

### **Graduate Research Assistants at UBC:**

Neither UBC nor the Faculty of Education sets rates for graduate student research assistant (GRA) salaries. Typical Masters and Doctoral GRA rates on Faculty of Education research proposals have ranged from \$18.00 to \$28.00 per hour and must include an additional 10% rate for non-discretionary benefits (vacation, WorkSafeBC, Employment Insurance, Canada Pension Plan). Be aware that students holding scholarships such as Tri-Council awards are limited in the number of hours they are allowed to work, unless the work is directly related to their thesis in dissertation (in which case a stipend should be used to compensate them). UBC generally recommends that students undertake no more than an average of 12 hours/week.

### **Student Stipends**

Student stipends are appropriate for work that furthers the completion of their thesis or dissertation. Where possible, investigators should consider offering stipends instead of hourly wages. Neither UBC nor Tri-Council prescribes stipend amounts. Stipends, unlike GRA salaries, are non-taxable. Make sure to mention to your department Administrative Manager that the account code 753000 should be used, and that the appointment will be processed by Central Finance.

### **Links to Information on GRAs at UBC:**

**What is a GRA?** <https://www.grad.ubc.ca/current-students/managing-your-program/graduate-research-assistant-gra>; <http://ogpr.educ.ubc.ca/research/funding/rules-tools/>)

**HR details:** <http://www.hr.ubc.ca/administrators/student-workers/hiring-a-student-worker/>

### **Additional Resources:**

Darley, J. M., Zanna, M. P., Roediger, H. L., & American Psychological Association. (2004). *The compleat academic: A career guide*. Washington, DC: American Psychological Association (at UBC Library)

Niemczyk E. K. (2013). Preparing Researchers of Tomorrow: Research Assistantships as Learning Venues for Postgraduate Students. In M. Kompf & P.M. Denicolo (Eds.), *Critical Issues in Higher Education*. (pp. 51-66). Rotterdam, NL: Sense Publishers. (Available at: [http://download.springer.com/static/pdf/703/bok%253A978-94-6209-046-0.pdf?auth66=1384456210\\_0b303a05846fc55a6cd1e4576aa1f1c4&ext=.pdf](http://download.springer.com/static/pdf/703/bok%253A978-94-6209-046-0.pdf?auth66=1384456210_0b303a05846fc55a6cd1e4576aa1f1c4&ext=.pdf))

Nyquist, J., & Wulff, D. (1996). *Working effectively with graduate assistants*. Thousand Oaks, CA: Sage. (available at Centre for Teaching, Learning and Technology, Resource Room, Irving K. Barber Learning Centre)