## Teaching Assistants and Research Assistants Baseline Stipends – Fiscal Year 2024

UK's Graduate Stipend and Benefits Committee has established baseline graduate stipends for each discipline for the first time, following months of data analysis and collaboration with colleges and leadership across campus.

Requiring baseline stipends across campus ensures that every teaching assistant, research assistant and graduate assistant receives competitive compensation, along with their tuition scholarships.

The majority of discipline specific stipends at UK for the 2022-23 academic year were already at or above the average of national benchmark institutions, based on the most recent data. However, stipends below the new baseline amounts must be at or above their respective baseline by **Jan. 1, 2024**.

Students will learn about any changes to their stipends from their hiring department.

UK's Graduate Stipend and Benefits Committee will reevaluate baseline stipends annually, using national standardized benchmark data from the Oklahoma State University Graduate Stipend Survey.

CIP Code Description	Baseline Stipend Amount*
Agricultural economics	\$ 18,167
Animal sciences, general	\$ 16,845
Agronomy and crop science	\$ 20,651
Horticultural science	\$ 23,203
Forestry	\$ 20,344
Architecture	\$ 12,770
Area studies	\$ 15,002
African-American/black studies	\$ 15,933
Women's studies	\$ 19,322
Communication, journalism, and related programs	\$ 16,104
Journalism	\$ 15,522
Computer and information sciences, general	\$ 18,042
Education	\$ 16,620
Curriculum and instruction	\$ 16,044
Educational assessment, evaluation, and research	\$ 17,110
Special education and teaching, general	\$ 16,487
Engineering	\$ 19,671
Agricultural engineering	\$ 17,103
Bioengineering and biomedical engineering	\$ 21,018
Chemical engineering	\$ 21,891

