

Contact: Tom Evans

FY 2007 SALARY POLICIES

Actions Requested: Consider recommending to the Board approval of the FY 2007 salary policies effective July 1, 2006, as delineated below:

1. Nonorganized professional and scientific salary policies -- University of Iowa, Iowa State University, University of Northern Iowa, Iowa School for the Deaf, Iowa Braille and Sight Saving School, and the Board Office;
2. Faculty salary policies -- University of Iowa, Iowa State University, Iowa School for the Deaf and Iowa Braille and Sight Saving School;
3. Faculty extracurricular pay schedules – Iowa School for the Deaf and Iowa Braille and Sight Saving School; and
4. Nonorganized Regent Merit System.

Executive Summary: The proposed institutional and Board Office salary policies for FY 2007 are summarized below. FY 2007 budgets for the universities will be considered at the August Board of Regents meeting. FY 2007 budgets for the special schools and Board Office are considered in a separate agenda item this month.

University of Iowa – Salary increases for faculty will be based upon individual contribution and performance. In an effort to make further competitive gains in average faculty salaries, the faculty increase will be divided into two components – an anticipated average increase on July 1 of 3.5% and an additional increase of 1.5% on January 1, 2007, if funds are available.

Salary increases for nonorganized professional and scientific (P&S) staff will be based on merit, and it is anticipated will average between 3.5% and 5%. The P&S matrix was increased by 2% on the minimums and by 3.5% on the maximums (see Attachment A).

Salary policies for the P&S staff included in the tertiary care unit (SEIU) were negotiated in the current collective bargaining agreement (see Attachment K for details). Salary policies negotiated for organized graduate students (COGS) are detailed in Attachment L.

Iowa State University -- General Fund units at Iowa State University will receive funds equal to 2.5% of their continuing faculty and P&S employee salary base to be used for salary increases. Units will be encouraged to reallocate funds to achieve up to a 3% average salary increase. Salary increases will be based on a review of each faculty and P&S staff member's performance. The proposed P&S salary matrix is increased by 2% at the minimum and maximum of each of the ten pay grades (see Attachment B).

The University will set aside a pool of \$1 million additional salary and benefit increase funds to address faculty salary competitiveness. These funds are to be used for the most outstanding and highest priority academic areas and units which face the most significant challenges with faculty salary competitiveness. A portion of the funds may also be used for salary increases for the most outstanding individual faculty members whose salaries are not competitive with the marketplace for faculty of their distinction.

University of Northern Iowa – The University anticipates most P&S staff will receive increases of 2% on July 1, 2006, and an additional 1.5% on January 1, 2007, which mirrors the increases negotiated for the organized faculty. The proposed P&S matrix has been 2% at the minimum of each of the eight pay grades and 4% at the maximum.

Iowa School for the Deaf – ISD proposes to increase the faculty salary matrix by 3.75% (Attachment F). Qualified faculty will continue to receive merit pay for sign language proficiency and professional certifications. Eligible faculty will receive a one step increase on the matrix and will be also be provided increases for attainment of additional education. It is anticipated the average faculty increase will be 4.39%. The proposed extra curricular pay schedule is increased by 3% from FY 2006 (Attachment H).

ISD and IBSSS share a single P&S salary matrix (Attachment D). The proposed matrix is increased by 3% at the minimum and maximum of each of the six pay grades. ISD proposes an average increase of 4.25% for P&S staff. P&S staff are also eligible for merit pay for sign language proficiency.

Iowa Braille and Sight Saving School – Traditionally, pay policies for faculty at IBSSS and ISD have been the same. Given the relationship IBSSS has with the AEAs, it is believed that the two schools should be separated and allowed to develop school-based salary policies based upon individual needs. Currently, 21 of the 36 teachers paid on the faculty matrix at IBSSS are dedicated to services through a designated AEA. The AEAs have been paying for the majority of those faculty salary increases without opportunity to discuss appropriate compensation levels for staff aligned with the AEAs. The average increases in the AEAs are tied to their 4% allowable growth. The faculty salary matrix proposed for IBSSS faculty is increased by 2.5% over the matrix for FY 2006 that was shared by the two special schools. With step and track movements, the average faculty increase will be 4.2%.

