 per academic year in tuition, University Support Fees and General Activity Fees, at FY16 prices. The course fees are in addition and bring the total for an electrical engineering research assistant to \$3,369.60 and for the teaching assistant in biology and research assistant in chemistry to \$2889.60, as examples.

The proposal is to amend SD BOR 5:22 so tuition is zero and there is a permanent waiver of the University Support Fee and of all applicable course fees for graduate assistants with at least a 49 percent appointment. Graduate assistants would continue to pay the General Activity Fee. Assuming 12 credit hours per academic year and the FY16 price of \$33.90 per credit hour, this totals \$408.80 for the academic year.

Justification: The proposed changes will significantly enhance the ability of South Dakota State's departments to compete for the very best graduate assistants. The proposed changes will simplify and make more transparent graduate assistantships. The changes also will align South Dakota State's graduate assistantships more closely with the attributes and characteristics of the very competitive regional, national and global graduate assistantship market in which South Dakota State's graduate programs must successfully compete to attract the very best graduate assistants.

Graduate Assistantships and University Managed Resources/Decentralize Budgeting: With University Managed Resources each Regental university retains tuition revenues less the proceeds from the 20 percent Higher Education Facilities Fund (HEFF) tax. Under South Dakota State's decentralized budgeting colleges/departments retain tuition, University Support Fee and course fee revenues earned by providing educational services to students, who pay tuition, University Support Fees and course fees. General Activity Fee revenues are used to fund university-wide student services. Accordingly, revenues from tuition (less the proceeds from the .20 HEFF tax), University Support Fees and course fees paid by graduate assistants at South Dakota State are retained by the college/department where the assistant is appointed.

Typically, the main source of income available to graduate assistants to pay their tuition and fee bill is their graduate assistantship stipend. Colleges/departments establish assistantship stipends to successfully compete in their respective discipline(s) graduate assistant market. Graduate assistant markets are shaped by supply-demand factors characteristic of each discipline's market. Supply-demand forces, for example, are quite different for the chemistry assistantship market compared to the English or journalism assistantship market. Thus, stipends for assistants reflect these dynamic stochastic market factors and the standards of those markets. Accordingly, South Dakota State colleges/departments must ensure the stipends offered prospective graduate assistants are: 1) competitive, and 2) reflect any non-standard market conditions unique to SD BOR policy and practices, such as the one-third ($1/3^{\text{rd}}$) resident tuition, University Support Fees and course fees charged graduate assistants, to succeed in the competition for the very best graduate assistants.

In Figure 1 the flow of graduate assistantship funds under University Managed Resources/decentralized budgeting for South Dakota State is illustrated. Funds to pay teaching and administrative assistant stipends are typically institutional funds. Funds to pay research assistants are typically sponsored program funds (grants and contracts), SD Agricultural Experiment Station (AES) funds and institutional funds (i.e. the GIS Center for Excellence and the newer state assisted Ph.D. programs, including Electrical Engineering, Computational Science and Statistics and Pharmaceutical Sciences.)

Figure 1A, the left side of Figure 1, illustrates the current flow of funds for assistantship stipends under SD BOR 5:22 policy. Funds flow from college/department sources to the graduate assistants as stipends. Graduate assistants pay $1/3^{\text{rd}}$ of resident tuition, University Support Fees and course fees plus General Activity Fees per current policy. The General Activity Fee revenues go to support student services, as illustrated. Net tuition (tuition revenue minus the proceeds from the .20 HEFF tax), University Support Fee and course fee revenues flow directly back to the college/department from which they came.

Figure 1B, the left side of Figure 1, illustrates the flow of funds for assistantship stipends if the proposed amendment to SD BOR 5:22 is adopted. Clearly the process is simplified. A market determined stipend

flows to the graduate assistants. There is greater transparency. The General Activity Fee continues to be paid by graduate assistants.

Higher Educational Facility Fund (HEFF) Impact: South Dakota state law (SDCL §13-53-15) requires that 20 percent of tuition revenues be deposited into the Higher Education Facilities Fund (HEFF). For FY15, the estimated HEFF tax revenue from tuition paid by South Dakota State graduate assistants for state-support credit hours was \$107,821. For FY14 the HEFF tax revenues paid by graduate assistants were \$111,216. This is 1.14 percent of the approximately \$9.7 million paid into the HEFF by all students enrolled at South Dakota State in FY14. For FY12 and FY13 the HEFF tax revenues on tuition paid by graduate assistants were \$98,872 and \$85,592, respectively.

