



Compensation for Graduate Student Representatives on Systemwide Committees

I. PURPOSE AND RATIONALE

This policy establishes a compensation structure for graduate and professional students serving on University of California systemwide committees. Student representatives dedicate a significant amount of time and expertise to university governance, often balancing committee service with academic responsibilities, research, and teaching commitments. Compensating students for this service:

- Recognizes the value of student participation in shared governance
 - Reduces financial barriers to participation, promoting equity and diverse representation
 - Acknowledges the professional development and labor involved in committee work
 - Aligns with best practices in compensating students for institutional service
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II. SCOPE

This policy applies to graduate and professional students appointed to represent UCGPC or their campus graduate student body on systemwide committees, including but not limited to:

- Academic Planning Council (APC)
- Student Mental Health Oversight Committee (SMHOC) - 2 students
- Committee on Community Safety
- National Advisory Board – UC National Center for Free Speech and Civic Engagement
- Education Finance Model Steering Committee (EFM)
- University Committee on Affirmative Action Diversity and Equity (UCAADE)
- University Committee on Academic Computing & Communications (UCACC)
- University Committee on International Education (UCIE)
- UC Code of Conduct for Trademark Licensees
- University Committee on Library and Scholarly Communication (UCOLASC)
- University Committee on Academic Freedom (UCAF)
- Coordinating Committee on Graduate Affairs (CCGA)
- University Committee on Planning and Budget (UCPB)
- University Committee on Educational Policy (UCEP)
- Board of Admissions and Relations with Schools (BOARS)

- Global Climate Leadership Council and UC Sustainability Steering Committee
- UC Student Advisory Group for Systemwide Surveys

This policy excludes individuals who are already paid for their labor related to UCGPC-advocacy and individuals recipient of fellowships related to their committee participation, including but not limited to:

- UCGPC Officers,
- External Vice Presidents (EVPs) already compensated by their Graduate Student Associations (GSA)
- Recipients of the Bonnie Reiss Climate Action Fellowship Program

III. COMPENSATION STRUCTURE

Student representatives shall receive quarterly compensation based on the time commitment required for committee service, calculated as follows:

A. Standard Committee Service Compensation (per quarter)

Monthly Meeting Time	Quarterly Compensation
4-6 hours per month	\$170
6-8 hours per month	\$230
8-10 hours per month	\$300
10+ hours per month	\$375

The compensation is tied to submitting a short report to the UCGPC Board of Directors including but not limited to:

- Details of the meetings attended and the time spent in committee meetings (in the form of a time log),
- Overview of the work performed by the committee during the time period for which a stipend is requested,
- Any point of attention for UCGPC for awareness or future actions.

B. Compensable Activities

Compensation covers time spent on attending scheduled committee meetings (virtual or in-person).

IV. EXCLUSIONS

This policy does **not** provide compensation for:

- Travel expenses (airfare, lodging, meals, ground transportation)
- Time spent traveling to and from meetings
- Optional networking events or social functions

Note: Travel expenses are still reimbursed according to the university's existing travel policies.

V. ADMINISTRATION

A. Time Commitment Determination

The time commitment tier for each committee position shall be determined by information shared by the student, including:

- a. Agenda of the meetings, if public
- b. Minutes of the meetings, if public
- c. A memo of the meetings' action or the committee report
- d. A report of activities and attendance prepared by the student

The information needs to be shared with the Treasurer at treasurer@ucgpc501c3.org. The approval process will consist of a verification of the documents provided by the Treasurer and the Finance Committee (the Treasurer may reach out to the committee analyst to verify attendance).

B. Payment Process

1. Student representatives seeking payment shall submit a brief quarterly service verification form to UCGPC Treasurer (treasurer@ucgpc501c3.org), within 5 weeks of the end of the quarter.
2. The Treasurer will verify the documents and submit a payment proposal to the Finance Committee.
3. Payments shall be processed within 5 weeks of form submission
4. Compensation shall be distributed via bank transfer.
5. A 1099 Form may be issued to the students depending on the amount of the payments. To this end, a W9 may be requested.

C. Funding Source

Compensation shall be funded through UCGPC operating budget.

VI. REVIEW AND ASSESSMENT

This policy shall be reviewed on a regular basis to:

- Assess adequacy of compensation levels
 - Evaluate impact on student participation and diversity
 - Ensure alignment with UCGPC budget capacity
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VII. EFFECTIVE DATE

This policy shall take effect in January 2026 and apply to all eligible student representatives serving on systemwide committees beginning Fall 2025.

