GENERAL DUTIES AND RESPONSIBILITIES STATEMENT

Environmental Studies Program
GRADUATE TEACHING FELLOWSHIPS
2015-2016

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The supervisory individual who shall oversee the implementation of this GDRS is:
Patricia McDowell, Director of Graduate Studies, Environmental Studies Program.

Revised: June 8, 2015
Originally prepared: 1996
1.0 GENERAL INFORMATION

1.1 This Document

The purpose of this document is to clarify information concerning Graduate Teaching Fellowships (GTFs) offered by the Environmental Studies Program. The relationship between GTFs and the University, as a whole, is governed by the Collective Bargaining Agreement between the University and the Graduate Teaching Fellows Federation (GTFF). This document details the specific relationship between GTFs and the Environmental Studies Program. This document does not apply to work-study or other staff hired in the Environmental Studies Program.

Access to this manual will be provided to faculty and students, as well as to the Graduate School and the Graduate Teaching Fellows Federation. 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 Oregon University System; fees are subject to change without additional notice. Details of GTF and University contributions to these fees are contained in the current Collective Bargaining Agreement, Article 22.

1.3 Graduate Teaching Fellows Federation

Most 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 option, although payment of monthly dues or an equivalent is required under the fair share agreement (Article 4, Section 4). Levels of appointment and salary levels quoted for all graduate teaching appointments are subject to the provisions of the Collective Bargaining Agreement between the GTFF and the University of Oregon. An electronic copy of the Collective Bargaining Agreement is available on the Graduate School and Human Resource websites. A hard copy of this document is available upon request.

2.0 AVAILABILITY OF GRADUATE TEACHING FELLOWSHIPS

2.1 Whenever feasible, GTF appointments will be made for the upcoming academic year on an annual basis by the appointment committee. Other GTF appointments may be made subject to student enrollment needs and additional identified areas requiring GTF support.

2.2 The number of GTF positions available is subject to the budgetary constraints on the Program and the University.
2.3 The priority is to staff regular required courses in Environmental Studies and related supporting departments that fulfill requirements for the Environmental Studies major, particularly those enrolling over 100 students, and to provide assistance to faculty where needed.

2.4 The Environmental Studies Program:

2.41 Makes an effort to distribute GTF opportunities to as many students as possible.

2.42 Gives priority to GTF appointments. All graduate students employed by the program at .20 FTE or above for teaching (e.g., grading, discussion leader) or administrative duties will be awarded a Graduate Teaching Fellowship, except in emergency situations that cannot be accommodated by an increase in the FTE of current GTFs and/or the creation of a new GTF position.

2.43 Encourages teaching and financial opportunities through such other means as scholarships and work study.

2.5 In recent years GTF positions have been offered by the Program for teaching ENVS 411, as well as assistance in ENVS 410 and ENVS 201-203 discussion sections, and “farm out” assistance to related departments which offer courses required by the Environmental Studies undergraduate major. The program may offer a limited number of research support positions as well as administrative fellowships, subject to budget constraints, with duties in undergraduate advising, internship coordination, and office assistance.

3.0 ELIGIBILITY REQUIREMENTS

3.1 Eligible students for a GTF appointment in the Environmental Studies Program are:

3.11 regular ENVS master’s students who are enrolled in the Graduate School concurrently with the GTF appointment

3.12 regular ESSP doctoral students enrolled in the Graduate School during the term of the appointment.

3.2 Preference is given to:

3.21 first- and second-year students enrolled in the Environmental Studies master’s program who are making satisfactory progress toward the degree.

3.22 doctoral students enrolled in the Environmental Sciences, Studies, and Policy program who are making satisfactory progress toward the degree.

3.3 The University Graduate School requires that a GTF be enrolled for a minimum of 9 graduate credit hours toward the degree per term of appointment.
3.31 In addition, the Environmental Studies Program requires that a GTF maintain her/his studies in residency at the U of O during each term of appointment and make satisfactory progress toward a degree by enrolling for the appropriate credits.