As noted above, ISD and IBSSS share a single P&S salary matrix (Attachment D). The average P&S increase at IBSSS is anticipated to be 4.0%.

The extra-curricular pay scale for IBSSS is unchanged from FY 2006 (Attachment I).

Board Office – Salary increases for Board Office employees will be based on performance and will average approximately 3.5%. The proposed pay matrix has been held constant at the minimum of each pay grade and increased 3.5% at the maximum (Attachment E).

Regent Merit System – The pay policy for the nonorganized staff in the Regent Merit System will be the same as that negotiated with AFSCME for employees in statewide bargaining units. The nonorganized matrix will be increased by 2% on July 1, 2006 (Attachment J). Eligible employees will continue to receive 4.5% increases on their anniversary dates. The institutions estimate that the average increases for AFSCME and nonorganized employees in FY 2007 will be as follows: SUI – 4.85%, ISU – 4.3%, UNI – 5.5%, ISD – 4.81%; IBSSS – 5.44%.

University of Iowa

Professional and Scientific Salary Schedule 2006-2007

Grade	Minimum	1st Quartile	Midpoint	Third Quartile	Maximum
1	\$20,842	\$25,530	\$30,219	\$34,907	\$39,595
2	\$22,545	\$27,623	\$32,701	\$37,778	\$42,856
3	\$24,387	\$29,882	\$35,376	\$40,871	\$46,365
4	\$26,393	\$32,339	\$38,284	\$44,230	\$50,175
5	\$28,562	\$35,060	\$41,559	\$48,057	\$54,555
6	\$30,908	\$37,934	\$44,960	\$51,985	\$59,011
7	\$33,431	\$40,963	\$48,494	\$56,026	\$63,557
8	\$36,163	\$44,313	\$52,462	\$60,612	\$68,761
9	\$39,127	\$47,943	\$56,760	\$65,576	\$74,392
10	\$42,327	\$51,869	\$61,410	\$70,952	\$80,493
11	\$45,802	\$56,123	\$66,444	\$76,764	\$87,085
12	\$49,563	\$60,728	\$71,894	\$83,059	\$94,224
13	\$53,602	\$65,687	\$77,772	\$89,856	\$101,941
14	\$58,004	\$71,078	\$84,152	\$97,225	\$110,299
15	\$62,753	\$76,898	\$91,044	\$105,189	\$119,334
16	\$67,884	\$83,196	\$98,508	\$113,819	\$129,131
17	\$73,456	\$90,014	\$106,571	\$123,129	\$139,686
18	\$79,482	***	***	***	OPEN

Iowa State University

Professional & Scientific 2006/2007 Pay Matrix

PENDING APPROVAL BY THE BOARD OF REGENTS

PAY GRADE	GRADE MINIMUM	FIRST THIRD	GRADE MIDPOINT	GRADE MAXIMUM
<u>HIRING RANGE</u>				
11	\$27,774	\$33,285	\$36,041	\$44,306
12	\$29,705	\$35,907	\$39,009	\$48,310
13	\$32,444	\$39,548	\$43,101	\$53,758
14	\$35,791	\$44,000	\$48,104	\$60,419
15	\$39,908	\$49,471	\$54,253	\$68,598
16	\$45,381	\$56,727	\$62,401	\$79,421
17	\$51,659	\$65,107	\$71,830	\$92,000
18	\$59,940	\$76,162	\$84,273	\$108,606
19	\$70,239	\$89,970	\$99,837	\$129,437
20	\$83,850			

UNIVERSITY OF NORTHERN IOWA
FY 2007 P&S SALARY MATRIX

PAY GRADE	MINIMUM	FIRST QUARTILE	MIDPOINT	THIRD QUARTILE	MAXIMUM
I	\$23,410.00	\$29,720.00	\$36,020.00	\$42,330.00	\$48,640.00
II	\$26,800.00	\$34,120.00	\$41,440.00	\$48,760.00	\$56,080.00
III	\$30,840.00	\$39,490.00	\$48,130.00	\$56,780.00	\$65,420.00
IV	\$35,770.00	\$46,460.00	\$57,140.00	\$67,830.00	\$78,510.00
V	\$41,850.00	\$54,690.00	\$67,530.00	\$80,370.00	\$93,200.00
VI	\$50,340.00	\$65,640.00	\$80,940.00	\$96,250.00	\$111,550.00
VII	\$59,690.00	\$78,510.00	\$97,330.00	\$116,140.00	\$134,960.00
VIII	\$71,350.00	\$94,670.00	\$117,990.00	\$141,320.00	open

