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The supervisory individual who shall oversee the implementation of this GDRS is: David J. Vázquez, Department Head

revised May 2015
§ 1.0 GENERAL INFORMATION

1.1 This Manual
The purpose of the Manual is to clarify policies and procedures concerning Graduate Teaching Fellowships (GTFs) offered by the Department of English. The relationship between GTFs and the University of Oregon as a whole is governed by the Collective Bargaining Agreement (CBA) between the University and the Graduate Teaching Fellows Federation (GTFF). This Manual details the specific relationship between GTFs and the Department of English. This Manual does not apply to work-study students, student readers, or other staff hired by the Department of English.

This document and its amendments may be viewed or printed from the Graduate School website:

1.2 GTF Tuition and Fees
Graduate Teaching Fellows are required to maintain and complete a minimum of 9 graduate credit hours. GTFs pay no tuition on the first 16 credit hours per term if their appointment is equal to or greater than .20 FTE and they complete the assignment at .20 FTE or greater. Graduate Teaching Fellows must pay $61 of the mandatory fees set by the University. Details of GTF and University contributions to these fees are contained in the current Collective Bargaining Agreement, Article 22 (copy available on the UO Graduate School website).

1.3 Graduate Teaching Fellows Federation
All Graduate Teaching Fellows at the University of Oregon are represented by a union, the Graduate Teaching Fellows Federation (GTFF). Official membership is at the individual's discretion, although payment of monthly dues or an equivalent is required for everyone under the fair share agreement. Levels of appointment and minimum salary level for all graduate teaching appointments are subject to the provisions of the CBA between the GTFF and the University of Oregon. A link to the CBA and to this GDRS is provided in the GTF appointment contract signed by each student who accepts GTF appointments.

1.4 Teaching
Doctoral candidates are required to have experience as classroom teachers in the department before they receive their degrees. In the English Department this means that doctoral candidates must have a minimum of one term of full classroom responsibility. Normally, the Department counts the first term of the .49 FTE GTF appointment as fulfillment of this requirement, a term in which GTFs have sole responsibility for a lower-division course. The .40 FTE non-teaching appointments do not fulfill this requirement.

§ 2.0 AVAILABILITY OF GRADUATE TEACHING FELLOWSHIPS (GTFs)

GTFs in English are available to qualified graduate students in the English Department, with some positions available for qualified graduate students in Comparative Literature, Creative Writing, Folklore, and (rarely) in other related departments within the College of Arts and Sciences. All appointees (current UO students) must be in good standing and maintain satisfactory academic progress toward their degree.

2.1 GTF appointments are decided by the English Department Graduate Appointments Committee.

2.2 The number of such appointments is subject to Department needs, budgetary constraints of the English Department, and the University and the Memorandums of Understanding between individual CAS departments, the English Department, and College of Arts and Sciences.

2.3 GTFs are primarily assigned to teach the university-required lower-division writing courses and lower-division literature classes.

§ 3.0 ELIGIBILITY REQUIREMENTS and APPLICATION PROCESS

3.1 Students wishing to be considered for initial appointment as a GTF in English must be accepted and enrolled in the graduate English program (except for students in other College of Arts and Sciences departments as noted above) and must be in good standing and maintain satisfactory academic progress as defined by their departments.
In addition, students must complete the Composition Training Program, which is comprised of ENG 611: Composition Graduate Teaching Fellow Seminar I (with a grade of B+ or better) and ENG 613: Graduate Teaching Fellow Composition Apprenticeship or have demonstrated successful teaching ability in college-level composition or an acceptable equivalent in order to be eligible to apply for a GTF appointment. During the first term of appointment, all new GTFs teaching composition must enroll and successfully complete ENG 612 (see 5.11). Exceptions must be approved by the Director of Composition in consultation with the Graduate Appointments Committee when necessary. (First-year PhD and MA students in English should also note the academic requirements as outlined in 4.1).

3.2 Students from other graduate programs within the College of Arts and Sciences may apply for GTF positions in the Department although priority is given to English graduate students (see 2.2).

3.3 GTF applications for the next academic year are sought during the preceding Winter term. The deadline for applications is March 15.

3.31 Applications are solicited from English, Comparative Literature, Creative Writing, and Folklore graduate students. Other students from a CAS department are welcome to apply by addressing a letter to the Department Head or the Graduate Appointments Committee and including a summary of the applicant's teaching experience and dates of completion of the English Department Composition training program. (See 3.1)

3.4 All decisions about GTF applications for the regular three terms (Fall, Winter, and Spring) of the academic year are made by the English Department Graduate Appointments Committee based on the criteria listed in 2.2 above. Reappointment decisions are made based on these criteria as well as on the student's progress toward the degree and satisfactory teaching performance.