Implications for Sponsored Program Budgets: Federal regulations (OMB Uniform Guidance; effective 26 December, 2015) permit grant application budgets to include tuition remission for projects utilizing graduate assistants. Tuition remission is equal to the total amount of tuition and fees that would be paid by graduate students less that paid by graduate students on assistantship. Tuition remission may be claimed for all monetary support which is provided to all graduate assistants appointed by a university independent of the fund source of the assistantship stipend, i.e. tuition remission can only be claimed for all like-students.

At South Dakota State, under current SD BOR 5:22, the tuition remission line of all grant applications submitted includes the two thirds (2/3rds) of the resident tuition not paid by graduate assistants proposed to be funded if the grant is awarded. There is a companion line in the budget of grant applications showing the tuition and fees that will be paid by the graduate assistants whose assistantship stipends are funded by the grant, if awarded. Thus, the two lines in the grant application budget – the tuition and fees line that records the tuition and fees to be paid by graduate assistants and the tuition remission line (total tuition and fees less tuition and fees paid by graduate assistants) – sum to the total of graduate student tuition and fees for graduate students proposed to be on assistantship funded by the successful grant. Conceptually, the purpose for the OMB Uniform Guidance is to fund that part of graduate assistants' education not paid for directly by graduate assistants (i.e. tuition remission).

Under the proposed change, the budget line in the grant application for tuition and fees paid by graduate students on assistantship would include ONLY General Activity Fees. The tuition remission line would include one hundred percent (100%) of resident tuition, University Support Fees and course fees, where applicable, for graduate students proposed to be on assistantship if the grant application is successful. The total revenues received from a successful grant for tuition and fees would be unchanged if this proposal is approved. The distribution between that paid by the graduate assistants and that paid by the grant in the tuition remission line would be significantly changed, i.e. the tuition remission line would increase and the tuition and fees paid by graduate assistants' line would decrease by a like amount. Graduate assistants would pay ONLY General Activity Fees. Funded grants would pay tuition, University Support Fess and relevant course fees for graduate assistants through tuition remission.

Evidence from the Graduate Assistantship Market: Graduate assistantship stipends and the tuition and fees paid by graduate assistants are presented in Tables 1 through 8 for selected competitor universities and selected disciplines. Each table is discipline specific, since market supply-demand conditions vary by discipline. Market data for both master's assistants and Ph.D. assistants are provided, where

appropriate. Working with the Graduate School, departments identified a set of competitor universities for which assistantship data were collected using common methodology including paper and electronic/website document reviews, telephone interviews and email correspondence. All data are for FY15, the 2014-2015 academic year. Assistantship stipends are normalized to academic year nine (9) month appointments, twelve credit hours, or the minimum required by the institution, per academic year (for institutions pricing by the credit hour) and 20 hours per week obligation, which is common for the half-time assistantship appointment (49 percent appointment for South Dakota State University).

The disciplines selected are representative of the distribution of graduate assistants appointed at South Dakota State. The discipline specific data in the respective tables include FY15 observations from selected competitor institutions on 1) gross assistantship stipend, 2) tuition and fees paid by graduate assistants and 3) the net stipend (i.e. gross stipend less tuition and fees paid). In addition summary data on health insurance for graduate assistants was collected and is reported in the right-hand column in each table.

A commonly observed tuition and fees charged graduate assistants at competitor universities is about \$2,000 or less per academic year, with many observations under \$1,000. Common in the market is a General Activity Fee type of charge. Frequently, a health insurance premium is included in the observations on fees for universities providing some level of graduate assistant health benefits.

The University Support Fee is unique to South Dakota. An above market-mean reliance on course fees is also unique to South Dakota and particularly unique to the science and engineering disciplines at South Dakota Regental universities. The equivalent of these fees at competitor universities is typically contained within tuition and are not paid by graduate students on assistantship appointment.

