**Creating New Graduate Level Student Employment Positions**

There are currently two ways to create graduate level positions at Stetson: Graduate Student Employment (hourly) and Graduate Assistantships (stipend):

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|  | | **Graduate Student Employment**  **Hourly Role** | **Graduate Assistantship**  **Stipend Role** |
| **Funding** |  | Funding typically is moved from outside temporary positions, operational dollars, donor funds, grant funding, or endowed funding. Position can be can partially, but not fully, funded through department’s student employment budget | Typically funded through donor funds, operational dollars, grant funding, or endowed funding |
| **Pay Structure** |  | Students are paid $15-16/hour | Student are paid a total stipend of $8,600 ($250 bi-weekly Aug-May, $600 bi-weekly Jun-Jul) and up to $13,164 in tuition waiver (program dependent) |
| **Hours** |  | Up to 29 hr/wk (if not international) | Fixed at 20 hr/wk |
| **Cost/Year FY22**  20 hr/wk  29 hr/wk | | $15,000-$16,000  (assuming 2 weeks where student not working) | $21,764 |
| $21,750-$23,200  (assuming 2 weeks where student not working) | no flexibility |
| **Request Process** |  | Go through [New Student Employment Position Creation Process](https://www.stetson.edu/forms/administration/human-resources/new-position-request/). | Submit completed Graduate Assistantship Position Request Form from the Student Employment Supervisor webpage. |
| **Approval Process** |  | Vetted through Student Employment and Budget Office | Submitted to Student Employment for review and then to Stetson’s Staffing Group for vetting. |
| **Pros** |  | * Creates flexibility so student can work more during times of increased department need and less during periods of less need * Position easily transferrable between students and can be split to have 2 students working 10-15 hours each week * Better support structure in place for hourly students, less costly for University/department * Compensation structure easier to standardize | * Students receive more in total compensation * Employees could be more likely to retain in position due to waiver |
| **Cons** |  | * Students do not receive tuition waiver * Students receive less total compensation | * Limited flexibility in student hours per week * Limited flexibility when GAs can begin role * More costly for University/department * Less institutional structure to support students * Compensation structure difficult to standardize due to different programs |

Updated 9.17.25