3.5 The University of Oregon Graduate School requires that a GTF be enrolled for a minimum of 9 graduate credit hours per term of appointment.

3.6 Summer GTF Appointments.

A limited number of appointments are available to English PhD students for summer session teaching. Applications are solicited late in Winter term or early in Spring term from English graduate students who have been judged eligible for GTFs by the Graduate Appointments Committee (see 3.1). Except in cases where special skills and experience are needed, teaching appointments will be made based on the following criteria: 1) appropriate qualifications, especially demonstrated quality of teaching and demonstrated ability to teach successfully without supervision; 2) seniority; 3) lack of previous summer teaching appointments; and 4) successful progress toward the degree. Summer appointments for composition and literature courses will be made by the Associate Department Head and Director of Composition.

§ 4.0 APPOINTMENT AND PROGRESS REQUIREMENTS

Satisfactory progress toward a graduate degree is a requirement of GTF appointment or reappointment. A GTF appointment is the method by which departments can offer financial support to promising students in a graduate degree program and should be beneficial to the student's development in that program. As a matter of policy, individuals appointed as GTFs should be regarded primarily as graduate students providing service as part of a learning experience rather than solely as employees whose education is secondary.

As stated below, MA students are eligible for appointment through their 6th term in the MA program. The norm for PhD student years of eligibility is five to six years (which includes the first year of appointment at .40, non-teaching. See below.). This calendar is adjusted when needed based on the individual's academic work. GTF appointees from other departments will have no more years of eligibility than those at equivalent levels in English (see 4.3 below).
4.1 YEARLY PROGRESS AS A CONDITION FOR APPOINTMENT

NOTE: The word "courses" used below refers to formal, classroom courses. This excludes ENG 601: Research; ENG 503: Thesis; ENG 603: Dissertation; and ENG 605: Reading and Conference. Any exceptions must be approved in advance by the Director of Graduate Studies.

4.1a MA PROGRAM
Since it is the normal expectation that the MA degree in English will be obtained within two years (six terms) of full-time graduate study, students admitted into the MA program are typically eligible for a .49 teaching GTF appointment in their second year. The most common path is as follows:

First Year in Graduate Program: (No GTF)
- ENG 611, Composition Graduate Teaching Fellow Seminar I and ENG 613, Graduate Teaching Fellow Composition Apprenticeship
- Six additional approved formal courses (or two per term)

Second Year in Graduate Program - First year of teaching GTF appointment:
- ENG 612, Composition Graduate Teaching Fellow Seminar II
- Completion of all coursework requirements of MA degree (cumulative of 12 courses)
- Foreign language requirement

GTF eligibility for MA students does not extend beyond their 6th term in the program.

(During the second year, some students in the MA program apply to the PhD program. If they are admitted to the PhD program, these students will then follow the steps of progress as outlined below and will be considered to be in their second year of graduate work and second year as a GTF.)

4.1b PhD PROGRAM
English Department PhD students will typically follow one of three time lines:

BAs and MAs with fewer than 6 transferable degree-satisfying courses: (Norm: 6 years of support)

1st year: (Student normally holds a .40 non-teaching GTF appointment)
- ENG 690, Introduction to Graduate Studies in English (fall term)
- ENG 614, Introduction to Literary and Cultural Theory
- Completes 4 additional seminars or equivalents, for a total of 6
- ENG 611, Composition Graduate Teaching Fellow Seminar I (winter term; does not count toward seminar requirement)
- ENG 613, Graduate Teaching Fellow Composition Apprenticeship (does not count toward seminar requirement)
- Completes first language of language requirement (if pursuing 2)

2nd year: (Student normally holds the first year of .49 GTF teaching appointment)
- ENG 612, Composition Graduate Teaching Fellow Seminar II (required during the first term of teaching; offered only during Fall term; does not count toward seminar requirement)
- 6 degree-satisfying courses (for a cumulative total of 12)
- Submission and approval of PhD breadth fields in winter term and breadth examination reading lists in spring term

3rd year:
- 6 degree-satisfying courses (for a cumulative total of 18, completing all coursework requirements)*
- Completes PhD language requirement
- PhD breadth examination at start of academic year
- Submission and approval of PhD major field examination materials in spring term
4th year:
- PhD major field examination in fall term
- Prospectus submission and approval in winter term
- Advancement to candidacy when prospectus is approved; dissertation

5th year:
- Dissertation
  A statement from the student's dissertation director attesting that the student has met departmental guidelines for progress during this year will be required as part of the application for appointment the subsequent year. Further information regarding these guidelines can be found in the English Department Graduate Handbook.