The imposition of the statutorily required Higher Education Facility Fund (HEFF) 20 percent tax on tuition in South Dakota and the legacy of pooling tuition revenues prior to University Managed Resources, which was adopted in FY12, can be argued to have been the underlying unintentional motivation for a more complex and less transparent pricing structure in South Dakota using both universal fees (i.e. University Support Fee) and course fees. Regardless current South Dakota policy derived practices are generally different from observed tuition based pricing systems in the marketplace where South Dakota State competes for graduate assistants.

The proposed changes will improve the competitive position of South Dakota State University for successfully recruiting the very best graduate teaching, research and administrative assistants.

Graduate Assistant Health Insurance: An analysis of observations on graduate assistant health insurance did not reveal a clear market-standard. For example, four of seven Biology and Microbiology competitors provide full health insurance benefits, two of seven Chemistry and Biochemistry competitor programs provide full health insurance benefits and three of six Pharmaceutical Sciences competitor programs provide full health insurance benefits. A more complete and thorough study of health insurance benefits available to graduate assistants and their dependents is needed for a full understanding of market-standards.

A.

B.

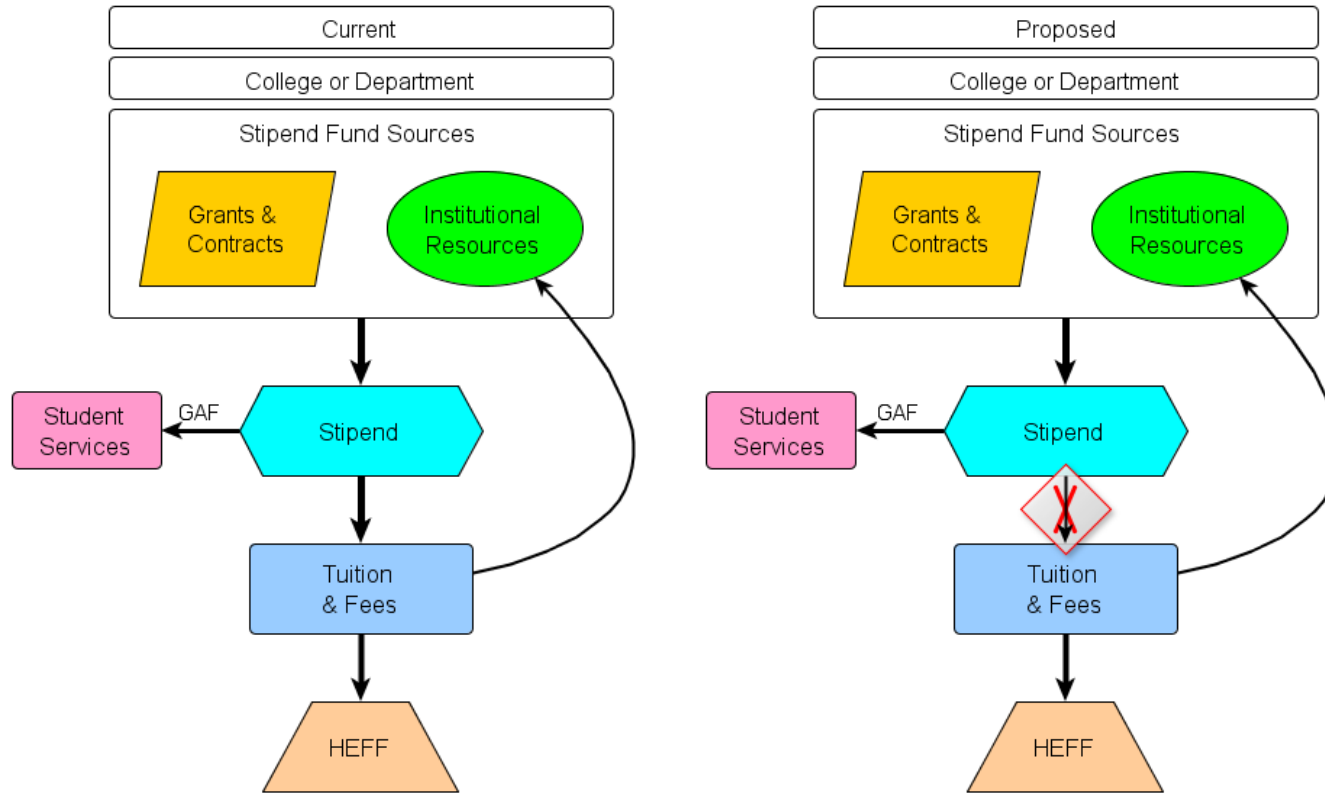


Figure 1. **Fund flows for graduate assistant stipends.** A. Grants, contracts and institutional resources are used to fund graduate assistant stipends. Monies from the stipend are used by graduate assistants under current policy to pay 1/3rd resident tuition, University Support Fees, General Activity Fees (GAF), and applicable course fees. The revenues from these payments flow to the unit from which the stipend came, less the proceeds from the 20 percent Higher Education Facilities Fund (HEFF) tax. B. The proposed changes removes the requirement for graduate assistants with at least 49 percent appointment to pay tuition, University Support Fees and course fees. Graduate Assistants would continue to pay GAF.

Table 1. Biology and Microbiology Graduate Assistantships for Selected Universities, Academic Year 2014-2015.

University	Dept	Degrees	Gross Stipend	Tuition & Fees Paid by Student (\$)	Net Stipend	Health Insurance Provided
Montana State University	Microbiology & Immuno.	MS	\$16,200	\$0	\$16,200	Yes
