

JOINT RECOMMENDATION OF THE GRADUATE FELLOWSHIP COMMITTEE  
AND THE GRADUATE STUDENT SPECIAL ASSISTANCE COMMITTEE FOR A  
REVISION IN THE RULES AND REGULATIONS GOVERNING CONCURRENT  
EMPLOYMENT FOR UWM GRADUATE SCHOOL FELLOWSHIP RECIPIENTS

**CURRENT RULES**

Current rules and regulations prohibit Dissertation, Graduate School and Advanced Opportunity Program Fellowship recipients from accepting employment concurrent with their fellowship awards. However, fellowship recipients often request permission to accept offers of concurrent employment. The Fellowship Office requires that these students and their respective graduate programs complete an "Exception to the Rule" form. The Fellowship Office reviews these requests on a case by case basis. If the request appears justified (if there is severe financial need, and/or the employment adds to the professional development of the Fellow and does not threaten to impede academic progress), the Fellowship Office will approve requests for concurrent employment of up to 25% for a TA/ PA/RA, or for 10-15 hours of outside work per week.

**PROPOSED CHANGE**

Effective with the 2000-2001 academic year, the Graduate Fellowship Committee and Graduate Student Special Assistance Committee propose to ease the "concurrent employment" restriction and to allow *up front* the following:

- ◆ Concurrent university employment of a maximum 25% TA, PA, or RA.
- ◆ Concurrent student hourly or outside employment of up to 15 hours per week.

Graduate programs will be able to offer small assistantships of up to 25% and fellowship recipients will be permitted to accept these or outside employment of up to 15 hours per week without seeking prior permission from the Graduate Fellowship Office. Fellowship recipients will, however, be required to report the status of any concurrent university appointment or other employment to the Graduate School Fellowship Office.

Any exceptions to the proposed changes will be reviewed on a case by case basis using criteria currently in place (financial hardship; professional development; satisfactory academic progress).

**JUSTIFICATON**

Over the past 10 years, the fellowship stipend has risen an average of 2.6% per year. This has resulted in a fellowship award that has failed to keep up with both tuition and cost-of-living increases. A conscious attempt has been made to maintain parity between full fellowship and 50% assistantship support. With recent changes in the TA/PA salary structure, however (including full tuition remission separate from salary negotiations), the

monetary value of the TA/PA is destined to increase much more rapidly than that of the fellowship award. While fellowship recipients appreciate the recognition and honor of the fellowship award, they are beginning to question whether they can financially afford to accept it.

It has become increasingly common for fellowship recipients to request an exception to the rule of concurrent employment. The following table reflects the past four years of such requests:

<b>Fellowship</b>	<b>'96</b>	<b>'97</b>	<b>'98</b>	<b>'99 (to date)</b>
Advanced Opportunity Program Fellowship (approximately 70 awards annually)	20	17	25	19
Graduate School Fellowship (Approximately 14 awards annually)	2	--	1	5
Dissertation Fellowship (12 awards in '98; 14 awards in '99)	Not Available	Not Available	5	3

The Fellowship Office has carefully monitored the academic progress of fellowship recipients with concurrent appointments or outside employment. The extra work assignment has had no apparent negative effect on academic progress. Furthermore, it is suggested that departmental assistantships are helpful in that they serve to integrate students into the culture of the department, and, therefore, foster retention.

#### **RECOMMENDATION FOR ACTION**

That the joint recommendation for a revision in the rules and regulations for UWM graduate school fellowship recipients be approved effective Fall Semester, 2000-01.