Iowa School for the Deaf
Iowa Braille and Sight Saving School
Professional and Scientific Salary Schedule
FY 2007

Salary Grade	Minimum	Midpoint	Maximum	Spread
1	\$28,449	\$34,598	\$40,748	43.23%
2	\$30,590	\$37,664	\$44,738	46.25%
3	\$34,540	\$42,554	\$50,568	46.40%
4	\$38,223	\$48,082	\$57,941	51.58%
5	\$42,163	\$53,425	\$64,686	53.42%
6	\$47,082	\$60,313	\$73,543	56.20%

SALARY GRADE ASSIGNMENTS

- 3 Accountant (ISD)
Communications Specialist (ISD)
Recreation Utilization Coordinator (ISD)
Registered Nurse I (ISD)
Residential Counselor (ISD)
Residential Programmer (IBSSS)
Sign Language Communications Program Coordinator (ISD)

- 4 Administrative Assistance (ISD)
Facilities Manager (IBSSS)
Human Resources Specialist (IBSSS)
Residential Services Specialist (IBSSS)
Social Worker (ISD)

- 5 Director of Development (ISD)
Director of Human Resources (ISD)
Family Services Specialist (IBSSS)
Information Technology Specialist (ISD/IBSSS)
Outreach Coordinator (ISD)
Registered Nurse, Head (ISD/IBSSS)
Residence Dean (ISD/IBSSS)

BOARD OF REGENTS, STATE OF IOWA
Board Office P&S Salary Schedule
Proposed FY 2007

Salary Grade	Minimum	Midpoint	Maximum	Spread
1	\$30,449	\$36,597	\$47,271	50%
2	\$35,930	\$43,185	\$55,780	50%
3	\$42,396	\$50,957	\$65,821	50%
4	\$50,028	\$60,130	\$77,668	50%
5	\$59,032	\$70,953	\$91,648	50%
6	\$69,659	\$83,725	\$108,145	50%
7	\$82,197	\$98,795	\$127,612	50%
8	\$96,992	\$116,578	\$150,581	50%
9	\$114,451		*	

Assignment of Classifications to Pay Grades

- 2 Senior Administrative Assistant
- 3 Executive Assistant
Student Relations Officer
Technical Specialist**
- 4 Policy and Operations Analyst**
- 5 Regents Associate Counsel**
- 6 Policy and Operations Officer**
- 7 Chief Business Officer
Regents General Counsel
- 8 Deputy Executive Director
- 9 Executive Director and Chief Public Affairs Officer

* Maximum set by legislation (FY 2007 maximum is \$145,430)

University of Iowa P&S Positions Detailed to the Board Office

Position	SUI Pay Grade	Salary Range
Policy and Operations Officer **	14	\$58,004-\$110,299
Policy and Operations Analyst **	10	\$42,327-\$80,493
Regents Associate Counsel**	10	\$42,327-\$80,493
Technical Specialist **	8	\$36,163-\$68,761
** in both the Board Office System and SUI system Director, Internal Audit	15	\$62,753-\$119,334

Other positions

State Relations Officer	SUI Grade 17	\$73,456-\$139,686
	ISU Grade 17	\$51,659-\$92,000
	UNI Grade 6	\$50,340-\$111,550

