



Date: July 1st, 2019

Stipend Information for International Students

The United Government of Graduate Students has collaborated with the Center for Student Involvement (CSI), the Office of International Students and Scholar Services and the International Tax Office to clarify the differences between work hours and stipends.

How many hours are international students allowed to work?

Per the Office of International Students and Scholar Services, International students can work on-campus **up to 20 hours a week** while school is in session during the fall and spring semesters. If a student has multiple on-campus jobs, the total hours worked for all jobs cannot exceed 20 hours a week while school is in session. A student may not choose to “volunteer” to do a job without pay if the position would otherwise be paid to avoid exceeding this limit.

What is the difference between work hours and stipends?

Work is the performance of specific tasks and duties as outlined by an employer (CU Boulder). Payment is compensation for work and the completion of specific services within a specific time.

A **stipend** payment is not compensation for work. It is a flat payment, regardless of the time committed to a non-employment role. A stipend does not track hours worked. *There are no expectations of specific tasks and duties outlined by an employer.*

Can international students who work 20 hours per week also receive a stipend?

YES! Stipends do not contribute to the total work hours of 20 hours per week maximum. *This includes GPTIs, TAs and RAs on 50% appointments.*

How do I check if my payment meets my visa requirements?

Students/ visa holders are responsible for making sure on-campus employment meets the requirements of the government for on-campus work authorization and should consult with ISSS

prior to accepting any positions for which they will receive payment. General information regarding international student employment and resources can be found on the ISSS website: <https://www.colorado.edu/iss/student-resources/current-students/f-1-overview/f-1-campus-employment>.

Please confirm with the Center for Student Involvement (CSI) that a stipend code is being used for a non-employment leadership position.

What are examples of stipends?

While the term stipend may be used in a variety of ways, for the purposes of this policy, a stipend is a flat rate (which may be broken up into multiple smaller payments over a period of time) regardless of time committed to a non-employment role.

The payment is not compensation for work, but provides subsistence support or to defray expenses incurred related to fulfilling the duties of the role, and therefore an I-9 form should not be required to set-up the stipend payments.

The university may not expect services in return for the stipend, and therefore one cannot receive a stipend in lieu of wages for a role that is deemed employment.

An employee of the University may not direct outcomes of the role, nor can stipend recipients be hired into, evaluated for, or terminated from the role.

Stipends are issued for non-employment leadership roles (eg. UGGS officer position)

Can my Fellowship be a stipend?

Yes, some departments use a Fellowship pay code “Pre Dr. Trainee” which is considered exempt from “employment” hours as far as International Student VISA status goes. Pay should not be tied to time expected or accomplishments of defined tasks, and there should not be any possibility of losing the Fellowship for non-performance. The stipend is meant to offset expenses incurred by the student while doing activities of the Fellowship that is contributing to the accomplishment of their academic success.

If your Fellowship is a stipend, you may work up to (but not exceeding) 20 hours per week in an on-campus employment position provided your visa allows for on-campus work and has been approved by your department and CSI.

How are stipends set up?

Stipends are paid via pay codes 3204, 3205, 3207. An I-9 form should not be required to set-up the stipend payments. Please confirm with CSI that one of these codes are being used before accepting payment, especially if you are at the 20 hour/week limit.

Are stipends taxed?

Yes. Below is a link to a helpful article released by CU employee services regarding taxation as it related to stipend payments, including contact information for the International Tax Office. Please note that the role of the International Tax Office is to determine if tax applies to a specific type of payment, but cannot advise of how that payment might impact specific requirements of a Visa.

<https://www.cu.edu/blog/hcm-community/reminder-international-students%E2%80%99-scholarships-stipends-may-be-subject-tax>

Students can make appointments to meet with the International Tax Specialist online:
<https://booknow.appointment-plus.com/43rspqeq>

Contact Information

For further questions feel free to contact:

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