

**Department of Civil & Environmental Engineering**  
**Graduate Student Researcher (GSR) Compensation Plan**  
**1/11**

The UC Davis graduate program in Civil and Environmental Engineering is ranked among the top civil engineering programs in the nation. Our Ph.D. graduates are very successful at finding tenure-track positions at major research universities, and we have placed well over 60 graduates in faculty positions in the US and around the world. We have a well-funded graduate program, one of the best on the campus by almost any measure.

We offer masters and doctoral degrees that span a wide range of specialty areas, structural, geotechnical, transportation, environmental, and water resources engineering. Owing to the increasingly cross-disciplinary nature of our graduate students, we often have students coming into the program who require a year or so of preparatory course-work, during which time we often try to fund them on research projects. In this first year, some such new students are less effective in their research duties, and come typically from less competitive fields. To be competitive in recruiting students, maintain our cross-disciplinary culture, and to most effectively continue to fund our students at high levels while completing research, we propose a flexible, straightforward compensation plan.

Research funding for our program is derived from a variety of state, federal, local, and private sources that often have a variety of constraints on the ability to pay out-of-state fees and on the expected level of compensation for researchers in their respective problem areas. Non-resident student researchers are a major fraction of our graduate student body and thus it is essential to have some mechanism to adjust compensation to enable non-resident students to cover the costs of attending UC Davis if our graduate program is to nationally and internationally competitive.

**GSR Compensation Plan**

- Step I: An appointment with a bachelor's degree, with less than one year of graduate study and without extensive appropriate work experience.
- Step II: An appointee with one year or more of graduate study or extensive appropriate work experience, without a master's degree.
- Step III: An appointee who has completed a master's program but has not yet been advanced to candidacy for the Ph.D. degree.
- Step IV: An appointee who has been advanced to candidacy for the Ph.D. degree.
- Step V: An appointee who has advanced to candidacy for the Ph.D. degree but who has not completed their thesis research.
- Step VI-X: An appointee who has completed thesis research but has not completed the final defense of the thesis and filed appropriate documentation of completion of requirements for the degree with the Office of Graduate Studies.
- 1) Requests for exceptions to appointment step or advancement may be made to the graduate program Chair based on qualifications, project requirements, performance, competitive needs to cover non-resident tuition expenses, or other competitive requirements. These must be evaluated and approved by the College of Engineering and/or Graduate Studies.
  - 2) New students may be hired in GSR titles during the summer before their first quarter of enrollment provided that such hiring complies with any applicable visa requirements.
  - 3) A minimum partial GSR appointment for all grad students shall be 25%, at any level. GSR appointments < 25% may occur by exception only by written request and with written approval from the graduate program Chair, except for GSR appointments coinciding with an overlapping 25% TA appointment.
  - 4) During normal academic periods, **standard** GSR appointments will not exceed 49%. GSR appointments @ 50% shall be by Department exception.
  - 5) During break periods when Engineering classes are not in session and during summer, appointments up to 100% are allowed.