Colorado State U - Fort Collins	Biology	MS	\$17,100	\$1,759	\$15,341	Yes
Southern Illinois University-Carbondale	Zoology	MS	\$14,022	\$1,624	\$12,398	Yes
Iowa State University	Ecol Evol Org Biology	MS	\$17,100	\$4,940	\$12,160	Yes
SDSU	Biology & Microbiology	MS	\$13,827	\$2,261	\$11,566	No
North Dakota State University	Biology	MS	\$11,500	\$608	\$10,892	No
University of Idaho	Plant,Soil, Entomology	MS	\$16,256	\$7,882	\$8,374	No
University of Wisconsin LaCrosse	Biology	MS	\$10,275	\$6,114	\$4,161	No
Montana State University	Microbiology & Immuno.	PhD	\$16,200	\$0	\$16,200	Yes
Iowa State University	Ecol Evol Org Biology	PhD	\$17,100	\$945	\$16,155	Yes
Colorado State U - Fort Collins	Biology	PhD	\$17,100	\$1,759	\$15,341	Yes
SDSU	Biology & Microbiology	PhD	\$17,194	\$2,261	\$14,933	No
North Dakota State University	Biology	PhD	\$14,000	\$608	\$13,392	No
Southern Illinois University-Carbondale	Zoology	PhD	\$14,022	\$1,624	\$12,398	Yes
University of Idaho	Plant,Soil, Entomology	PhD	\$17,548	\$7,882	\$9,666	No

¹Academic year stipend for 12 credit hours and 20 hours per week obligation.

²Arranged in rank order from highest net stipend to lowest.

³Health insurance provided in full indicates the university pays 100% of the premium for the student. Universities or departments which do not pay for health insurance or pay only a portion of the premium are indicated by 'No'.

⁴Most Montana State program graduate assistants receive all fees paid, unlike other graduate assistant in other programs.

⁵ Iowa State U provides only a 50% tuition scholarship for master's students.

⁶U Idaho does not charge out-of-state portion of tuition and fees for graduate assistants but all graduate assistants pay the in-state tuition and fee rate.

Table 2. Chemistry Graduate Assistantships for Selected Universities, Academic Year 2014-2015.

University	Dept	Gross Stipend ¹	Tuition & Fees Paid by Student	Net Stipend ²	Health Insurance Provided in Full ³
Ph.D. Programs					
North Dakota State University	Chemistry & Biochemistry	\$22,000	\$608	\$21,392	No
Iowa State University	Chemistry	\$18,702	\$945	\$17,757	Yes
U of Minnesota	Chemistry	\$19,125	\$1,382	\$17,743	No
U of Wisconsin - Madison	Chemistry	\$19,050	\$1,365	\$17,685	No
U of Iowa	Chemistry	\$17,625	\$588	\$17,037	No
Colorado State University	Chemistry	\$16,500	\$1,759	\$14,741	Yes
South Dakota State University	Chemistry & Biochemistry	\$17,194	\$2,540	\$14,654	No

¹Academic year stipend for 12 credit hours and 20 hours per week obligation.