6th year:
- Dissertation
- Dissertation defense in spring term

*Note: all transfer credits count toward this total of 18 seminars (or equivalents).

MAAs in English and American Literature with 6 to 9 transferrable degree-satisfying courses and holding a .40 GTF first year: (Norm: 5 years of support)

1st year:
- ENG 690, Introduction to Graduate Studies in English (fall term)
- ENG 614, Introduction to Literary and Cultural Theory
- ENG 611, Composition Graduate Teaching Fellow Seminar I (winter term; does not count toward seminar requirement)
- ENG 613, Graduate Teaching Fellow Composition Apprenticeship (fall, winter, or spring)
- Completes 4 additional seminars or equivalents, for a total of 6
- Completes first language of language requirement (if pursuing 2)
- Submission and approval of PhD breadth fields in winter term and breadth examination reading lists in spring term

2nd year:
- PhD breadth examination at start of academic year
- ENG 612, Composition Graduate Teaching Fellow Seminar II required during the first term of teaching; offered only during Fall term; does not count toward seminar requirement)
- Completes PhD language requirement
- 6 additional degree-satisfying courses (completing all coursework requirements)*
- Submission and approval of PhD major field examination materials in spring term

3rd year:
- PhD major field examination in fall term
- Prospectus submission and approval in winter term
- Advancement to candidacy when prospectus is approved; dissertation

4th year:
- Dissertation
  A statement from the student's dissertation director attesting that the student has met departmental guidelines for progress during this year will be required as part of the application for appointment the subsequent year. Further information regarding these guidelines can be found in the English Department Graduate Handbook.
5th year:
- Dissertation
- Dissertation defense in spring term

*Note: all transfer credits count toward the cumulative total of 18 seminars (or equivalents)

MAAs in English and American Literature with 6 to 9 transferrable degree-satisfying courses and holding a .49 GTF first year: (Norm: 5 years of support)

1st year:
- ENG 690, Introduction to Graduate Studies in English (fall term)
- ENG 614, Introduction to Literary and Cultural Theory
- ENG 612, Composition Graduate Teaching Fellow Seminar II required during the first term of teaching; offered only during Fall term; does not count toward seminar requirement)
- ENG 611, Composition Graduate Teaching Fellow Seminar I (winter term; does not count toward seminar requirement)
- Completes 4 additional seminars or equivalents, for a total of 6
- Completes first language of language requirement (if pursuing 2)
- Submission and approval of PhD breadth fields in winter term and breadth examination
- Reading lists in spring term

2nd year:
- PhD breadth examination at start of academic year
- Completes PhD language requirement
- 6 additional degree-satisfying courses (completing all coursework requirements)*
- Submission and approval of PhD major field examination materials in spring term

3rd year:
- PhD major field examination in fall term
- Prospectus submission and approval in winter term
- Advancement to candidacy when prospectus is approved; dissertation

4th year:
- Dissertation
  A statement from the student's dissertation director attesting that the student has met departmental guidelines for progress during this year will be required as part of the application for appointment the subsequent year. Further information regarding these guidelines can be found in the English Department Graduate Handbook.

5th year:
- Dissertation
- Dissertation defense in spring term

*Note: all transfer credits count toward the cumulative total of 18 seminars (or equivalents)

In individual cases, this progress may be altered slightly by the Director of Graduate Studies. Each appointee will receive a summary of required yearly progress during the first term of appointment.

4.2 Long – term Leaves of Absence. Students who need to take a period of time off from teaching during their GTF appointment period may apply for a formal leave of absence from the graduate program. A UO Graduate School REQUEST FOR LEAVE OF ABSENCE form and a letter describing the reason for the request is to be submitted to the Director of Graduate Studies. If the request is approved, all steps of academic progress are
"frozen" for the period of the leave. According to Graduate School policies regarding leaves of absence, no coursework can be taken or University resources used during the leave.

In some cases where personal circumstances warrant, academic progress may be altered slightly by the Director of Graduate Studies. In those cases where the alteration would add eligible years of GTF appointment, the exception must also be approved in advance by the Appointments Committee.

4.3 GTF appointments to students in other CAS programs

4.31 MA program applicants

GTF appointees from other terminal degree programs such as Creative Writing or Folklore Program will have no more years of eligibility than those at equivalent levels in English. As stated in 4.1a regarding the English MA program, GTF eligibility will not extend beyond the 6th term within the program.