Civil engineering \$ 18,566  Civil engineering, general \$ 18,638  Electrical and electronics engineering \$ 19,642  Mechanical engineering \$ 19,105  Foreign languages, literatures, and linguistics \$ 17,357  Linguistic, comparative, and related language studies and services \$ 16,373  Spanish language and literature \$ 17,362  Family and consumer sciences/human sciences, general \$ 16,760  Foods, nutrition, and wellness studies, general \$ 16,553  Human development, family studies, and related services \$ 17,159  Apparel and textiles, general \$ 14,780  English language and literature, general \$ 16,836  Library science \$ 12,973  Biology/biological sciences, general \$ 19,803  Biomedical sciences, general \$ 19,803  Biomedical sciences, general \$ 19,803  Biomedical sciences, general \$ 19,686  Biochemistry \$ 18,736  Pellat pathology/phytopathology \$ 20,240  Cell/cellular biology and anatomical sciences \$ 22,772  Microbiological sciences and immunology \$ 20,524  Entomology \$ 20,446  Physiology, pathology and related sciences \$ 20,142  Pharmacology and toxicology \$ 22,214  Epidemiology \$ 19,555  Mathematics, general \$ 19,387  Statistics, general \$ 21,334  Sports, kinesiology, and physical education/fitness \$ 17,242  Philosophy \$ 16,996  Chemistry, general \$ 18,395  Physics, general \$ 18,395  Physics, general \$ 19,280		
Electrical and electronics engineering \$ 19,642  Mechanical engineering \$ 19,105  Foreign languages, literatures, and linguistics \$ 17,357  Linguistic, comparative, and related language studies and services \$ 16,373  Spanish language and literature \$ 17,362  Family and consumer sciences/human sciences, general \$ 16,760  Foods, nutrition, and wellness studies, general \$ 16,553  Human development, family studies, and related services \$ 17,159  Apparel and textiles, general \$ 14,780  English language and literature, general \$ 16,836  Library science \$ 12,973  Biology/biological sciences, general \$ 19,803  Biomedical sciences, general \$ 19,803  Biomedical sciences, general \$ 19,686  Biochemistry \$ 18,736  Plant pathology/phytopathology \$ 20,240  Cell/cellular biology and anatomical sciences \$ 22,772  Microbiological sciences and immunology \$ 20,524  Entomology \$ 20,446  Physiology, pathology and related sciences \$ 20,142  Pharmacology and toxicology \$ 2,214  Epidemiology \$ 19,387  Statistics, general \$ 19,387  Statistics, general \$ 17,242  Philosophy  Chemistry, general \$ 20,646  Geology/earth science, general \$ 18,395	Civil engineering	\$ 18,566
Mechanical engineering \$ 19,105 Foreign languages, literatures, and linguistics \$ 17,357 Linguistic, comparative, and related language studies and services \$ 16,373 Spanish language and literature \$ 17,362 Family and consumer sciences/human sciences, general \$ 16,760 Foods, nutrition, and wellness studies, general \$ 16,553 Human development, family studies, and related services \$ 17,159 Apparel and textiles, general \$ 14,780 English language and literature, general \$ 16,836 Library science \$ 12,973 Biology/biological sciences, general \$ 19,803 Biomedical sciences, general \$ 19,686 Biochemistry \$ 18,736 Plant pathology/phytopathology \$ 20,240 Cell/cellular biology and anatomical sciences \$ 22,772 Microbiological sciences and immunology \$ 20,524 Entomology \$ 20,446 Physiology, pathology and related sciences \$ 20,142 Pharmacology and toxicology \$ 22,214 Epidemiology \$ 19,555 Mathematics, general \$ 19,387 Statistics, general \$ 21,334 Multi/interdisciplinary studies \$ 21,334 Sports, kinesiology, and physical education/fitness \$ 17,242 Philosophy Chemistry, general \$ 20,646 Geology/earth science, general \$ 18,395	Civil engineering, general	\$ 18,638
Foreign languages, literatures, and linguistics  Foreign languages, literatures, and related language studies and services  \$ 16,373  Spanish language and literature  \$ 17,362  Family and consumer sciences/human sciences, general  \$ 16,760  Foods, nutrition, and wellness studies, general  \$ 16,553  Human development, family studies, and related services  \$ 17,159  Apparel and textiles, general  \$ 14,780  English language and literature, general  \$ 16,836  Library science  \$ 12,973  Biology/biological sciences, general  \$ 19,803  Biomedical sciences, general  \$ 19,686  Biochemistry  \$ 18,736  Plant pathology/phytopathology  \$ 20,240  Cell/cellular biology and anatomical sciences  \$ 22,772  Microbiological sciences and immunology  \$ 20,524  Entomology  Physiology, pathology and related sciences  \$ 20,142  Pharmacology and toxicology  £ 20,142  Epidemiology  \$ 19,555  Mathematics, general  \$ 19,387  Statistics, general  \$ 21,231  Multi/interdisciplinary studies  \$ 21,334  Sports, kinesiology, and physical education/fitness  \$ 17,242  Philosophy  Chemistry, general  \$ 18,395	Electrical and electronics engineering	\$ 19,642
Linguistic, comparative, and related language studies and services  \$ 16,373  Spanish language and literature  \$ 17,362  Family and consumer sciences/human sciences, general  \$ 16,760  Foods, nutrition, and wellness studies, general  \$ 16,553  Human development, family studies, and related services  \$ 17,159  Apparel and textiles, general  \$ 14,780  English language and literature, general  \$ 16,836  Library science  \$ 12,973  Biology/biological sciences, general  \$ 19,803  Biomedical sciences, general  \$ 19,686  Biochemistry  \$ 18,736  Plant pathology/phytopathology  \$ 20,240  Cell/cellular biology and anatomical sciences  \$ 22,772  Microbiological sciences and immunology  \$ 20,524  Entomology  \$ 20,446  Physiology, pathology and related sciences  \$ 22,712  Microbiology and toxicology  \$ 20,142  Pharmacology and toxicology  \$ 20,142  Pharmacology and toxicology  \$ 19,555  Mathematics, general  \$ 19,387  Statistics, general  Multi/interdisciplinary studies  \$ 21,231  Multi/interdisciplinary studies  \$ 17,242  Philosophy  Chemistry, general  \$ 16,966  Geology/earth science, general  \$ 18,395	Mechanical engineering	\$ 19,105