4.0 APPLICATION PROCESS

4.1 It is the Program's responsibility to provide the University with recommendations for GTF appointments. (Article 17, Section 1)

4.2 Position announcements for the upcoming academic year will be made by the end of the Spring term:

4.21 by providing each admitted and continuing student in the Environmental Studies Program with a list of projected positions for the coming year.

4.22 in special circumstances, by posting with the Graduate School, the GTF Federation a brief description of each position's duties and responsibilities, FTE and workload, and appointment and reappointment qualifications for positions which are available to students outside the ENVS program. (Article 17, Section 1)

4.3 As described in Article 9 of the Collective Bargaining Agreement, each potential GTF shall be given a copy of the appointment or reappointment criteria at the time of application.

4.4 From time to time emergency appointments will be necessary. In such cases, the program director, in consultation with the instructor of the course or supervisor of the position involved, will determine the appropriate candidate without prior notification to eligible students.

4.5 Completed applications shall be returned to the Environmental Studies Program Office by the deadline specified at the time of the announcement.

4.6 All currently enrolled first- and second- year Environmental Studies graduate students must apply to be considered for available positions, but any student may indicate an interest in a single position, specific positions, or in all positions on the application form. Where a proposal is required on the announcement for a specific position, only those applicants who have submitted proposals by the given deadline will be considered eligible.

4.7 Each candidate will be sent a notice of the hiring decision within five working days after the decision has been made. (Article 17, Section 1)

4.8 In the case of the continuation of the same position, Environmental Studies may decide to continue with the same GTF in the position without any new announcements.

5.0 APPOINTMENT SELECTION PROCESS
5.1 Recommendations for appointment and reappointment shall be made by a committee composed of the Director of Graduate Studies and two faculty members, and will be based on evaluation of each candidate's qualifications with respect to:

5.11 Academic promise of incoming students as evidenced by previous degrees, grades, and test scores; or satisfactory progress of currently enrolled students toward graduate degree and quality of academic work.

5.12 Previous experience as relevant to the available position including having taken the course in question, specific criteria relating to the specific GTF work assignment as stated in the announcement, such as course proposals, and GTF preference.

5.2 Consideration will be given for a positive working arrangement between a GTF and the faculty person with whom the GTF will work.

5.21 While appointment or reappointment criteria may include the recommendation of the person who will act as the GTF's supervisor, the committee will give substantial consideration to the other appointment or reappointment criteria.

5.22 If additional information is required the program director will interview candidates and report to the committee.

5.3 If no qualified students apply or are available for a particular position, the Program Director or the Director of Graduate Studies may decide to reopen the application process for the position.

5.31 Generally, the same process will be repeated. However, the program reserves the right to proceed to fill the position as it would in an emergency appointment situation (see 4.4).

6.0 APPOINTMENT AND REAPPOINTMENT

6.1 Each year, a certain number of GTF positions are reserved for incoming graduate students. Competition for those positions shall be limited to the pool of incoming students.

6.11 Likewise, a certain number of positions shall be reserved as reappointment positions.

6.111 Re-appointments are neither automatic nor guaranteed.

6.112 Re-appointments may be based in part upon GTF evaluations.

6.2 Financial need will not be considered (except may be used in evaluating two or more equally qualified candidates).

6.3 GTF appointments and reappointments shall comply with the Federal and the University Affirmative Action regulations. (Article 8)

6.4 In addition to these general selection criteria for appointments and reappointments, specific qualification criteria may be developed for individual appointments as stated in the announcement description.
6.5 In the case of the continuation of the same position, ENVS may decide to continue with the same GTF in the position without any new announcement of the position.

6.6 Consideration will be given for a positive working arrangement between a GTF and the faculty person with whom the GTF will work.

6.61 Assignment of GTFs to a particular position will be made by a committee comprised of the Director of Graduate Studies and two other faculty members, who, whenever necessary, will consult the instructors or supervisors of the potential assignees. GTFs’ preferences as to assignment to particular positions will be honored whenever possible.

6.7 GTFs will be employed year-to-year rather than term-to-term, whenever feasible. GTFs cannot be employed term-to-term in order to determine whether they are adequately qualified for a GTF position.