**IOWA SCHOOL FOR THE DEAF
FY 2007 FACULTY SALARY MATRIX**

TRACK DEGREE	I BA	II BA+15	III BA+30	IV MA	V MA+15	VI MA+30	VII ED SPEC
Beginning	\$32,410	\$34,031	\$35,651	\$38,892	\$40,513	\$42,133	\$43,754
Step 1	\$33,058	\$34,711	\$36,365	\$39,670	\$41,323	\$42,976	\$44,630
Step 2	\$33,719	\$35,405	\$37,092	\$40,464	\$42,150	\$43,836	\$45,522
Step 3	\$34,394	\$36,113	\$37,834	\$41,274	\$42,992	\$44,713	\$46,432
Step 4	\$35,082	\$36,836	\$38,590	\$42,098	\$43,852	\$45,607	\$47,361
Step 5	\$35,784	\$37,572	\$39,363	\$42,941	\$44,729	\$46,518	\$48,307
Step 6	\$36,500	\$38,325	\$40,150	\$43,800	\$45,625	\$47,450	\$49,275
Step 7	\$37,229	\$39,090	\$40,953	\$44,675	\$46,536	\$48,398	\$50,260
Step 8	\$37,974	\$39,872	\$41,771	\$45,568	\$47,467	\$49,366	\$51,264
Step 9		\$40,671	\$42,606	\$46,481	\$48,416	\$50,353	\$52,291
Step 10		\$41,484	\$43,460	\$47,410	\$49,386	\$51,361	\$53,336
Step 11		\$42,313	\$44,328	\$48,358	\$50,373	\$52,388	\$54,402
Step 12			\$45,214	\$49,326	\$51,381	\$53,436	\$55,491
Step 13			\$46,120	\$50,312	\$52,407	\$54,505	\$56,600
Step 14			\$47,042	\$51,318	\$53,456	\$55,595	\$57,732
Step 15				\$52,344	\$54,525	\$56,706	\$58,887
Step 16				\$53,391	\$55,615	\$57,840	\$60,065
Step 17					\$56,727	\$58,997	\$61,266
Step 18					\$57,863	\$60,178	\$62,492
Step 19						\$61,381	\$63,741
Step 20						\$62,608	\$65,016

Plus Certifications:

Prov. CED-ISD	\$750
Perm. CED-ISD	\$1,500
ACVREP-IBSSS	\$900
Other Certifications	\$600 to \$1,200

Sign Language Certification:

Intermediate Plus	\$200
Advanced	\$400
Advanced Plus	\$600
Superior	\$800
Superior Plus	\$1,000

For individuals with an appropriate Ph.D., the Superintendent has authority to pay 10% above the person's relative position on the Ed. Spec. track.

Iowa Braille and Sight Saving School
Faculty Salary Matrix
FY 2007

Track Degree	I BA	II BA+15	III BA+30	IV MA	V MA+15	VI MA+30	VII ED SPEC
Beginning	32,020	33,621	35,222	38,424	40,025	41,626	43,227
Step 1	32,660	34,293	35,926	39,192	40,825	42,458	44,092
Step 2	33,314	34,979	36,645	39,976	41,642	43,308	44,973
Step 3	33,980	35,679	37,378	40,776	42,475	44,174	45,873
Step 4	34,659	36,392	38,125	41,591	43,324	45,057	46,790
Step 5	35,353	37,120	38,888	42,423	44,191	45,958	47,726
Step 6	36,060	37,863	39,666	43,272	45,075	46,878	48,681
Step 7	36,781	38,620	40,459	44,137	45,976	47,815	49,654
Step 8	37,517	39,392	41,268	45,020	46,896	48,771	50,647
Step 9		40,180	42,094	45,920	47,834	49,747	51,660
Step 10		40,984	42,935	46,839	48,790	50,742	52,693
Step 11		41,803	43,794	47,775	49,766	51,757	53,747
Step 12			44,670	48,731	50,761	52,792	54,822
Step 13			45,563	49,706	51,777	53,848	55,919
Step 14			46,475	50,700	52,812	54,925	57,037
Step 15				51,714	53,868	56,023	58,178
Step 16				52,748	54,946	57,144	59,341
Step 17					56,045	58,286	60,528
Step 18					57,166	59,452	61,739
Step 19						60,641	62,974
Step 20						61,854	64,233

PLUS Certifications:

ACVREP \$900

For individuals with an appropriate PH. D., the Superintendent has the authority to pay 10% above the person's relative position on the Ed. Spec. track.

