



Graduate School

EAST TEXAS A&M

Graduate Assistantship Fact Sheet

October 2025

TYPES OF GRADUATE ASSISTANTSHIPS

- Graduate Assistant Non-Teaching (GANT)
- Graduate Assistant Research (GAR)
- Graduate Assistant Teaching (GAT)
- Graduate Assistant Teacher of Record (GAToR)

LEVELS OF ASSISTANTSHIPS

- Master's/Specialist Assistantship (full-time/half-time)
- Doctoral Assistantship (full-time/half-time)

REQUIREMENTS TO HOLD AN ASSISTANTSHIP (GAT, GAToR, GAR & GANT)

- Admission:
 - **Master's/Specialist** must have full or conditional admission into a master's/specialist degree program. Cannot have provisional admission or be a non-degree student.
 - **Doctoral** must have full admission into a doctoral program. Cannot be a non-degree student.
- Must be in good standing with the Graduate School
- Possess an overall graduate GPA of at least a 3.00 for courses completed
- Must be registered every term of assistantship
- Graduate Assistant Teacher of Record (GAToR) must have completed at least 18 graduate hours in the field to be taught
- Teaching Assistants associated with zero-credit labs must have completed 12 graduate or upper-level undergraduate hours directly related to course being taught.
- Graduate students whose native language is other than English must demonstrate a sufficient level of oral and written proficiency (successfully pass TOEFL) before they may be awarded a teaching assistantship.
- Research Assistants are required to successfully complete the Responsible Conduct in Research Scholarship training.

WORKLOAD

Assistants begin work 1st class day of each semester/term. Assistants have the same University holidays and official closings as faculty and staff. Assistantship positions must be held on a campus (ex: Commerce, Dallas, etc.), alternative work locations are not allowed. Assistants cannot work overtime, earn comp time or be paid overtime. Graduate Assistants cannot work more than the requirements listed below. There is no exception to this procedure.

- Full-time GANT/GAR – works 20 hours per week each semester/term of assistantship
- Full-time GAToR – teaches 6 hours of undergraduate courses in the fall/spring semester
- Full-time GAToR – teaches 3 hours of undergraduate courses in each summer term
- Full-time GAT – assists with specific courses in each semester/term of assistantship
- Half-time GANT/GAR – works 10 hours per week each semester/term of assistantship
- Half-time GAToR – teaches 3 hours undergraduate courses each semester/term of assistantship
- Half-time GAT – assists with specific courses in each semester/term of assistantship

COURSE LOAD

To be eligible for an assistantship, a student must be enrolled each term of assistantship for the following hours:

- Full-time assistants for fall/spring semesters – 6-13 hours graduate credit
- Half-time assistants for fall/spring semesters – minimum of 3 hours graduate credit
- Full-time assistants for summer I semester – 3-7 hours graduate credit
- Full-time assistants for summer II semester – 3-7 hours graduate credit
- Half-time assistants for summer I semester – minimum of 3 hours graduate credit
- Half-time assistants for summer II semester – minimum of 3 hours graduate credit

TIME LIMIT OF ASSISTANTSHIP APPOINTMENTS

Master's/Specialist Assistantships

- **6 semesters** for students in a degree program consisting of less than 60 semester hours.
- **8 semesters** for students in a degree program consisting of 60 semester hours or more.

Doctoral Assistantships

- **10 semesters** for students in a doctoral degree program. Appointments may be extended up to two semesters with the approval of the Dean of the Graduate School.

Summer Assistantships are excluded from this time limit.

AWARDING ASSISTANTSHIPS

Assistantships can be awarded for the following time periods:

Fall and Spring semesters (9 month)

Fall or Spring semester only (4 1/2 month)

Summer I and/or Summer II terms (1 1/2 month or 3 month)

Fall, Spring and Summer (12 month)

Assistants must maintain an overall graduate GPA of at least 3.00 to continue the assistantship. The appropriate department will be notified if a student is not eligible to continue the assistantship.

GA HIRING PROCESS

All available GA positions are posted in Handshake at www.Hirealion.edu.

A Graduate Assistant must complete the hiring process in HR through Workday prior to the beginning of the semester/term.

Once the student has accepted the assistantship verbally or in writing, the student is obligated to stay in the accepted position until the end of the semester. Failure to remain employed in the position until the end of the semester could result in the loss of the non-resident tuition waiver and tuition remission. Payment of the additional tuition fees will be required.

SALARY

GAT, GAToR, and GAR salary payments are distributed on the 1st working date of each month beginning :

Fall: Oct 1
Spring: Feb 1
Summer: July 1

GANTs are paid every two weeks and are required to complete a time sheet.