7.0 WORKLOAD

7.1 GTFs are appointed in the Environmental Studies Program at the following full time equivalent levels (FTE) and corresponding total workloads. (Article 20)

7.11 .20 FTE appointments require up to 88 hours per term, or up to 264 hours per AY.
7.12 .37 FTE appointments require up to 163 hours per term, or up to 489 hours per AY.
7.13 .40 FTE appointments require up to 175 hours per term, or up to 525 hours per AY.
7.14 .45 FTE appointments require up to 198 hours per term, or up to 594 hours per AY.
7.15 .49 FTE appointments require up to 215 hours per term, or up to 645 hours per AY.

7.2 For the purpose of setting the workload (and thus FTE) for a particular GTF position, the hiring unit shall consider what constitutes a workload sufficient to perform the work assignment satisfactorily.

7.21 Workload includes performance of all duties of the work assignment. For example, the workload for a teaching assignment would include reasonable preparation time, office hours, etc., in addition to time spent actually teaching.

7.22 The distribution of workload among work assignment duties (8.0) is considered to be reflective of average breakdowns within the normative standard of the total workload. The distribution of time actually spent on duties may vary from week to week (in some cases, from term to term), but the workload per term (in some cases per year) should be within the designated number of total workload hours.

7.23 Where the workload is broken down by work assignment duties and is designated as a "minimum" number of hours, the GTF will be required to fulfill that specific time commitment.

8.0 WORK ASSIGNMENTS
8.1 The Environmental Studies Program typically has two types of GTF work assignments as follows.

8.11 Teaching positions: teaching and assisting

8.111 Student Instructor: Full course responsibility, academic year
8.112 Student Instructor: Full course responsibility, summer session
8.113 Student Instructor: Co-responsibility for course, academic year
8.114 Student Instructor: Co-responsibility for course, summer session

8.114.1 The FTE for GTFs who have sole responsibility for teaching a course and/or are listed as the instructor of record shall be based on the academic credit value of the course for which the GTFs are responsible. (Sole responsibility is understood to mean sole responsibility for preparation for and teaching of classes assigned to them.) For four- or eight-week courses during summer session, minimum FTE appointments of GTFs with the same responsibilities described above shall be:

- 3 credit classes – minimum .30 FTE appointment
- 4 or 5 credit classes – minimum .37 FTE appointment

8.115 Teaching assistant: assist faculty member who teaches course
8.116 Teaching assistant: assist faculty and lead discussion sections

8.12 Non-teaching positions: research/administrative
8.121 Research
8.122 Administrative positions (Office assistant, Advising, SIP/Internship)

8.2 Full Course Responsibility GTF at .49 FTE, regular academic year

8.21 In-class contact hours per term ................................................................. 40
8.211 Conduct: lectures or discussion sections, lead review sessions
8.212 Lead field trips, etc.
8.22 Preparation hours per term ................................................................. 90
8.221 Adapt or develop syllabus and course materials
8.2211 Submit teaching plan to graduate director
8.222 Prepare lectures and labs or discussion sections
8.223 Construct examinations and quizzes
8.23 Contact hours outside the classroom per term................................. 15
8.231 Office hours (one per week)
8.232 Counseling, tutoring, special consultations
8.24 Performance Evaluation hours per term........................................ 65
8.241 Reading & grading: papers, exams, quizzes, lab reports, special projects
8.242 Maintain & submit grading records in compliance with the program's and the University regulations
8.25 Other responsibilities ................................................................. 5
8.251 Assist with registration, course publicity and information
8.252 Administer student course evaluations
8.253 Attend meetings with graduate or program director as requested