VIII. IMPLEMENTATION TIMELINE

- **January 2026:** Policy approval by UCGPC
 - **By the end of January 2026:** Communication to students already sitting on systemwide committees to encourage them to seek payment for **their Fall 2025 service if eligible**, and educate them on the policy moving forward.
 - **By the end of January 2026:** Inform UCOP of this new policy and encourage them to consider a compensation policy of their own.
 - **February 2026:** First compensation disbursements if applicable
 - **Ongoing:** ensure proper education of the Board and include the potential for compensation in future systemwide committee recruiting.
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Effective Date: [Insert Date]

Approved By: UCGPC Directors

APPENDIX A: Estimated Budget Impact

✚ Systemwide committees compensation - budget

APPENDIX B: List of Committee Meetings shared by UCOP

1. Academic Planning Council

- a. September 30, 2025
- b. December 10, 2025
- c. February 11, 2026
- d. March 31, 2026
- e. May 4, 2026

2. ASSIST Policy Advisory Committee

3. Board of Admissions and Relations with Schools (BOARS)

- a. October 3, 2025 – In-person
- b. November 7, 2025
- c. December 5, 2025
- d. January 9, 2026
- e. February 6, 2026 – In-person
- f. March 6, 2026
- g. April 3, 2026
- h. May 1, 2026
- i. June 5, 2026
- j. July 10, 2026

4. Coordinating Committee on Graduate Affairs (CCGA)

- a. October 8, 2025 – in-person
- b. November 5, 2025
- c. December 3, 2025
- d. January 7, 2026
- e. February 4, 2026 – in-person
- f. March 4, 2026
- g. April 8, 2026
- h. May 6, 2026 – in-person
- i. June 3, 2026
- j. July 1, 2026

5. Education Finance Model Steering Committee

- a. November 21, 2025
- b. February 16, 2026

6. Global Climate Leadership Council and UC Sustainability Steering Committee

7. Student Mental Health and Wellbeing Oversight Committee

- a. November 24, 2025
- b. February 9, 2026
- c. May 4, 2026

8. University Committee on Affirmative Action, Diversity, and Equity (UCAADE)

- a. October 16, 2025 – in-person
- b. December 11, 2025
- c. February 12, 2026
- d. April 16, 2026
- e. June 11, 2026

9. University Committee on Academic Computing & Communications (UCACC)

- a. October 10, 2025
- b. December 12, 2025
- c. February 27, 2026
- d. April 24, 2026

10. University Committee on Academic Freedom (UCAF)

- a. September 30, 2025
- b. December 10, 2025
- c. March 11, 2026
- d. May 20, 2026

11. UC Education Abroad Program (UCEAP) Advisory Committee

- a. February 25, 2026, 3:00 pm – 5:00 pm
- b. June 16, 2026, 9:00 am – 1:00 pm PT (in-person/hybrid)

12. University Committee on Educational Policy (UCEP)

- a. October 6, 2025
- b. October 20, 2025
- c. November 3, 2025
- d. December 1, 2025
- e. December 15, 2025
- f. January 5, 2026
- g. February 2, 2026
- h. March 2, 2026
- i. March 16, 2026
- j. April 6, 2026

- k. April 20, 2026
- l. May 4, 2026
- m. May 18, 2026
- n. June 1, 2026
- o. June 15, 2026
- p. July 6, 2026

13. University Committee on International Education (UCIE)

- a. October 17, 2025
- b. December 19, 2025
- c. March 20, 2026
- d. May 15, 2026

14. UC Code of Conduct for Trademark Licensees

15. University Committee on Library and Scholarly Communication (UCOLASC)

- a. October 31, 2025
- b. February 20, 2026
- c. May 15, 2026

16. University Committee on Preparatory Education (UCOPE)

- a. October 16, 2025
- b. December 11, 2025
- c. February 19, 2026
- d. April 16, 2026
- e. June 18, 2026

17. University Committee on Research Policy (UCORP)

- a. October 13, 2025
- b. November 10, 2025
- c. December 8, 2025
- d. February 9, 2026
- e. March 9, 2026
- f. April 13, 2026
- g. May 11, 2026
- h. June 8, 2026

18. University Committee on Planning & Budget (UCPB)

- a. October 7, 2025
- b. November 4, 2025 - in-person
- c. December 2, 2025
- d. January 6, 2026
- e. February 3, 2026
- f. March 3, 2026

- g. April 7, 2026
- h. May 5, 2026
- i. June 2, 2026
- j. July 7, 2026

19. UC Student Advisory Group for Systemwide Surveys

- a. October 15, 2025
 - b. November 12, 2025
 - c. December 3, 2025
 - d. January 14, 2026
 - e. February 25, 2026
 - f. March 18, 2026
 - g. April 15, 2026
 - h. May 20, 2026
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UC Berkeley - Graduate Assembly policy:

\$250 per semester for committee meeting attendance of 4-6 hours per month
\$500 per semester for committee meeting attendance of 6-8 hours per month
\$750 per semester for committee meeting attendance of 8-10 hours per month
\$1000 per semester for committee meeting attendance of 10+ hours per month;