**IOWA SCHOOL FOR THE DEAF
SUPPLEMENTAL PAY
FY 2007**

HEAD COACH

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
FOOTBALL	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010
BASKETBALL	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010
VOLLEYBALL	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010
TRACK	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010
WRESTLING	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010
CHEERLEADING	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010

ASSISTANT HIGH SCHOOL/JUNIOR HIGH SCHOOL

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
FOOTBALL	2068	2130	2194	2260	2328	2398	2470	2544	2620	2699	2780	2863	2949	3037	3129
BASKETBALL	2068	2130	2194	2260	2328	2398	2470	2544	2620	2699	2780	2863	2949	3037	3129
VOLLEYBALL	2068	2130	2194	2260	2328	2398	2470	2544	2620	2699	2780	2863	2949	3037	3129
TRACK	2068	2130	2194	2260	2328	2398	2470	2544	2620	2699	2780	2863	2949	3037	3129
WRESTLING	2068	2130	2194	2260	2328	2398	2470	2544	2620	2699	2780	2863	2949	3037	3129

EXTRACURRICULAR

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
SENIORS	1240	1240	1240	1240	1240	1240	1240	1240	1240	1240	1240	1240	1240	1240	1240
JUNIORS	931	931	931	931	931	931	931	931	931	931	931	931	931	931	931
CONCESSIONS	931	959	988	1018	1049	1080	1112	1145	1179	1214	1250	1288	1327	1367	1408
YEARBOOK	931	959	988	1018	1049	1080	1112	1145	1179	1214	1250	1288	1327	1367	1408
OTHER	931	959	988	1018	1049	1080	1112	1145	1179	1214	1250	1288	1327	1367	1408

Iowa Braille School
Faculty Extracurricular Pay Schedule
2006/07 School Year

Faculty ECA Positions	Stipend
Track Coach	\$3,000.00
Wrestling Coach	\$3,000.00
Cheerleading Coach	\$3,000.00
Swimming Coach	\$3,000.00
Forensics Coach	\$3,000.00
Special Olympics Cheerleading Coach	\$600.00
Special Olympics Track and Field Coach	\$300.00*
Senior Class Sponsor (Graduation/Senior Trip)	\$600.00
Chaperone	\$200.00/night

* If the Special Olympics Track & Field Team has qualifiers for the state meet, the Coach will receive an additional \$300.00 for coaching during the practice sessions and for participation in the state meet.

Regent Merit System
Supervisory/Confidential Pay Plan
July 1, 2006

Grade	Pay Basis	Minimum	Maximum
1	Hourly	7.68	14.14
2	Hourly	8.45	14.77
3	Hourly	10.38	15.43
	Semi-Monthly	899.60	1,337.27
	Monthly	1,799.20	2,674.53
	Annual	21,590.40	32,094.40
4	Hourly	10.84	16.14
	Semi-Monthly	939.47	1,398.80
	Monthly	1,878.93	2,797.60
	Annual	22,547.20	33,571.20
5	Hourly	11.33	16.85
	Semi-Monthly	981.93	1,460.33
	Monthly	1,963.87	2,920.67
	Annual	23,566.40	35,048.00
6	Hourly	11.84	17.62
	Semi-Monthly	1,026.13	1,527.07
	Monthly	2,052.27	3,054.13
	Annual	24,627.20	36,649.60
7	Hourly	12.38	18.41
	Semi-Monthly	1,072.93	1,595.53
	Monthly	2,145.87	3,191.07
	Annual	25,750.40	38,292.80
8	Hourly	12.93	19.24
	Semi-Monthly	1,120.60	1,667.47
	Monthly	2,241.20	3,334.93
	Annual	26,894.40	40,019.20
9	Hourly	13.52	20.10
	Semi-Monthly	1,171.73	1,742.00
	Monthly	2,343.47	3,484.00
	Annual	28,121.60	41,808.00
10	Hourly	14.13	21.00
	Semi-Monthly	1,224.60	1,820.00
	Monthly	2,449.20	3,640.00
	Annual	29,390.40	43,680.00
11	Hourly	14.76	21.96
	Semi-Monthly	1,279.20	1,903.20
	Monthly	2,558.40	3,806.40
	Annual	30,700.80	45,676.80
12	Hourly	15.43	22.93
	Semi-Monthly	1,337.27	1,987.27
	Monthly	2,674.53	3,974.53
	Annual	32,094.40	47,694.40
13	Hourly	16.12	23.96
	Semi-Monthly	1,397.07	2,076.53
	Monthly	2,794.13	4,153.07
	Annual	33,529.60	49,836.80

