Gettysburg is committed to paying all our research students equitably while keeping in mind that the nature and requirements of conducting such projects often varies across disciplines. In some cases, students are assisting faculty with their research and, in other cases, students may be conducting their own research while being mentored by a faculty member. Working as a Student Researcher during the academic year may be different from working as one during the summer when there is more time to accomplish certain tasks. Finally, students differ in their experience and, thus, so do their skill sets as they progress through the four years. Gettysburg College has attempted to take all of these factors into consideration when devising the following pay scale.

**Wages**

During the academic year, student researchers will be paid an hourly rate of between $7.25--$8.50. This range reflects the possible differences in students’ skill sets, experience, and nature of the tasks the student may be required to perform. The specific rate of pay within this range will be determined by the faculty member with whom the student is working in consultation with his/her department.

Student researchers who are employed during the summer but who are not part of one of the College’s designated summer research programs, will be paid an hourly rate (generally between $8.50--$10.00), regardless of whether the funding comes from an external funding source e.g., NSF, or an internal one e.g., a departmental operating budget. Exceptions may be made in rare circumstances by contacting Human Resources, who will consult with Finance and the Provost’s Office as necessary. When the College is reviewing stipends vs. hourly wage, the nature of the research project must be considered. According to tax law, a student may be awarded a fixed-amount stipend only if the work is an independent research project with no services rendered to the College (i.e., the student is not assisting a faculty member on the faculty member’s project, but is working on the student’s own project).

Additionally, it should be noted that federal funds may not be used for stipends unless a specific training purpose is noted in the external funding proposal.

Those student researchers who have been selected by a faculty panel to participate in the College’s Division 3 Summer Research Program will receive an hourly wage of $10.00 (not to exceed $400 per week) throughout the duration of their particular program, which may run anywhere from 8-10 weeks.

Those students who have been selected by a faculty panel to participate in the College’s Division 1, 2, and IDS Summer Research Program will be compensated in the form of a $3,500 stipend, paid in five bi-weekly installments, over the course of the 10-week program.

**Housing**

If a student researcher is required to live on campus as part of their specific research position or by nature of the summer research program in which they are participating, a summer housing fee will not be charged to the student. If the student’s presence in a science lab is an integral part of the research experience and/or is warranted by specific job responsibilities (e.g., 24/7 responsibility for monitoring lab animals), the College will absorb these costs. In all other cases the department, program, or a grant (internal or external) will be required to assume the student researcher’s housing costs.