


Guide for Graduate Student Employees

This Table Pertains to Graduate Student Employees with FICA Exempt Status

|  | Semester | Student Employment to work as a student employee for the University | International Student and Scholar Services to work in student OPS positions as an international student | Financial Aid to receive financial aid | Graduate College to receive 100% tuition benefits ³ |
|--|---------------|--|--|---|---|
| Domestic | | | | | |
| Enrollment ⁵ | Fall & Spring | At least 5 Credit Hours | N/A | At least 5 Credit Hours | At least 9 Credit Hours ⁴ |
| | Summer | At least 3 Credit Hours | N/A | At least 3 Credit Hours | No Requirement |
| Employment | Fall & Spring | Up to 20 Hours per Week ¹ | N/A | No Requirement | Up to 20 Hours per Week ¹ |
| | Summer | Up to 20 Hours per Week ¹ | N/A | No Requirement | Up to 20 Hours per Week ¹ |
| International² | | | | | |
| Enrollment ⁵ | Fall & Spring | At least 9 Credit Hours ⁶ | At least 9 Credit Hours ⁶ | N/A | At least 9 Credit Hours ⁶ |
| | Summer | No Requirement | No Requirement | N/A | No Requirement |
| Employment | Fall & Spring | Up to 20 Hours per Week | Up to 20 Hours per Week | N/A | Up to 20 Hours per Week |
| | Summer | Up to 20 Hours per Week ¹ | Up to 20 Hours per Week ¹ | N/A | Up to 20 Hours per Week ¹ |

Definitions:

Graduate Student Employee: Degree-seeking FAU graduate students who are FICA exempt employees.

FICA Exempt: Student employees who meet enrollment and employment conditions (less than 32 hours per week) and are exempt from paying Social Security and Medicare taxes.

Full-Time Equivalency: Graduate students may petition to take fewer credit hours and maintain full-time graduate student status. Graduate assistants in their last semester of study are to enroll only in the number of credit hours necessary to fulfill their degree requirements. Graduate assistants who have completed all degree requirements as listed on their Plan of Study but must remain enrolled in order to complete their thesis or dissertation are to enroll only in minimum of one thesis/dissertation credit hour.

Federal Work-Study Students: Eligible graduate students who demonstrate financial need. Please note that these students are not represented in the table above. Federal work-study students should contact the Office of Student Financial Aid.

Footnotes:

¹ Students may petition to work more than 20 hours per week (less than 32 hours per week to remain FICA exempt).

² Students are FICA exempt for their first 5 years.

³ Students must be hired as a graduate assistant, graduate teaching assistant, or graduate research assistant to receive tuition benefits.

⁴ Students may receive reduced tuition benefits with enrollment of at least 5 Credit Hours and employment of at least 10 hours per week in the Fall and Spring semesters.

⁵ Students in thesis or dissertation credits may enroll in fewer credits and remain FICA exempt.

⁶ International students must submit a [Reduced Course Load form](#) to enroll less than full-time. The RCL form must be approved by the Center for Global Engagement.