²Arranged in rank order from highest net stipend to lowest.

³Health insurance provided in full indicates the university pays 100% of the premium for the student. Universities or departments which do not pay for health insurance or pay only a portion of the premium are indicated by 'No'.

Table 3. Electrical Engineering for Selected Universities, Academic Year 2014-2015.

University	Dept	Gross Stipend ¹	Tuition & Fees Paid by Student	Net Stipend ²	Health Insurance Provided in Full ³
Master's Programs					
U of North Dakota	Electrical Eng	\$15,300	\$560	\$14,740	Yes
Iowa State University	Electrical & Computer Eng	\$17,100	\$4,940 ⁴	\$12,160	Yes
Montana State University	Electrical & Computer Eng	\$12,240	\$463	\$11,777	No
U of Wyoming	Electrical & Computer Eng	\$11,700	\$0	\$11,700	Yes
South Dakota State Univ	Electrical & Computer Eng	\$13,827	\$3,077	\$10,750	No
North Dakota State Univ	Electrical & Computer Eng	\$10,800	\$608	\$10,192	No
Ph.D. Programs					
U of North Dakota	Electrical Eng	\$17,100	\$560	\$16,540	Yes
U of Wyoming	Electrical & Computer Eng	\$16,263	\$0	\$16,263	Yes
Iowa State University	Electrical & Computer Eng	\$17,100	\$945	\$16,155	Yes
South Dakota State Univ	Electrical & Computer Eng	\$17,194	\$3,077	\$14,117	No
North Dakota State Univ	Electrical & Computer Eng	\$13,500	\$608	\$12,892	Yes
Montana State University	Electrical & Computer Eng	\$12,240	\$463	\$11,777	No

¹Academic year stipend for 12 credit hours and 20 hours per week obligation.

²Arranged in rank order from highest net stipend to lowest.

³Health insurance provided in full indicates the university pays 100% of the premium for the student. Universities or departments which do not pay for health insurance or pay only a portion of the premium are indicated by 'No'.

⁴Iowa State U provides only a 50% tuition scholarship for master's students.

Table 4. English Graduate Assistantships for Selected Universities, Academic Year 2014-2015.

University	Dept	Gross Stipend ¹	Tuition & Fees Paid by Student	Net Stipend ²	Health Insurance Provided ³
Master's Programs					
Iowa State University	English	\$19,199	\$4,940 ⁴	\$14,259	Yes
U of North Dakota	English	\$14,623	\$677	\$13,946	Yes
South Dakota State Univ	English	\$13,827	\$2,261	\$11,566	No
Southern Illinois U-Carbondale	English	\$12,760	\$1,624	\$11,136	No
North Dakota State Univ	English	\$10,500	\$608	\$9,892	No
U of South Dakota	English	\$12,000	\$2,385	\$9,615	No
U of Nebraska-Lincoln	English	\$10,440	\$839	\$9,601	Yes
St. Cloud State Univ	English	\$10,000	\$550	\$9,450	No
Minnesota State Univ-Mankato	English	\$9,000	\$453	\$8,547	No

¹Academic year stipend for 12 credit hours and 20 hours per week obligation.

²Arranged in rank order from highest net stipend to lowest.

³Health insurance provided in full indicates the university pays 100% of the premium for the student. Universities or departments which do not pay for health insurance or pay only a portion of the premium are indicated by 'No'.

⁴Iowa State U provides only a 50% tuition scholarship for master's students.

Table 5. Pharmaceutical Sciences Graduate Assistantships for Selected Universities, Academic Year 2014-2015.