8.3 **Full Course Responsibility GTF at .49 FTE, summer session**
8.31 In-class contact hours per term ................................................................. 40
8.311 Conduct: lectures or discussion sections, lead review sessions
8.312 Lead field trips, etc.
8.32 Preparation hours per term ........................................................................ 60
8.321 Adapt or develop syllabus and course materials
8.3211 Submit teaching plan to graduate director
8.322 Prepare lectures and labs or discussion sections
8.323 Construct examinations and quizzes
8.33 Contact hours outside the classroom per term ........................................... 10
8.331 Office hours (one per week)
8.332 Counseling, tutoring, special consultations
8.34 Performance Evaluation hours per term ..................................................... 48
8.341 Reading & grading: papers, exams, quizzes, lab reports, special projects
8.342 Maintain & submit grading records in compliance with the program's and the University regulations
8.35 Other responsibilities .................................................................................. 5
8.351 Assist with registration, course publicity and information
8.352 Administer student course evaluations
8.353 Attend meetings with graduate or program director as requested

8.4 **Co-Instructor Joint-Responsibility GTF at .40 FTE, regular academic year**
8.41 In-class contact hours per term ................................................................. 40
8.411 Conduct: lectures or discussion sections, lead review sessions
8.412 Lead field trips, etc.
8.42 Preparation hours per term ........................................................................ 60
8.421 Adapt or develop syllabus and course materials
8.4211 Submit teaching plan to graduate director
8.422 Prepare lectures and labs or discussion sections
8.423 Construct examinations and quizzes
8.43 Contact hours outside the classroom per term ........................................... 20
8.431 Office hours (two per week)
8.432 Counseling, tutoring, special consultations
8.44 Performance Evaluation hours per term ..................................................... 48
8.441 Reading & grading: papers, exams, quizzes, lab reports, special projects
8.442 Maintain & submit grading records in compliance with the program's and the University regulations
8.45 Other responsibilities .................................................................................. 7
8.451 Assist with registration, course publicity and information
8.452 Administer student course evaluations
8.453 Attend meetings with graduate or program director as requested

8.5 **Co-Instructor Joint-Responsibility GTF at .40 FTE, summer session**
<table>
<thead>
<tr>
<th>Section</th>
<th>Description</th>
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<tbody>
<tr>
<td>8.51</td>
<td>In-class contact hours per term .......................................................... 40</td>
</tr>
<tr>
<td>8.511</td>
<td>Conduct: lectures or discussion sections, lead review sessions</td>
</tr>
<tr>
<td>8.512</td>
<td>Lead field trips, etc.</td>
</tr>
<tr>
<td>8.52</td>
<td>Preparation hours per term .................................................................... 50</td>
</tr>
<tr>
<td>8.521</td>
<td>Adapt or develop syllabus and course materials</td>
</tr>
<tr>
<td>8.5211</td>
<td>Submit teaching plan to graduate director</td>
</tr>
<tr>
<td>8.522</td>
<td>Prepare lectures and labs or discussion sections</td>
</tr>
<tr>
<td>8.523</td>
<td>Construct examinations and quizzes</td>
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<tr>
<td>8.53</td>
<td>Contact hours outside the classroom per term ......................................... 10</td>
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<tr>
<td>8.531</td>
<td>Office hours (one per week)</td>
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<td>8.532</td>
<td>Counseling, tutoring, special consultations</td>
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<tr>
<td>8.54</td>
<td>Performance Evaluation hours per term .................................................. 48</td>
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<tr>
<td>8.541</td>
<td>Reading &amp; grading: papers, exams, quizzes, lab reports, special projects</td>
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<tr>
<td>8.542</td>
<td>Maintain &amp; submit grading records in compliance with the program's and the University regulations</td>
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<td>8.55</td>
<td>Other responsibilities ............................................................................. 6</td>
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<tr>
<td>8.551</td>
<td>Assist with course publicity and information</td>
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<tr>
<td>8.552</td>
<td>Attend meetings with graduate or program director as requested</td>
</tr>
</tbody>
</table>