Master’s students from Creative Writing or Folklore wishing to apply for a GTF in Composition must complete the yearlong Composition training program. If they complete this program successfully and have made satisfactory academic progress toward their degree, they are eligible for a one-year, non-renewable appointment in Composition. A minimum GPA of 3.5 is required for all applicants.

These students must enroll in and complete ENG 612 during their year of composition teaching (see 3.1).

4.32 PhD program applicants

PhD students in home departments other than English who enter their programs without an MA will be eligible for up to 15 terms of .49 GTF support after successfully completing ENG 611 and 613. Students must maintain a 3.5 GPA (minimum) and be in good standing within their own programs. Good standing is determined by the written standards of the student’s program or department. However, a term of support from any unit within the University of Oregon will count toward the maximum terms of support available from the English Department.

PhD students in home departments other than English who enter their programs with an MA will be eligible for up to 12 terms of .49 GTF support after successfully completing ENG 611 and 613. Students must maintain a 3.5 GPA (minimum) and be in good standing within their own programs. Good standing is determined by the written standards of the student’s program or department. However, a term of support from any unit within the University of Oregon will count toward the maximum terms of support available from the English Department.

4.4 Limits on Renewal of Appointment

Assuming satisfactory progress in graduate study, satisfactory teaching, and availability of budget resources, graduate students are most commonly appointed as GTFs as indicated in the statement of expectation in each section listed in 5.1 and 5.2. The English Department defines "satisfactory progress in graduate study" as maintaining the listed progress requirements and a cumulative GPA of 3.50 or better in all graduate coursework at the University of Oregon.

GTF appointees from other departments will have no more years of eligibility than those at equivalent levels in English. For example, GTFs in other Master’s degree programs will be eligible for appointment up through their 6th term of graduate work (see 4.1a, MA program and 4.3.1, MA program applicants.) Graduate students in other PhD programs are eligible for appointment as described above (4.3.2.). For such GTFs, progress toward the degree should be that which is stated in their home department’s catalog description of graduate degree requirements. A statement will be required from the Head of their home department certifying appropriate progress is being maintained in order for the student to be considered for reappointment.

4.5 Conditions Determining Renewals

Renewals of appointment for Graduate Teaching Fellows shall be contingent upon:

a. availability of Department resources
b. normal progress toward the MA or PhD (see 4.1 and 4.3)
c. satisfactory teaching as determined by student and staff evaluations.
4.6 Non-Renewal of Appointment

The Graduate Appointments Committee shall send a warning during Spring term to any GTF whose appointment may not be renewed for other than budgetary reasons. At any time, such a warning may be sent by the Director of Composition and/or the Department Head. Criteria for terminating a graduate teaching fellowship include:

a. unsatisfactory teaching
b. failure to make progress toward the degree
c. failure to maintain an adequate GPA
d. violations of Department or University policies or procedures.

Article 16 of the GTFF Collective Bargaining Agreement outlines procedures for informing GTFs of deficiencies in their work performance or progress toward the degree.

§ 5.0 WORKLOAD AND WORK ASSIGNMENTS

Duties of the appointment vary according to the specific assignment. The usual types of appointments are outlined below. Differences in teaching style and the need for teachers to work out their own schedules make it hard to prescribe fixed numbers of hours to be devoted to each aspect of these appointments. The structures described for each of these assignments are suggestions and guidelines offered to illustrate how the appointment can be met while staying within the prescribed hours (per quarter) specified in the GTFF contract (Article 20): 175 for .40 FTE and 215 for .49 FTE. GTFs are encouraged to consult with their supervisors about methods of course preparation and teaching efficiency that will help them work effectively within the GTFF Contract limits.

All GTFs assigned to teach composition anytime during the year are required to attend the Fall Orientation meeting.

5.1 TEACHING APPOINTMENTS (.49 FTE)

5.11 Composition

The majority of appointments in the English Department are made to teach one of the University-required writing courses (WR 121, 122 or 123). These courses are 4-credit classes. These appointments are .49 FTE (where 1.00 FTE equals full-time). GTFs appointed at .49 FTE will be assigned one course per term, 3 courses per year. All GTFs teaching composition are expected to attend mandatory staff meetings each term (the first usually during the week prior to fall term, the second and third in week 2 of winter and spring terms).

Concurrent with the first term of teaching, GTFs must successfully complete Composition GTF Training Seminar II, ENG 612. These graduate credits will count toward the Graduate School requirement that a GTF be enrolled in a minimum of 9 graduate hours per term, but they will not apply toward the English MA or PhD requirements.