University	Dept	Degrees	Gross Stipend	Tuition & Fees Paid by Student	Net Stipend	Health Insurance Provided
U Wyoming	Biomedical Sciences	Ph.D.	\$18,800	\$0	\$18,800	Yes
Idaho State U	Pharmaceutical Sciences	Ph.D.	\$17,419	\$0	\$17,419	Yes
North Dakota State University	Pharmaceutical Sciences	Ph.D.	\$16,000	\$608	\$15,392	No
U Montana	Biomedical & Pharmaceutical Sciences	Ph.D.	\$15,000	\$0	\$15,000	No
South Dakota State U	Pharmaceutical Sciences	Ph.D.	\$17,250	\$2,261	\$14,989	No
Auburn U	Drug Discovery & Devel.	Ph.D.	\$13,500	\$1,500	\$12,000	Yes

¹Academic year stipend for 12 credit hours and 20 hours per week obligation.

²Arranged in rank order from highest net stipend to lowest.

³Health insurance provided in full indicates the university pays 100% of the premium for the student. Universities or departments which do not pay for health insurance or pay only a portion of the premium are indicated by 'No'.

Table 6. Plant Science Assistantships for Selected Universities, Academic Year 2014-2015.

University	Dept	Gross Stipend¹	Tuition & Fees Paid by Student	Net Stipend²	Health Insurance Provided in Full³
Ph.D. Programs					
U of Wisconsin - Madison	Agronomy	\$35,425	\$1,365	\$34,060	No
U of Minnesota	Agronomy & Plant Genetics	\$22,038	\$1,382	\$20,656	No
U of Nebraska - Lincoln	Agronomy and Horticulture	\$17,460	\$839	\$16,621	No
Iowa State University	Agronomy	\$17,190	\$945	\$16,245	Yes
South Dakota State Univ	Plant Science	\$17,194	\$2,275	\$14,919	No

¹Academic year stipend for 12 credit hours and 20 hours per week obligation.

²Arranged in rank order from highest net stipend to lowest.

³Health insurance provided in full indicates the university pays 100% of the premium for the student. Universities or departments which do not pay for health insurance or pay only a portion of the premium are indicated by 'No'.

Table 7. Wildlife and Fisheries Graduate Assistantships for Selected Universities, Academic Year 2014-2015.

University	Dept	Gross Stipend ¹	Tuition & Fees Paid by Student	Net Stipend ²	Health Insurance Provided in Full ³
Master's Programs					
Virginia Tech Univ	Fish & Wildlife Conservation	\$15,714	\$0	\$15,714	No
Pennsylvania State Univ	Ecosystem Science & Management	\$15,579	\$465	\$15,114	No
Louisiana State Univ	School of Renewable Natural Resources	\$15,003	\$1,961	\$13,042	No
U of Nebraska - Lincoln	School of Natural Resources	\$13,500	\$839	\$12,661	No
Mississippi State Univ	Wildlife, Fisheries & Aquaculture	\$12,375	\$0	\$12,375	No
South Dakota State Univ	Wildlife & Fisheries Sciences	\$13,827	\$2,275	\$11,552	No
North Carolina State Univ	Forestry and Environmental Resources	\$13,122	\$2,269	\$10,853	Yes
U of Missouri - Columbia	Fisheries & Wildlife Sciences	\$10,611	\$940	\$9,671	Yes
Ph.D. Programs					
Mississippi State Univ	Wildlife, Fisheries & Aquaculture	\$17,622	\$0	\$17,622	No
Pennsylvania State Univ	Ecosystem Science & Management	\$17,946	\$465	\$17,481	No
Virginia Tech Univ	Fish & Wildlife Conservation	\$16,605	\$0	\$16,605	No
Louisiana State Univ	School of Renewable Natural Resources	\$17,253	\$1,961	\$15,292	No
South Dakota State Univ	Wildlife & Fisheries Sciences	\$17,194	\$2,275	\$14,919	No
U of Nebraska - Lincoln	School of Natural Resources	\$15,003	\$839	\$14,164	No
North Carolina State Univ	Forestry and Environmental Resources	\$15,003	\$2,269	\$12,734	Yes
U of Missouri - Columbia	Fisheries & Wildlife Sciences	\$12,366	\$940	\$11,426	Yes

¹Academic year stipend for 12 credit hours and 20 hours per week obligation.

²Arranged in rank order from highest net stipend to lowest.

³Health insurance provided in full indicates the university pays 100% of the premium for the student. Universities or departments which do not pay for health insurance or pay only a portion of the premium are indicated by 'No'.