Spanish language and literature  Family and consumer sciences/human sciences, general  Foods, nutrition, and wellness studies, general  Foods, nutrition, and selected sciences  Foods, nutrition and selected sciences  Foods, nutrition, and selected sciences  Foods, nutrition and selected sciences  Foods,	Foreign languages, literatures, and linguistics	\$ 17,357
Family and consumer sciences/human sciences, general \$ 16,760  Foods, nutrition, and wellness studies, general \$ 16,553  Human development, family studies, and related services \$ 17,159  Apparel and textiles, general \$ 14,780  English language and literature, general \$ 16,836  Library science \$ 12,973  Biology/biological sciences, general \$ 19,803  Biomedical sciences, general \$ 19,686  Biochemistry \$ 18,736  Plant pathology/phytopathology \$ 20,240  Cell/cellular biology and anatomical sciences \$ 22,772  Microbiological sciences and immunology \$ 20,524  Entomology \$ 20,446  Physiology, pathology and related sciences \$ 20,142  Pharmacology and toxicology \$ 20,442  Epidemiology \$ 19,555  Mathematics, general \$ 19,387  Statistics, general \$ 21,331  Multi/interdisciplinary studies \$ 21,334  Sports, kinesiology, and physical education/fitness \$ 17,242  Philosophy \$ 16,996  Chemistry, general \$ 20,646  Geology/earth science, general \$ 18,395	Linguistic, comparative, and related language studies and services	\$ 16,373
Foods, nutrition, and wellness studies, general \$ 16,553  Human development, family studies, and related services \$ 17,159  Apparel and textiles, general \$ 14,780  English language and literature, general \$ 16,836  Library science \$ 12,973  Biology/biological sciences, general \$ 19,803  Biomedical sciences, general \$ 19,686  Biochemistry \$ 18,736  Plant pathology/phytopathology \$ 20,240  Cell/cellular biology and anatomical sciences \$ 22,772  Microbiological sciences and immunology \$ 20,524  Entomology \$ 20,446  Physiology, pathology and related sciences \$ 22,712  Pharmacology and toxicology \$ 20,142  Phermacology and toxicology \$ 19,555  Mathematics, general \$ 19,387  Statistics, general \$ 21,231  Multi/interdisciplinary studies \$ 21,334  Sports, kinesiology, and physical education/fitness \$ 17,242  Philosophy \$ 16,996  Chemistry, general \$ 20,646  Geology/earth science, general \$ 18,395	Spanish language and literature	\$ 17,362
Human development, family studies, and related services  Apparel and textiles, general  English language and literature, general  Library science  \$ 12,973  Biology/biological sciences, general  \$ 19,803  Biomedical sciences, general  \$ 19,686  Biochemistry  \$ 18,736  Plant pathology/phytopathology  Cell/cellular biology and anatomical sciences  \$ 22,772  Microbiological sciences and immunology  \$ 20,446  Physiology, pathology and related sciences  \$ 20,142  Pharmacology and toxicology  Epidemiology  \$ 19,555  Mathematics, general  \$ 19,387  Statistics, general  \$ 21,231  Multi/interdisciplinary studies  Sports, kinesiology, and physical education/fitness  \$ 16,996  Chemistry, general  \$ 20,646  Geology/earth science, general  \$ 18,395	Family and consumer sciences/human sciences, general	\$ 16,760
Apparel and textiles, general \$ 14,780  English language and literature, general \$ 16,836  Library science \$ 12,973  Biology/biological sciences, general \$ 19,803  Biomedical sciences, general \$ 19,686  Biochemistry \$ 18,736  Plant pathology/phytopathology \$ 20,240  Cell/cellular biology and anatomical sciences \$ 22,772  Microbiological sciences and immunology \$ 20,524  Entomology \$ 20,446  Physiology, pathology and related sciences \$ 20,142  Pharmacology and toxicology \$ 20,446  Epidemiology \$ 19,555  Mathematics, general \$ 19,387  Statistics, general \$ 21,231  Multi/interdisciplinary studies \$ 21,334  Sports, kinesiology, and physical education/fitness \$ 17,242  Philosophy \$ 16,996  Chemistry, general \$ 20,646  Geology/earth science, general \$ 18,395	Foods, nutrition, and wellness studies, general	\$ 16,553
English language and literature, general \$ 16,836  Library science \$ 12,973  Biology/biological sciences, general \$ 19,803  Biomedical sciences, general \$ 19,686  Biochemistry \$ 18,736  Plant pathology/phytopathology \$ 20,240  Cell/cellular biology and anatomical sciences \$ 22,772  Microbiological sciences and immunology \$ 20,524  Entomology \$ 20,446  Physiology, pathology and related sciences \$ 20,142  Pharmacology and toxicology \$ 22,214  Epidemiology \$ 19,555  Mathematics, general \$ 19,387  Statistics, general \$ 21,231  Multi/interdisciplinary studies \$ 21,334  Sports, kinesiology, and physical education/fitness \$ 17,242  Philosophy \$ 16,996  Chemistry, general \$ 20,646  Geology/earth science, general \$ 18,395	Human development, family studies, and related services	\$ 17,159
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Philosophy \$ 16,996  Chemistry, general \$ 20,646  Geology/earth science, general \$ 18,395	Multi/interdisciplinary studies	\$ 21,334
Chemistry, general \$ 20,646  Geology/earth science, general \$ 18,395	Sports, kinesiology, and physical education/fitness	\$ 17,242
Geology/earth science, general \$ 18,395	Philosophy	\$ 16,996
	Chemistry, general	\$ 20,646
Physics, general \$ 19,280	Geology/earth science, general	\$ 18,395
	Physics, general	\$ 19,280