Regent Merit System
Supervisory/Confidential Pay Plan
July 1, 2006

Grade	Pay Basis	Minimum	Maximum
14	Hourly	16.85	25.05
	Semi-Monthly	1,460.33	2,171.00
	Monthly	2,920.67	4,342.00
	Annual	35,048.00	52,104.00
15	Hourly	17.61	26.17
	Semi-Monthly	1,526.20	2,268.07
	Monthly	3,052.40	4,536.13
	Annual	36,628.80	54,433.60
16	Hourly	18.40	27.34
	Semi-Monthly	1,594.67	2,369.47
	Monthly	3,189.33	4,738.93
	Annual	38,272.00	56,867.20
17	Hourly	19.23	28.59
	Semi-Monthly	1,666.60	2,477.80
	Monthly	3,333.20	4,955.60
	Annual	39,998.40	59,467.20
18	Hourly	20.09	29.87
	Semi-Monthly	1,741.13	2,588.73
	Monthly	3,482.27	5,177.47
	Annual	41,787.20	62,129.60

University of Iowa -- Tertiary Health Care Bargaining Unit -- SEIU

The collective bargaining agreement contains the following salary provisions:

1. Bargaining unit employees employed on April 30, 2006 will receive a 3% salary increase on the employee's base salary effective July 1, 2006.
2. In addition, all bargaining unit employees employed on April 30, 2006, will receive an additional healthcare recruitment and retention adjustment of 1% in their base salary effective July 1, 2006.
3. Also effective July 1, 2006, bargaining unit employees who are in the Staff Nurse I and II classifications will receive an additional retention increase of 0.5%. Other bargaining unit employees who are not in the Staff Nurse classifications will receive an additional 0.35% retention increase, with higher increases for select classifications: Social Workers (all classifications) 1% and Embryologists and Sonographers, 2%.
4. Staff members employed in the Staff Nurse I or II classifications in the Department of Nursing and assigned to units that require twenty-four (24) hour staffing on site, seven days a week, as well as those nurses assigned to the Main Operating Room and the Post Anesthesia Care Unit (PACU), will continue to receive an additional differential of \$1,000 per year, based upon a full-time equivalent. Those staff employed less than full-time will receive a prorated differential. Nurses that transfer out of the Department of Nursing units receiving the differential will have the amount removed from their base salary upon transfer.
5. The 2006-2007 salary ranges for SEIU will be increased by 3% at the minimum and 4.35% at the maximum. Maximum salary ranges for select classifications are extended further in order to meet critical staffing needs.
6. Shift and weekend premiums for SEIU contract-covered staff will also increase July 1, 2006, for those eligible. The premium for evening shifts will become \$2.75 per hour, the premium for night shifts will become \$3.25 per hour, and the premium for weekend shifts will become \$2.00 per hour.

Graduate Assistants – COGS

The minimum salaries for Graduate Assistants, both Teaching Assistants and Research Assistants under the collective bargaining agreement between the Board of Regents and UE Local 896/COGS, will increase 1.5% effective July 1, 2006 to become:

Academic Year (50% Appointment):	\$15,985
Fiscal Year (50% Appointment):	\$19,537

Returning bargaining unit employees will receive a minimum salary increase:

Academic Year (50% Appointment):	\$249
Fiscal Year (50% Appointment):	\$304

Appointments at a different percent time will receive no less than the prorated minimum salary rate.

Fiscal year appointments are effective July 1, 2006. Academic year appointments are effective with the start of the Fall term, typically one week prior to the starting of classes or August 14, 2006. Summer Session Teaching Assistant appointments are based upon the prior academic year salary.

The minimum tuition scholarship provided to all bargaining unit graduate teaching and research assistants appointed for a total of 25% or more for the entire semester, academic year or fiscal year, will increase to \$1,487.50 for each semester (fall and spring), based upon full-time enrollment (nine semester hours or more). The minimum tuition scholarship is prorated for a lesser number of credit hours enrolled.

Payment of tuition scholarship for graduate assistants appointed on the General Education Fund (GEF) will be coordinated by the Graduate College. Payment of tuition scholarship from other sources of funds (all non-GEF) will be budgeted through the appointing source.