GTFs will be assigned to WR 121 in their first term of teaching and generally teach either WR 121 or WR 122 winter and spring terms. Some first-year teachers may be assigned WR 123 in winter or spring terms, depending on record of satisfactory teaching and department needs.

GTFs in their second and later years of teaching are assigned to WR 121 and WR 122 and may also be assigned to WR 123, depending on record of satisfactory teaching and department needs.

Policies and procedures for teaching and administering classes are outlined in the English Department composition handbook (Policies and Procedures: Teaching Written Reasoning at the University of Oregon). Teachers of lower-division writing are expected to design their courses in accordance with these policies. In conjunction with guidelines included there, the following outline represents a reasonable and appropriate distribution of work over a term in lower-division writing courses for which GTFs have sole responsibility:

30 hours in class
10 hours of student conferences to discuss writing
40 hours in office hours (4 hours per week)
60 hours preparation
75 hours grading
GTFs having difficulty working within contractual workload norms should consult with the Director of Composition.

In addition to these duties, GTFs may be asked to assist the Director of Composition on a voluntary basis.

First-year appointees are required to enroll in ENG 612, Composition Graduate Teaching Fellow Seminar II for 1-3 credits, during their first term of teaching.

GTFs teaching composition are supervised by the Director of Composition, the Associate Director of Composition, and the Department Head, in consultation with the English Department Composition and Appointments Committees.

5.12 Lower-Division Literature

There are two different types of lower-division literature assignments: assignments to discussion sections of large lecture courses and assignments as instructor of record to a 100- or 200-level literature course. Both assignments are .49 FTE and are described below.

5.12a Sole Responsibility of a lower-division literature or film and media course:

English PhD GTFs are eligible for a .49 FTE per term assignment for sole teaching responsibility of a lower-division literature course when they have completed the following requirements: been advanced to candidacy; have taught a minimum of a full year of teaching in the Composition Program (usually two full years); completed the separate training program, which includes the completion of ENG 608, Teaching Literature and Film and Media; demonstrated satisfactory prior teaching performance; and shown appropriate academic preparation for the course to be assigned.

A more detailed policy statement on the assignment of literature courses to GTFs is available in the English Department office.

Teachers of lower-division literature courses are expected to design their courses in accordance with University-wide and departmental policies on General Education courses, as outlined in the Department's Policies and Procedures document. In conjunction with guidelines included there, the following outline represents an appropriate distribution of work over a term in lower-division literature courses for which GTFs have sole responsibility:

- 30 hours in class
- 65 hours preparation
- 30 hours office hours (3 hours per week)
- 90 hours grading

GTFs having difficulty working within contractual workload norms should consult with the Associate Department Head.

While teaching literature, the GTF is supervised by the Associate Department Head and the Department Head.

5.12b Teaching Assistants in Large Lecture Courses

GTFs may be assigned to assist faculty in teaching discussion sections of various large lower-division English courses. These appointments are at .49 FTE per term. GTFs are given these assignments after completing a minimum of one year teaching in the Composition Program (usually two full years) and successfully completing ENG 608, Teaching Literature and Film and Media. Assignment as an assistant in a large lecture course also presupposes that the appointee has some basic academic background in the area covered by the course. A more detailed policy statement on the assignment of literature courses to GTFs is available in the English Department office.

Duties of these assignments will consist of assisting the professor in course preparation; conducting weekly discussion sections related to the course content (in most
cases, 2 sections per appointee/per week); evaluation and grading of critical papers and projects; meeting with students during regularly scheduled office hours.

The following outline represents an appropriate distribution of work over a term for such assignments:

- 50 hours in class (3 lectures/2 discussion sections per week)
- 30 hours in preparation
- 30 hours office hours
- 10 hours meeting with supervisor and other GTFs
- 95 hours grading

GTFs given these assignments are supervised by the professor of the assigned lecture course and the Associate Department Head.

5.13 Summer Term. The majority of Summer term courses assigned to GTFs are scheduled for the first eight weeks of the Summer Session. The workload involved in the 4-credit courses follows very closely that which is required for a regular 10-week course. According to the policy regarding appointment of GTFs to summer teaching (see section 4.4), only experienced English PhD students are granted summer teaching.

The following outline represents a reasonable and appropriate distribution of work over the summer term (this is provided only as a general guideline; variations are likely depending on the individual and the course requirements) for WR 121, 122, 123:

- 32 hours in class (4 class meetings per week)
- 10 hours of student conferences to discuss writing
- 32 office hours (4 hours minimum required per week)
- 60 hours preparation
- 81 hours grading

Summer assignments for sole teaching responsibility of a lower-division literature or expository writing class (4-credit classes) will involve a total of 215 hours for the eight week session. This appointment will therefore be at a .49 FTE.

