



MEMORANDUM

DATE: June 10, 2026
TO: Campus Departments
FROM: Kelly Coleman, Director, Talent Acquisition & Total Rewards
SUBJECT: FY 2027 Student Wage Guidelines

The following guidelines and requirements apply to all student appointments at UMBC. Students hired to work on campus must maintain active enrollment as full- or part-time undergraduate or graduate students. All appointments must comply with federal and state requirements as outlined by the U.S. Department of Labor’s Wage and Hour Division.

Wage Rates & Compensation Guidelines

Standard hourly pay ranges for Fiscal Year 2027 (FY27) are as follows:

Student Worker Type	FY26 Pay Range	FY27 Pay Range
Undergraduate	\$15.00 – \$24.97 / hour	\$15.00 – \$25.34 / hour
Graduate (<i>not Graduate Assistant</i>)	\$15.00 – \$29.13 / hour	\$15.00 – \$29.57 / hour

- **One-Time or Flat-Pay Appointments:** Students may be compensated via one-time or flat-pay appointments. However, departments must provide formal justification to HRSTM confirming that the alternative pay structure meets established minimum wage guidelines. **This justification must be submitted to payroll and approved before the student begins working.**
- **Pay Discretion & GA Determination:** Departments retain the discretion to compensate student workers above the minimum rate based on position duties. However, graduate student workers performing duties similar to those of a Graduate Assistant (GA) must receive an hourly wage comparable to GA compensation. Departments may consult the Associate Dean of the Graduate School to determine if a role's duties align with those of a GA.
- **Exceeding the Maximum Rate:** Any request to appoint an undergraduate or graduate student at a rate above the FY27 maximum requires pre-approval from HRSTM. The request must include a brief justification detailing the higher-level, complex tasks required by the position.

Standard Work Hours & Compliance

Academic success is the students' primary focus, hourly on-campus employment is restricted to support academics.

- **General Student Guideline:** While school is in session, students should not work more than 20 hours per week across all campus appointments.
- **F-1 and J-1 Visa Holders:** Per federal law, students on F-1 and J-1 visas are strictly capped at a maximum of **20 hours per week** while school is in session (Fall and Spring semesters). They may work full-time during official summer and winter sessions only. Strict adherence to this regulation is mandatory to protect students from visa violations and the university from federal audit sanctions.
- **Full-Time Graduate Assistants (GAs):** A full-time GA appointment is legally considered to meet the 20-hour weekly limit. GAs may not take on any additional campus employment hours while school is in session without prior, explicit approval from the Associate Dean of the Graduate School. [Click here for the Graduate Teaching Assistant Employment Policy.](#)
- **Half-Time Graduate Assistants:** Graduate students awarded half-time assistantships (10 hours/week) are eligible to work a maximum of **10 additional hours per week** elsewhere on campus. Exceeding this total requires prior approval from the Graduate School.

Thank you for your cooperation in maintaining compliance with these institutional and federal standards. Please reach out to HRSTM if you have any questions.