8.6 *Teaching Assistant GTF (.20 - .45) FTE, regular academic year*

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<th>Section</th>
<th>Description</th>
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<tbody>
<tr>
<td>8.61</td>
<td>In-class contact hours per term ......................................................... 30-60</td>
</tr>
<tr>
<td>8.611</td>
<td>Attend lectures, lead discussion sections, lead review sessions</td>
</tr>
<tr>
<td>8.612</td>
<td>Assist with AV, field trips, etc.</td>
</tr>
<tr>
<td>8.62</td>
<td>Preparation hours per term .................................................................. 10-40</td>
</tr>
<tr>
<td>8.621</td>
<td>Construct examinations and quizzes</td>
</tr>
<tr>
<td>8.63</td>
<td>Contact hours outside the classroom per term ....................................... 20-30</td>
</tr>
<tr>
<td>8.631</td>
<td>Office hours (two per week)</td>
</tr>
<tr>
<td>8.632</td>
<td>Counseling, tutoring, special consultations</td>
</tr>
<tr>
<td>8.64</td>
<td>Performance Evaluation hours per term ............................................... 23-60</td>
</tr>
<tr>
<td>8.641</td>
<td>Reading &amp; grading: papers, exams, quizzes, lab reports, special projects</td>
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<tr>
<td>8.642</td>
<td>Maintain &amp; submit grading records in compliance with the program's and the University regulations</td>
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<tr>
<td>8.65</td>
<td>Other responsibilities .......................................................................... 5-8</td>
</tr>
<tr>
<td>8.651</td>
<td>Assist with registration, course publicity and information</td>
</tr>
<tr>
<td>8.652</td>
<td>Administer student course evaluations</td>
</tr>
<tr>
<td>8.653</td>
<td>Attend meetings with faculty supervisor as requested</td>
</tr>
</tbody>
</table>

8.7 *Non-teaching Administrative or Support (.20 - .40) FTE*

<table>
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<tr>
<th>Section</th>
<th>Description</th>
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<tbody>
<tr>
<td>8.71</td>
<td>Activity hours per term ................................................................. varies (see 7.1)</td>
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8.8 *Research (.20 - .40) FTE*

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<th>Section</th>
<th>Description</th>
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<tbody>
<tr>
<td>8.81</td>
<td>Activity hours per term ................................................................. varies (see 7.1)</td>
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</table>
9.0 HEALTH AND SAFETY INFORMATION

9.1 Accident Reporting and Workers' Compensation

9.11 The University's Workers' Compensation Program is administered by the Office of Environmental Health and Safety (EHS). If you have any questions about the program, please call 346-2958 or 346-2907.

9.12 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.

9.13 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 Supervisor's Accident Investigation Report (SAIR) 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://facilities.uoregon.edu/?q=node/360. Forms can also be obtained from Departmental office managers or EHS.

9.14 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).

9.15 In addition to medical expenses related to the injury/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.

9.16 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 EHS immediately.

9.17 ORS 659A.043 – 659A.052 describe reinstatement or reemployment rights for employees who have sustained a compensable occupational injury or illness.
9.2 Health and Safety Requirements. The University acknowledges an obligation to provide a safe and healthy environment for GTFs and agrees to do so in accordance with applicable local, state and federal laws pertaining to occupational safety and health.

9.21 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 346-3192 or visit the department's web site at http://oehs.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.

9.22 Reporting Safety Hazards. GTFs who identify safety hazards and issues are encouraged to discuss them immediately with their supervisor or other appropriate departmental representative [Office Manager]. 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).

9.23 Emergency procedures, evacuation plans, material data safety sheets (MSDS) and first aid supplies are maintained in room 144 Columbia by the office manager and office staff.

10.0 SATISFACTORY PROGRESS TOWARD THE GRADUATE DEGREE

10.1 Satisfactory progress toward a graduate degree is a requirement of GTF appointment and reappointment. (See section 6.0.)

10.11 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.

10.12 The hiring unit (employer) is responsible for verifying that a GTF is making satisfactory progress toward her/his degree, whether or not the hiring unit is also the GTF's graduate degree program.

10.13 During the academic year, the Graduate School reviews academic transcripts of all graduate students holding GTF appointments. The Graduate School will notify a GTF's graduate degree program if the GTF's academic performance during the appointment period falls below the Graduate School's 3.0 GPA standard. The degree program will be asked to review the student's progress toward her/his graduate degree and issue its approval before a GTF reappointment can be made to that student.

10.2 Criteria used in assessing satisfactory progress toward a graduate degree in Environmental Studies shall be as follows.
10.21 The criteria used to assess satisfactory progress is the same for all graduate students of Environmental Studies, whether or not they also hold a GTF position in the Program.