5.14 Other Types of .49 Appointments

5.14a Assistant Director of Composition

The ADC aids in the general administration of the Composition Program as outlined by the Composition Committee. This .49 year-long appointment is normally compensated by the release from two courses and is supervised by the Director of Composition.

5.14b GTFs in Film and Media Studies

The English Department assigns GTFs to assist in the large lecture sections of ENG 265-266-267, History of the Motion Picture and other Film and Media courses. Eligibility criteria for these appointments are:

- Teaching experience in film studies or related field for instructor-of-record courses (not required for GTFs in Film History)
- Coursework in film history and media aesthetics
- Satisfactory progress in a University of Oregon graduate program
- Record of academic excellence.

All other factors being equal, preference will be given to English Department graduate students for the ENG 265-266 courses. (See 3.0 for Application Procedures; See 5.12 for policy regarding assignment of literature courses.)
Duties of this assignment will consist of assisting the professor in course preparation; conducting weekly discussion sections related to the course content (in most cases, 2 sections per appointee/per week); evaluation and grading of critical papers and projects; meeting with students during regularly scheduled office hours.

The following outline represents an appropriate distribution of work over a term for such assignments:

- 60 hours in class (one 1-hour lecture/one 3-hour lecture and screening/two 1-hour discussion sections per week)
- 30 hours in preparation
- 30 hours office hours
- 10 hours meeting with supervisor and other GTFs
- 85 hours grading

GTFs given these assignments are supervised by the professor of the assigned lecture course and the Associate Department Head.

5.15 GTFs are required to attend orientation meetings and activities during the week prior to the first day of Fall term classes and staff meetings during Winter and Spring terms. (see 5.11 above).

5.2 Workload
Graduate Teaching Fellow appointments at .49 in the English Department involve teaching one course per term, 3 courses per year. GTFs in a PhD program who are preparing for major field exams or writing dissertations may request a 2-1-0 teaching schedule.

Duties of the appointment include classroom teaching (three hours a week) and a minimum of 3 hours of office hours per week during the term. In addition, GTFs are expected to attend one or two mandatory staff meetings a year (usually during the week prior to Fall term registration).

The majority of appointments in the English Department are in the Composition Program, with some—usually for advanced English Ph.D. students—in literature. More specific duties of the appointments are described below in relation to the different types of appointments available in the English Department.

GTFs are encouraged to consult with their supervisors about methods of course preparation and ways to make their teaching more efficient if they find themselves spending more time on their courses than the 175 hours per quarter for .40 appointments or 215 hours for .49 appointments specified in the GTFF contract (Article 20). (See Workload Definition, section 5.0)

In the English Department, GTFs who work as instructors of record are not assigned workloads that would require GTF assistance.

5.3 Non-Teaching GTF Appointments (.40 FTE)
Non-teaching (.40 FTE) appointments are made to English graduate students in their first year of graduate study who are deserving of support and are not eligible for a teaching appointment. These appointments are made at .40 FTE (annual), 176 hours per term, 528 per year, (Article 20 of the GTFF contract) and are assigned to various duties in the English Department by the Department Head.

A sample of assignments for Teaching Assistants is listed below. Actual assignments vary each year depending on the needs of the Department. Assignments are not limited to those defined below. In most cases, a .40 appointment will involve a combination of appointments to equal .40.

Writing Tutors in the Center for Teaching Writing. Writing tutors for an average of 10-17 hours per week, not to exceed 88-176 hours per term (depending on assigned FTE). Supervised by the Director of the Center for Teaching Writing.
Assistants in large lecture sections of literature courses. T.A.s conduct student conferences, lead study sessions, and grade exams and papers. This appointment involves 3 hours a week class time (total 30-33 per term) with the additional 58 hours distributed as assigned by Instructor of course.

These appointments vary from one to three terms. The appointments are given for a maximum of one year (3 terms excluding summer term). Students who hold a .40 non-teaching appointment and wish to receive a teaching GTF the following year must complete the Composition Workshop and Apprenticeship Program and an additional six courses and thereby become eligible for a regular teaching appointment.

§ 6.0 APPOINTMENT POLICY FOR GRADUATE STUDENTS WHO ARE NON-NATIVE SPEAKERS OF ENGLISH

The English Department considers that clear oral communication with undergraduate students, and the ability to understand readily and respond appropriately to these students' idiomatic speech and writing, are essential for teachers in the English Composition Program and literature at the University of Oregon. The following guidelines are meant to provide a basis for decisions affecting the GTF appointment of graduate students whose first language is not English and who may not demonstrate proficiency.