Approved salary ranges:

Master's Level (full-time)

| | |
|-------------------------------|------------------|
| 9 months (fall & spring) | \$8,000-\$16,000 |
| Fall or Spring (4 1/2 months) | \$4,000-\$8,000 |
| Summer (3 months) | \$2,666-\$5,328 |
| Summer (1 1/2 months) | \$1,333-\$2,664 |

Master's Level (half-time)

| | |
|-------------------------------|------------------|
| 9 months (fall & spring) | \$4,000-\$8,000 |
| Fall or Spring (4 1/2 months) | \$2,000-\$4,000 |
| Summer (3 months) | \$1,333-\$2,666 |
| Summer (1 1/2 months) | \$666.50-\$1,333 |

Doctoral Level (full-time)

| | |
|-------------------------------|-------------------|
| 9 months (fall & spring) | \$10,000-\$18,000 |
| Fall or Spring (4 1/2 months) | \$5,000-\$9,000 |
| Summer (3 months) | \$3,333-\$5,994 |
| Summer (1 1/2 months) | \$1,666-\$2,997 |

Doctoral Level (half-time)

| | |
|-------------------------------|-----------------|
| 9 months (fall & spring) | \$5,000-\$9,000 |
| Fall or Spring (4 1/2 months) | \$2,500-\$4,500 |
| Summer (3 months) | \$1,666-\$2,997 |
| Summer (1 1/2 months) | \$833-\$1,666 |

NON-RESIDENT TUITION WAIVERS

Full-time non-resident assistants employed by census date for each semester (12th class day fall/spring and 4th class day summer) are eligible to pay resident (in-state) tuition. Once the student has accepted the assistantship verbally or in writing, the student is obligated to stay in the accepted position until the end of the semester. Failure to remain employed in the position until the end of the semester will result in the loss of the non-resident tuition waiver and payment of the additional tuition fees will be required.

GAT , GAToR, & GAR TUITION REMISSION

Full-time GATs, GAToRs, and GARs are eligible to receive tuition remission for 6 graduate hours. GATs, GAToRs, and GARs must be on payroll by the 12th class day of the Fall/Spring semester and 4th class day of the Summer semesters to be eligible to receive remission.

Fall/Spring (full time): must be registered for a minimum of 6 graduate hours to be eligible to receive a maximum of 6 hours tuition remission.

Summer I & II (full time): Summer I and II are considered one semester. GARs/GATs /GAToRs must be registered for a minimum of 6 graduate hours in either Summer I, Summer II or combined to be eligible to receive a maximum of 6 hours tuition remission.

In addition to tuition remission, **GAToRs are also eligible for fee remission for 6 credit hours

BENEFITS

Assistants must signup for payroll and must be informed of insurance benefits when hired. Each assistant must meet with a payroll representative as soon as the assistantship is accepted.

ASSESSMENT OF ASSISTANTSHIP

Graduate Assistants Teacher of Record (GAToRs) will be assessed by their students every semester/term and evaluated annually by the department head or faculty supervisor. The evaluations will be maintained in the department office for three years.

Assistantships are subject to satisfactory performance of assigned duties, progress toward the degree or program goal and maintaining an overall graduate GPA of at least a 3.00.

ASSISTANTSHIP ORIENTATION

All new graduate assistants are required to complete the Graduate Assistantship Orientation. The orientation is an online media presentation and must be completed within the first week of employment. The online orientation will be assigned to all new GAs in TrainTraq at the completion of the hiring process. Annual completion of the orientation will be required for the duration of the assistantship. Failure to complete the orientation may result in termination of the assistantship.

TRAINING REQUIREMENTS

Graduate Assistant Research (GAR):

All Graduate Research Assistants are required to successfully complete the **Responsible Conduct in Research and Scholarship (RCR) training** through CITI before the GAR position will be approved in Workday by the Graduate School and before beginning any research project.

Information about RCR training is available online at <https://www.etamu.edu/research-and-economic-development/>.

(GAR hire date cannot be prior to RCR completion date)

New Graduate Assistants

All new Graduate Assistants are required to attend multiple trainings during their 1st year of employment. New Graduate Assistants will receive training schedules and information at the beginning of each semester.

PARKING PERMITS

Graduate Assistants (GANT, GAT & GAR) are only eligible to receive green parking permits.

TERMINATION OF ASSISTANTSHIP

The GA position must be terminated/ended through Workday if an assistant quits or is terminated. The effective date of termination is required as this allows human resources to end salary payment and any benefits.

CHANGE OF STATUS FOR ASSISTANTSHIP

If the status of an assistant changes, the position must be updated through Workday for Graduate School approval.