

## **Proposal to Graduate Council Eligibility of Early Entry Students for Graduate Assistantships**

### **Requested Action.**

*The Graduate Council recommend that the Graduate School take all steps necessary to amend Graduate School policies and related university procedures to allow Early Entry Students to hold Graduate Assistantships while otherwise still classified as and treated as undergraduate students (e.g., for financial aid and tuition purposes).*

**Considerations.** While early entry students typically have already demonstrated excellence to merit their accelerated graduate admission, I would be open to conditions such as requiring completion of at least 6 graduate credits with a 3.5 GPA) or limiting the hours per week to 10, etc.

I do not envision the early entry assistantship as one being eligible for the planned GASP funding scheme, but do expect the minimum hourly rate would be the same as the one set for other graduate students.

**Background.** The MHA program utilizes its increment to engage a number of students as program GAs (they help with preparing our newsletter, planning events, etc., or as faculty support)

Last spring I wanted to on board a promising early entry student who was entering her final undergrad semester. As an undergrad, she was precluded from getting a GA appointment. We worked with HR and found a one-time solution that would allow us to pay her at a rate comparable to her graduate student peers (which was far above the rate authorized for an undergrad as a student hire) while utilizing the student employment system. She completed her bachelors and now holds a regular GA position with us

This spring, we wanted to repeat that process, but ran into further complications... having to create a temporary staff position and simulate a regular competitive hiring process.

Given early entry is a growing segment for us, and we are using it to attract our best and brightest, I would like to remove this administrative barrier to onboarding early entry students as GAs while they complete their bachelors, provided doing so does not otherwise jeopardize their undergraduate funding/financial aid, etc.

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