10.22 Coursework:

10.221 By the end of the first year, master's students will have completed:
   10.2211 required core sequence classes
   10.2212 at least 30 hours of graduate course work
   10.2213 written and approved thesis/project proposal and
   10.2214 first year approved course plan

10.222 By the end of the second year, master's students will have completed, or will be making satisfactory progress toward completing:
   10.2221 all course work
   10.2222 electives (or approved substitute internship)
   10.2223 approved final course plan
   10.2224 thesis or terminal project

10.223 Doctoral students will undergo annual review by the graduate affairs committee to assess degree progress. By the end of the first year, doctoral students will have completed:
   10.2231 ENVS 631 and a winter ENVS seminar, if offered
   10.2232 first year core sequence as required by their focal department
   10.2233 a tentative course plan listing probable concentration areas

10.224 By the end of the second year, doctoral students will:
   10.2241 have completed second year courses as required by their focal department
   10.2242 be making reasonable progress toward completing course work for required ENVS concentration areas. Reasonable progress takes into account course requirements in the focal department, but generally means at least four courses

10.225 By the end of the third year, doctoral students will:
   10.2251 have completed focal department requirements for comprehensive or qualifying exams
   10.2252 be making reasonable progress toward completing course work for required ENVS concentration areas. Reasonable progress takes into account course requirements in the focal department, but generally means having completed all 8 courses (32 credits)

10.226 By the end of the fourth year, doctoral students will have:
   10.2261 advanced to candidacy
   10.2262 assembled a dissertation committee

10.23 Each graduate degree candidate:
10.231 is responsible for seeing that the requirements of the Graduate School are met and should make certain that necessary committees have been appointed and that proper forms have been filed on time.

10.232 should make sure that all departures from the schedule of “satisfactory progress" noted in 10.2 are approved by the program director and recorded in the student's file.

10.2321 GTFs will be offered only to students who make “satisfactory progress".

10.2322 For master's candidates, GTFs will not be offered to third-year students except in unusual circumstances. The graduate or program director will determine what constitutes unusual circumstances.

10.24 Course marks:

10.241 Students must achieve a Pass or mid-B or better in all courses required for the graduate degree.

10.242 At any one time, a student shall have no more than three incomplete grades, except for thesis, terminal project, or dissertation credits.

10.3 Process for evaluating satisfactory progress toward graduate degree:

10.31 The Graduate Director and Graduate Program Committee will evaluate all graduate students on an annual basis according to the guidelines listed above.

10.4 In the case of failure to make satisfactory progress toward the graduate degree:

10.41 The program director or director of graduate studies will inform, in writing, graduate students who are making unsatisfactory progress.

A student making unsatisfactory progress will prepare a signed statement for the Graduate Program Committee regarding his or her deficiencies. The faculty members of the Graduate Program Committee will judge the merits of the student's statement.

10.42 If the statement does not adequately explain the reasons for unsatisfactory progress, both the graduate director's and student's statements will be placed in the student's file in the program office. Once progress becomes satisfactory, the statements will be removed.

10.43 If the statement satisfies the faculty that the student is, indeed, making satisfactory progress, only a statement concerning the circumstances for apparent unsatisfactory progress will be included in the student's record. It will be removed when no longer needed to explain apparently unsatisfactory progress toward a degree.

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 their work performance or progress toward the degree.

Whenever possible, contract ambiguities will be resolved by the Executive Committee of the Environmental Studies Program.

