



# Board of Regents

## HR & Administration Committee

### AGENDA & NOTICE OF SPECIAL MEETING

Regents Boardroom, 61 Woodland Street, Hartford, CT

9:30 am, Thursday, November 21, 2019

1. Roll Call, Declaration of Quorum and Call to Order
2. Approval of Previous Meeting Minutes
  - a. [September 4, 2019](#)
  - b. [October 10 2019](#)
3. Revision to CSCU Policy concerning Stipends and Waiver of Fees for Graduate Assistants
4. Adjournment

#### Committee members

Naomi K. Cohen, Chair  
Richard J. Balducci  
Holly Howery  
David Jimenez  
Elease Wright

**CT BOARD OF REGENTS FOR HIGHER EDUCATION**

**RESOLUTION**

concerning

Revision of Policy for Stipends and Waiver of Fees for Graduate Assistants

December 19, 2019

- WHEREAS, The purpose of graduate assistantships is to allow well qualified matriculated graduate students to participate in institutional and CSCU System Office activities academically relevant to the student's program of study and in support of the institution and/or System Office; and
- WHEREAS, Stipends, tuition and/or fee waivers, and scholarships for graduate assistants will provide graduate students with financial assistance to undertake graduate study; and therefore, be it
- RESOLVED, That graduate assistantships shall be awarded only to matriculated graduate students in three categories: Graduate Assistant (GA), Teaching Assistant (TA) and Research Assistant (RA) who provide support for the university and/or System Office; and be it further
- RESOLVED, That the universities shall be permitted the discretion to waive fees and/or tuition for full and/or part-time graduate assistantships; and be it further
- RESOLVED, That the maximum stipend for full-time graduate assistantships shall be \$6,000 per semester and shall be \$3,000 per semester for half-time graduate assistantships, and shall not include negotiated benefits; and be it further
- RESOLVED, That the universities may provide from other funds at their disposition, scholarships, tuition and/or fee waivers or grants to supplement the above stipends; and be it further
- RESOLVED, That the cost of any tuition and/or fee waiver, scholarship and/or grants, along with the stipend expense, shall be borne by the awarding institution; and be it further
- RESOLVED, That this resolution be reviewed at least every five years thereafter; and be it further
- RESOLVED, That Board Resolution 97-53 be rescinded, and be it further
- RESOLVED, That this resolution shall be effective as of spring semester 2020.

A True Copy:

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Erin A. Fitzgerald, Secretary of the  
CT Board of Regents for Higher Education

**ITEM**

Revision of Policy: Stipends and Waiver of Fees for Graduate Assistants

**BACKGROUND**

In May 2019, the presidents, provosts and graduate deans of the Connecticut State Universities began discussions with the CSCU Provost and Senior Vice-President for Academic and Student Affairs regarding financial support for graduate assistants. CSCU stipends and waiver of fees for graduate assistants have not been updated since June 13, 1997 when they were established by Board Resolution 97-53.

University administrators voiced concerns about their inability to compete with peer institutions for outstanding graduate students. The awards and other provisions currently offered by the CSUs were described as significantly below market value, placing the institutions at a severe disadvantage in being less competitive.

Recommendations for revision of the policy were forwarded to the BOR's Human Resources & Administration Committee including information about stipends. The impact of waivers of tuition and/or fees was also discussed.

The Academic division provided the following documentation/ data in response to the Committee's request for additional information:

- Current CSU Graduate Assistants Costs
- Graduate Assistantships at Regional Institutions
- Graduate Assistantships at Peer Institutions in Connecticut

In consultation with representatives of universities' administrations, consensus was reached that tuition and/or fees waivers would be permitted at the discretion of the individual institutions rather than be required. The cost of any tuition and/or fee waiver, scholarship and/or grants, along with the stipend expense, shall be borne by the awarding institution.

**RECOMMENDATION**

The System's Provost and Senior Vice President for Academic and Students Affairs concurs with the recommendation of the university administrators that the Board of Regents adopts the proposed policy revision.

11/21/2019 – BOR HR & Administration Committee

12/02/2019 – BOR Academic & Student Affairs Committee-(Information Item)

12/19/2019 – Board of Regents



RESOLUTION

concerning

STIPENDS AND WAIVER OF FEES  
FOR GRADUATE ASSISTANTS

June 13, 1997

WHEREAS, The purpose of graduate assistantships is to allow well qualified matriculated graduate students to participate in institutional activities academically relevant to the student's program of study, and

WHEREAS, Stipends, fee waivers, and scholarships for graduate assistants will provide graduate students with financial assistance, thus enabling persons with limited financial resources to undertake graduate study, and therefore be it

RESOLVED, That graduate assistantships shall be awarded only to matriculated graduate students, and be it further

RESOLVED, That graduate students awarded full assistantships shall pay full-time tuition; graduate students awarded half assistantships and enrolled for nine semester hours or more shall pay full-time tuition; those enrolled for less than nine hours shall pay appropriate registration and course fees for part-time students, and be it further

RESOLVED, That the following fees shall also be waived for graduate assistants:

- State University Fee
- University General Fee except for that portion attributable to student accident insurance
- Student Activity Fee

and be it further

RESOLVED, That the maximum stipend for full graduate assistantships shall be \$4,800 per semester and \$2,400 per semester for half graduate assistantships, and shall not include negotiated benefits, and be it further

RESOLVED, That the universities may provide from other funds at their disposition, scholarships or grants to supplement the above stipends, and be it further

RESOLVED, That Board Resolution 97-32 be rescinded, and be it further

RESOLVED, That this resolution shall be effective for fall semester 1997.

A Certified True Copy:

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William J. Cibes, Jr.  
Chancellor