6.1 The standards required by the Graduate School and A.E.I. for the appointment of GTFs (the SPEAK test and subsequent training) are considered to be minimum but not sufficient standards for the appointment of GTFs to teach composition and literature in the English Department. The Graduate School and the English Department may stipulate further, more rigorous qualifications for GTF appointments. Non-native-speaking graduate students must, like all other prospective GTFs, successfully complete the Composition Workshop and Apprenticeship to receive a teaching assignment in the English Department.

6.2 If English language skills are an obstacle to successful performance in ENG 611, Composition Graduate Teaching Fellow Seminar I or ENG 613, Graduate Teaching Fellow Composition Apprenticeship (as judged by the faculty members teaching those courses or by the Director of Composition), a grade of "I" may be assigned for these courses.

6.21 If an "I" is received in either or both of these courses, a student may repeat the course only once.

6.22 International students who do not pass ENG 611 or ENG 613 may at any point petition the Graduate Appointments Committee. The Appointments Committee, through a sub-committee, will then review the student's performance in ENG 611 and ENG 613 and interview the graduate student and any members of the faculty who have raised questions about the candidate's English skills. The Appointments Committee may then:

- Waive the one-year teaching requirement for a PhD
- Inform the student that no teaching appointment in composition or literature can be expected.

§ 7.0 POLICY REGARDING ABSENCES DUE TO ILLNESS, BEREAVEMENT, BIRTH/ADOPTION

When GTFs need to be absent from duties due to illness, injury, medical appointment/procedure (for themselves, a child, partner or parent), or for absences related to bereavement or birth/adoption, these policies for notification and missing classes apply, pursuant to Article 28, Absences of the GTFF CBA. The duties covered by this requirement include all scheduled teaching activities, such as office hours, class meetings, and student conferences.

7.1 Notification

Notify the English Department Secretary about the absence (Susan Meyers, susani@uoregon.edu) by email as soon as possible, and cc your immediate supervisor:

- ENG GTFs teaching Composition: Director, Carolyn Bergquist (cjb@uoregon.edu) and Associate Director, Miriam Gershow (mgershow@uoregon.edu)
- ENG GTFs teaching ENG: Associate Department Head, Heidi Kaufman, hkaufman@uoregon.edu
- ENG GTFs teaching in large lecture discussion sections: Associate Department Head, Heidi Kaufman (hkaufman@uoregon.edu) and the professor teaching the course.
Include any information you have about the likely duration of the absence along with instructions you have given your students related to your absence. Notify your students of any resulting change to meeting schedule using the method of communication you have listed on your syllabus.

7.2 Coverage

- Short-term coverage for classes may be arranged with another GTF, currently employed by the Department and appropriately qualified, as long as subbing in the class does not cause the GTF who is covering the class to work over the their FTE for the term. The Department expectation is that GTFs will not exceed their assigned FTE workload.
- GTFs may also consult with their immediate supervisor to create a compensatory activity for the students and adjust the schedule of assignments to meet course goals in consideration of the missed class time.
- For longer absences, the Department Head of English, the GTF’s immediate supervisor, and the Graduate School will arrange for a substitute. Whenever possible, GTFs (or a designee, if the GTFs cannot do so themselves) will provide information about instruction up to the absence and assist as able in the transition.

Absences for professional development such as conference presentations or job interviews must be approved at least three weeks in advance by the Department Head of English, and arrangements must be made as outlined above to cover the missed classes. The Department is especially concerned about absences during the first week of classes, week 10, and finals week, and requires that all possible steps to minimize them be taken when pursuing a professional development opportunity.

§ 8.0 RIGHT TO PETITION

A graduate student may petition the Graduate Appointments Committee for an exception to any of the above regulations. Petitions should be addressed to the Head of the Department.

§ 9.0 HEALTH AND SAFETY INFORMATION

9.1 Accident Reporting and Workers’ Compensation

The University’s Workers’ Compensation Program is administered by the Office of Risk Management (ORM). If you have any questions about the program, please call 346-8912 or 345-8316.

All University of Oregon employees, including GTFs, are covered by workers’ compensation insurance through SAIF Corporation. This coverage is for occupational injuries, illnesses or diseases that arise out of or in the course and scope of employment.

The University has established procedures for reporting accidents and filing workers’ compensation claims. They are intended to expedite claims processing and to minimize the possibility of delays in payment of benefits. If a GTF is injured on the job, the GTF must report it immediately to the supervisor. The supervisor will complete the Safety Incident or Accident Report (SIAR) with the GTF. If, as a result of the accident, the GTF requires medical care, a Workers’ Compensation Claim Form (801) must be completed within 24 hours. If, due to the nature of the injury or illness, the GTF is unable to complete the 801, the supervisor will submit it on behalf of the GTF. Workers’ compensation information and forms are available at http://orm.uoregon.edu/content/injury-reporting-and-workers-compensation.