Table 8. Mathematics and Statistics Assistantships for Selected Universities, Academic Year 2014-2015.

University	Dept	Gross Stipend ¹	Tuition & Fees Paid by Student	Net Stipend ²	Health Insurance Provided in Full ³
Master's Programs					
U of Minnesota	School of Mathematics	\$18,000	\$1,382	\$16,618	No
South Dakota State Univ	Mathematics & Statistics	\$19,000	\$2,540	\$16,460	No
U of Nebraska - Lincoln	Mathematics	\$16,000	\$839	\$15,161	No
Colorado State University	Mathematics	\$16,810	\$1,759	\$15,051	Yes
North Dakota State Univ	Mathematics	\$14,000	\$608	\$13,392	No
Iowa State University	Mathematics	\$16,650	\$4,940 ⁴	\$11,710	No
Montana State University	Mathematical Sciences	\$12,109	\$463	\$11,646	No
Oklahoma State University	Mathematics	\$14,776	\$3,889	\$10,887	Yes
Ph.D. Programs					
South Dakota State Univ	Mathematics & Statistics	\$22,000	\$2,540	\$19,460	No
U of Minnesota	School of Mathematics	\$18,000	\$1,382	\$16,618	No
Iowa State University	Mathematics	\$16,650	\$945	\$15,705	No
U of Nebraska - Lincoln	Mathematics	\$16,000	\$839	\$15,161	No
Colorado State University	Mathematics	\$16,810	\$1,759	\$15,051	Yes
North Dakota State University	Mathematics	\$14,000	\$608	\$13,392	No
Oklahoma State University	Mathematics	\$17,172	\$3,889	\$13,283	Yes
Montana State University	Mathematical Sciences	\$13,005	\$463	\$12,542	No

¹Academic year stipend for 12 credit hours and 20 hours per week obligation.

²Arranged in rank order from highest net stipend to lowest.

³Health insurance provided in full indicates the university pays 100% of the premium for the student. Universities or departments which do not pay for health insurance or pay only a portion of the premium are indicated by 'No'.

⁴ Iowa State U provides only a 50% tuition scholarship for master's students.

SOUTH DAKOTA BOARD OF REGENTS

Policy Manual

SUBJECT: Graduate Assistants and Fellows

NUMBER: 5:22

1. Special Tuition Rate

To allow the universities to compete effectively when recruiting highly qualified prospective graduate students, the Board has adopted a special tuition rate for graduate assistants and graduate fellows for both state and self-support courses. The graduate assistants and graduate student fellows shall be assessed one-third (1/3) of the resident graduate tuition rate for all state-support courses and one-third of the graduate self-support rate plus the university support fee and the average general activity fee.

- A. Eligibility for the special tuition rate is limited to graduate assistants and fellows who are:
 - 1) unconditionally admitted to a graduate degree program and are registered at the university for its required minimum number of credit hours; and,
 - 2) awarded an assistantship or fellowship at or above the minimum rate established annually by the Board. Students who have received a qualifying graduate assistantship or fellowship for the preceding fall and spring are automatically eligible for the special graduate assistant tuition rate for the following summer.
- B. Graduate assistants and fellows who are eligible for the special tuition rate at one institution are eligible at other system institution(s).

All graduate assistants and fellows not meeting these eligibility requirements shall be charged the appropriate regular tuition rate established by the Board.

2. Compensation

The Board annually establishes a minimum stipend to be paid to graduate assistants. Graduate assistants are expected to work a full semester to receive the full semester compensation. Graduate assistants are expected to work the full four-week session to receive the full four-week session compensation. The minimum compensation may be prorated accordingly if the graduate student does not work the full semester or four week session (as applicable).

3. Non-Faculty Exempt Classification

Graduate assistants and graduate student fellows are considered staff members, but they are not employed in a permanent classification. Any grievance arising from this employment shall be brought under the non-faculty exempt procedures (Policy 4:8). The primary purposes of a graduate assistantship or graduate student fellowship are to provide students with professional experience and the necessary financial resources to attend a graduate program.

SOURCE: BOR, March 1993; June 1994; December 1995; October 2002; October 2004; December 2010.