

December 2, 2024

**Texas A&M Minimum Graduate Assistant Stipend Rates**  
*Effective Fall 2025 (FY26)*

**Background**

Graduate and professional students are essential contributors to the teaching, research, and service mission of our institution. In recent years, concerns regarding graduate assistant (GA) stipend rates have been raised from the graduate and professional community, as well as through academic program reviews. In response, leadership from various key stakeholders across the University—including the Graduate and Professional School, Graduate Operations Committee, Council of Deans, Council of Principal Investigators, University Research Council, Academic Business Officers Council, the Department Head Steering Committee, Research Committee of Faculty Senate, Human Resources and Organizational Effectiveness, and Graduate and Professional Student Government—have engaged in extensive discussions on this topic.

These discussions were informed by peer data from 40 public AAU institutions and 14 SEC institutions, as well as November 2023 GA payroll data from Texas A&M University, Texas A&M University at Galveston, and Texas A&M Health Science Center. The MIT Living Wage calculation for Brazos County was also used as a reference point. The assessment led to the following findings:

- 9.2% of the GA positions (nearly 500) were paid below the living wage.
- As of Spring 2024, the median of the SEC institutions doctoral GA minimum stipend rates is \$1,826 per month.

Establishing *minimum* stipend rates underscores the university's recognition of the invaluable contributions made by graduate and professional students, and the university's commitment to enhancing graduate and professional student experiences.

**Mandate**

This mandate, effective September 1, 2025, applies to master's and doctoral Graduate Assistant positions at Texas A&M University, Texas A&M University at Galveston, and the Texas A&M Health Science Center.

1. Graduate Assistant Teaching (GAT), Research (GAR), and Lecturer (GAL) positions: *Minimum* stipend of \$1,826 per month at 50% FTE.
2. Graduate Assistant Non-Teaching (GANT) positions: *Minimum* stipend of \$21 per hour.

For GAT, GAR, or GAL positions below 50% FTE or in split appointments, the stipend rate will be prorated based on the percent work effort charged to each source.

While the established minimum stipend rates set a baseline, units are not limited to paying GAs only at this rate. In fact, we strongly encourage units to offer stipends above the minimum to remain competitive within their discipline and with peer institutions. The minimum rate simply ensures that no graduate assistant is paid below this threshold.

This mandate will be reviewed periodically to ensure alignment with the living wage and peer data, maintaining the university's commitment to supporting graduate assistants.

## **Bridge Funding**

Limited one-year bridge funding will be available to assist academic units currently paying graduate assistant stipends below the FY26 minimums. Requests for bridge funding for FY26 should be routed from the GOC Dean to Dr. Fuhui Tong, Associate Provost and Dean of the Graduate and Professional School.

Colleges/schools are encouraged to submit requests prior to January 31<sup>st</sup>, 2025, with the following information:

- List of assistantship positions for which stipend rates will increase.
- Current and minimum required monthly/hourly stipend rates for both master's and Ph.D. students (if different).
- Total unmet need (the difference between current funding and the minimum required stipend rate).
- Plans to sustain at least the minimum level of funding moving forward.
- Any other details that your department believes are relevant to the request.