12.0 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).
APPENDIX A: WORK ENVIRONMENT

The work environment and materials provided to the Environmental Studies Program’s GTFs include the following:

a.) Workspace

All GTFs are issued a Key Authorization Card which is used to obtain keys from Public Safety. GTFs receive two keys; one key allows access to enter Columbia Hall (COL), the other key allows access to their assigned office (either 240 or 241 COL), the lounge (254A COL), GTF office hours rooms (47A and 47C), the Environmental Studies office (144 COL), and the supply room (144A COL). Doors are to remain locked at all times.

b.) Private Meeting Space

Environmental Studies GTFs have two office spaces designated for holding office hours. These spaces are located in 47A COL and 47C COL. They may also reserve the conference room, which is located in 249 COL, for make-up exams or other events related to their GTF assignment. Check the calendar online to determine the room’s availability, and to reserve it: http://casitweb.uoregon.edu/envsreservations/

GTFs who find the rooms listed above unsuitable for their needs may use the Academic Classroom Reservation website (http://registrar.uoregon.edu/faculty_staff/academic_scheduling/classroom_reservation_request) to request a more suitable room.

c.) Access to Telephones and Computers

Each GTF office contains one or more telephone(s). All telephone extensions are on the University’s CallXPress voice mail system. (See http://telcom.uoregon.edu/voicemail/index.html for full instructions.)

The GTF offices have a total of twelve computers and 5 printers available. All computers have Microsoft Office 2003 or 2007, EndNote, and Indesign installed. Paper is supplied only for work related to the GTF’s assignment.

d.) Access to Office Supplies, Photocopies and Printouts

All office supplies necessary for GTFs to accomplish tasks associated with their assignments are located in the supply room inside the Environmental Studies Office, located in 144 COL. GTFs have access to the supply room by using their assigned office key.

Items on hand include a first aid kit, overhead transparencies, binders, paperclips, recycled file folders, labels, envelopes, index cards, reams of photocopy paper in plain white and assorted colors, folders, pencils, pens, markers, and dry erase markers.
In addition to office supplies, all GTFs have access to two photocopiers, a fax machine, and a scanner. GTFs are assigned a copy code to use the photocopiers. The following equipment is available for check-out for use related to assignments: LCD projector, four laptop computers, three digital cameras, and laser pointers. Equipment can be checked out by recording the following information on the online equipment calendar: GTF’s name, equipment being checked out, and check-out/in date and time.  
http://casitweb.uoregon.edu/envsreservations/

e.) GTF Assistance

In the Environmental Studies Program, GTFs who work as instructors of record are not assigned to workloads that would require GTF assistance.
APPENDIX B: ENVIRONMENTAL STUDIES GTF POLICY ON MISSED CLASSES

In compliance with the UO-GTFF collective bargaining agreement, the Environmental Studies Program will follow the policy outlined below regarding GTFs who must miss work:

NOTIFICATION
If you are unable to attend work at the scheduled time or to meet a class as scheduled, you must notify the instructor of record of the course to which you are assigned, or the Program Director as soon as possible, including, if possible, in advance of the scheduled work assignment or class that you are unable to attend. Do not cancel the class without permission from the instructor or record or Program Director. To the extent possible, provide the department with information about where you left off (e.g., in the previous class in the case of a teaching GTF). If you are able, please attempt to reach the instructor of record and the Program Director by both phone and email.

In the case that you are unable to directly notify ENVS, you may designate someone to make your notification and provide the necessary information to the instructor of record and the Program Director using this protocol.

If you are going to miss more than one work week, you or your designee must contact the Graduate School. The Graduate School will coordinate with the GTF and ENVS on any adjustment due to the GTF’s absence.

COVERAGE FOR TEACHING GTFs
If possible, please attempt to find an appropriate substitute to take your class and notify ENVS of the proposed substitute. If you are unable to do this, inform the instructor of record or the Program Director so he/she can assist in finding a substitute. Under no circumstances will a GTF be required to pay a substitute. If no appropriate substitute is found, ENVS may elect to cancel the class.

MAKE-UP WORK
Generally, for duties missed not related to a class meeting, please check in with the instructor of record or the Program Director to determine when and how the missed work will be made up.

PLANNED ABSENCES
If you are planning an approved absence during any working days of the term, be sure to notify the instructor of record and the Program Director how to reach you (if possible).

MORE INFORMATION
More information about GTF absences—including those related to the birth or placement of a child, a serious health condition, or the care of a partner, child, or parent for a serious health condition—can be found in Articles 27 and 28 of the UO-GTFF Collective Bargaining Agreement, http://hr.uoregon.edu/er/labor-agreements.