Non Fringe Research Assistant Job

1. What type of GA was this job created for?
   a. Post-comps (DD status) Ph.D. students.

2. When is this job option available for Post Comp Ph.D. students?
   a. During the SUMMER semester with no SI charge (if less than 75% employed).

3. What are the conditions that must be met to be eligible for the Non Fringe Research Assistant job?
   a. Non Fringe Research assistantship appointments only
   b. No concurrent Summer appointments with a regular RA, TA or TE assistantship.
      i. If this RA category is chosen, the student may not concurrently hold other RA appointments.
   c. Student must have held an immediately prior SPRING semester GA (any type), so that the student will
      continue health insurance coverage (which runs until August 31).
   d. Student must be classified with the Registrar’s office as DD status, e.g., Ph.D. completed comprehensive exams
   e. Student must be enrolled for ONE credit (for IRS/FICA purposes and MSU definition of “full time”), and
      there will be no charge for that credit to the Unit.

4. Can a GA be 75% employed with this new option?
   a. Yes, but due to FICA/Medicare Withholding policies, we cannot offer a fringe-free option at ¾ time employment. We will offer a ¾ time employment option, but it will include a 7.65% FICA/Medicare fringe relevant to the stipend. The ¾ employment option will not include health and tuition fringe.

5. What if the GA is enrolled for more than 1 credit? Is the Non Fringe Research Assistant option still applicable?
   a. No, if the Post Comps Ph.D. student is enrolled and registered for more than 1 credit he/she will not be
      eligible for the Non Fringe Research Assistant job.

6. Is the job available to all students?
   a. Yes it is open to domestic, permanent residents, and international students.

7. What time and level options are available for the Non Fringe Research Assistant job?
   a. The appointment may be ¼ or ½ time and at any level 1, 2, 3
   b. See Question 4 for 75% appointments.

8. Can a Unit appoint a graduate assistant in a regular (full fringe) research assistant position?
   a. Yes, the ability to employ graduate assistants in a regular research assistant position is available for all
      graduate students including post comp PH.D. students.

9. Is there any change in requirements for offer letters?
   a. No, a student-signed copy of an appointment letter is required along with the appointment form.
10. Do Units need to submit a tuition waiver, commonly known as the GList, for this new job option?
   a. Yes, the Unit should still process a tuition waiver. Tuition waivers are necessary for all graduate assistant appointments.

11. Is there any change in requirements for stipends?
   a. Yes, relative pay rules were adjusted. Justifications are no longer permitted on the forms. The Unit will be required to pay the graduate assistant no less than any previous semester relevant to the Unit, function and employment percent of the current appointment. Summer semesters will be an exception where the stipend paid in summer will not be incorporated to determine previous pay for fall and spring appointments.

12. What is the cost associated with the 1 credit waiver for the Non Fringe Research Assistant option?
   a. The cost associated with the 1 credit for the Non Fringe Research Assistant option is $646.

13. Will there be any change on the student’s bill for the semester?
   a. No, the amount of the graduate assistant tuition waiver on the student’s bill will not change. This change only impacts the fringes charge to the Unit.