Psychology	\$ 17,736
Public administration	\$ 19,073
Social work	\$ 18,721
Anthropology, general	\$ 16,197
Geography	\$ 18,309
Political science and government, general	\$ 17,448
Sociology, general	\$ 17,431
Visual and performing arts	\$ 14,540
Design and applied arts	\$ 10,939
Fine/studio arts, general	\$ 11,473
Music, general	\$ 14,195
Health professions and related programs	\$ 19,636
Audiology/audiologist and speech-language pathology/pathologist	\$ 13,921
Medicine	\$ 26,082
Pharmacy, pharmaceutical sciences, and administration	\$ 23,221
Public health	\$ 17,763
Public health, general	\$ 15,270
Rehabilitation and therapeutic professions	\$ 20,017
Business, management, marketing, and related support services	\$ 17,194
History, general	\$ 15,906

<sup>\*</sup>Baseline stipend amounts for Teaching and Research Assistants were determined based on 9- or 10- month stipend averages to align with instructions related to Oklahoma State University Graduate Stipend Survey and input from peer institutions in order to provide the best benchmark comparisons possible. The methodology was established by the UK's Graduate Stipend and Benefits Committee and will be reviewed annually to coincide with UK's submission to the Oklahoma State University Graduate Stipend Survey.

## <u>Graduate Assistants Baseline Stipends – Fiscal Year 2024</u>

Baseline stipend amount comparisons for Graduate Assistants were more challenging due to differences in definitions across institutions for Graduate Assistants and Graduate Associates, as well as small sample sizes for Graduate Assistant/Associates relative to Teaching and Research Assistants. In addition, Graduate Assistants often work in non-academic units that may employ students from a wide range of disciplines.

Given these challenges UK's Graduate Stipend and Benefits Committee elected to "roll up" across discipline and rank for comparisons and to establish an overall baseline stipend amount of \$18,124. As previously noted, the committee will review the data annually to align with our submission to the Oklahoma State University Graduate Stipend Survey.