Oregon laws prohibit discrimination or retaliation by an employer against an employee for filing a workers’ compensation claim or a safety-related complaint with OSHA (Occupational Safety and Health Administration).

In addition to medical expenses related to the injury or illness, benefits provided by SAIF Corporation may also include temporary total disability payments if the GTF is unable to work as authorized by an attending physician. These payments equal 66 2/3% of the GTF’s average weekly wage (up to a maximum established by the Oregon Legislature). Mileage payments for medical appointments and prescription reimbursements are also examples of benefits provided by SAIF Corporation. Certain medical treatments, however, are subject to exclusion. The GTF will be notified by SAIF Corporation of the rights and coverage when the claim is processed.

An injured GTF who is unable to work may not receive both salary compensation from workers’ compensation and sick leave or other pay when this results in the GTF receiving more than his/her regular monthly salary. Should this occur and payment is received from both sources, the GTF must be prepared to repay any over-payments. If
the GTF believes there is some confusion about salary or workers' compensation benefits, contact ORM immediately.

ORS 659A.043 – 659A.052 describe reinstatement or reemployment rights for employees who have sustained a compensable occupational injury or illness

9.2 Safety Information
The University of Oregon Safety Policy may be found in the library, Http://policies.uoregon.edu/policy/by/1/08-health-and-safety/safety . The Office of Environmental Health and Safety (EH&S) is responsible for the University's safety programs. For questions or information regarding any of these programs, contact EH&S at 541-346-3192 or visit their website, http://ehs.uoregon.edu/ Safety concerns may also be submitted via an online reporting system on the Safety Advisory Committee website, http://ehs.uoregon.edu/safety-advisory-committee.

9.3 Reporting Safety Hazards
GTFs who identify safety hazards and issues are encouraged to discuss them immediately with their supervisor. The following unit representative may also be contacted: Melissa Bowers, 541-346-1506, bowersm@uoregon.edu .

Other resources on campus to report such information include the Office of Environmental Health and Safety, a Safety Advisory Committee representative or a GTFF union representative. Off-campus resources include the local OSHA office and the Bureau of Labor and Industries (BOLI).

Location of emergency procedures, evacuation plans, material data safety sheets (MSDS) and first aid supplies: English Department Booth Lounge, 108 PLC.

§ 10.0 DISCRIMINATION GRIEVANCE PROCEDURES
To file an employment-related discrimination grievance, GTFs are encouraged to contact the Graduate Teaching Fellows Federation. For discrimination grievances that pertain to a GTF’s role as a student, graduate students should refer to the student section of the AAEO Discrimination Grievance Procedures online (http://aaeo.uoregon.edu/booklet.html)

§ 11.0 DISCIPLINE AND DISCHARGE
A GTF appointment may be terminated pursuant to the conditions specified by Article 16 of the GTFF Collective Bargaining Agreement. Article 16 further outlines procedures for informing the GTF of deficiencies in her or his work performance or progress toward the degree.

§ 12.0 WORK ENVIRONMENT
Once appointments are made, teaching GTFS will receive information regarding office assignments and teaching support resources, including access to computers and copy machines. These resources are described in detail on the Department of English Administrative Policies and Procedures Manual found on the English Department Resource Website: http://pages.uoregon.edu/engl/logos/. (Access to this site is restricted to active teaching personnel within the Department.)

12.1 Workspace/Private Meeting Space
All .49 GTF appointments are assigned shared office space which is equipped with a single line phone, adequate desks for the number of occupants of that office, at least one file cabinet, and one guest chair for each desk. When sharing an office with others, it is expected that schedules will be mutually worked out so that each instructor has private time for student conferences.

12.2 Access to Office Supplies Photocopier and Printouts
A workroom is available all GTFs for class preparation. Access to this room is by individually assigned access numbers and is linked directly to that person's teaching assignment in the department. Besides the multi-function copier, this room is equipped with general supplies such as staplers, paper cutter, etc. Every effort is made to provide the tools to assist instructors in their preparation of class materials. The next-door computer lounge, also available to GTFs, has PC and MAC computers and a networked printer.
For more information on these rooms and the policies concerning their use, please see Department of English Administrative Policies and Procedures Manual available on the English Department Resource website http://english.uoregon.edu/resources (password protected, all employees will be given access to this site.)