1.0 GENERAL INFORMATION

DATE OF THIS GDRS REVISION: 5/27/2015
ACADEMIC YEAR FOR WHICH THIS GDRS IS VALID: 2015-16

The individual who shall oversee the implementation of this GDRS is Leslie Steeves

2.0 AVAILABILITY OF GRADUATE FELLOWSHIPS

The number of GTF positions available is subject to the budgetary constraints on the GTF employing unit and the University.

In this GTF employing unit, the priority is to staff regular required courses (including but not limited to the following courses) and to provide assistance to faculty where needed:

J100 Media professions
J101 Grammar for Communication
J201 Mass Media and Society
J205, 206, 207 Gateway to the Media
J209 Understanding Media
This GTF employing unit: (Select all that apply.)

- makes an effort to distribute GTF opportunities to as many students as possible.
- encourages financial opportunities through such other means as scholarships, work study, and grants.
- reserves a number of appointments for incoming students.

ACADEMIC YEAR APPOINTMENTS
The availability of GTF appointments for the upcoming academic year is usually determined:

During the spring and summer preceding the academic year of appointment.

In recent years, GTF assignments during the academic year in this GTF employing unit have included:

- Instructor of Record
- Laboratory Section Leader
- Research Assistant
- Administrative GTF

SUMMER TERM APPOINTMENTS
Does unit hire GTFs in Summer? Yes

If yes, the availability of GTF appointments for the upcoming summer term is usually determined:
During the spring term preceding summer term of appointment.
In recent years, GTF assignments during the summer in this GTF employing unit have included:
Select all that apply.

- Instructor of Record
- Laboratory Section Leader
- Research Assistant

3.0 ELIGIBILITY REQUIREMENTS AND APPLICATION PROCESS

ELIGIBILITY

Students eligible for a GTF appointment in this GTF employing unit are
- Graduate students enrolled in the School as Ph.D. or master’s degree candidates in Media Studies who have not already held two- or three-quarter GTF appointments in the School during each of the two academic years, for master’s students, and four academic years for Ph.D. students.
- When the School is unable to find qualified GTF applicants among its own admitted or current graduate students, graduate students enrolled in other departments at the university may be considered. However, we will offer a GTF to an SOJC PhD or master’s student, even if they are beyond their 4 or 2 year eligibility period, before going outside the school.

Students enrolled in other UO graduate programs or departments who have appropriate experience and/or credentials are also eligible for GTF positions in this employing unit. In all cases, preference is given to the department or program’s own students.

Experience or credentials required in order to be considered include:

- Evidence of teaching and/or media experience that would qualify the applicant to teach or otherwise assist the faculty member with the specific subject(s) or tasks involved.

- Academic promise, as suggested by such indicators as undergraduate/graduate GPA, GRE scores, written papers or exhibits, faculty recommendations.

- Applicant’s financial need and the SOJC’s desire to recruit the applicant as a graduate student.

- The above criteria are listed in the order of importance.

Students will be considered in the following order:
1. Ph.D. candidates
2. Master’s candidates in Media Studies
3. Master's candidates in our professional programs are only eligible under exceptional circumstances.

This GTF employing unit has established a maximum number of reappointments for which a student is eligible. These are as follows:
Ph.D. candidates - maximum four years total GTF funding, with the possibility of additional appointments if the need arises
Master's candidates - maximum two years total GTF funding, with the possibility of additional appointments if the need arises

The Graduate School requires that students be enrolled for and successfully complete a minimum of 9 graduate credit hours towards the degree during each term of a GTF appointment and be making satisfactory progress toward their degree in order to be eligible for a GTF appointment (see Section 9).

In addition, this GTF employing unit requires that a GTF maintain her/his studies in residency at the UO during each term of appointment.

APPLICATION PROCESS

ACADEMIC YEAR APPOINTMENTS
Information about the availability of positions for the upcoming academic year will be shared with incoming graduate students in the following ways:

At the time an admission offer is extended to the student, the department will include information about whether or not the offer includes a GTF appointment. The SOJC Graduate Programs Office determines specific assignments during the summer prior to matriculation based on teaching needs and students’ skills and backgrounds.

Information about the availability of positions for the upcoming academic year will be shared with continuing graduate students in the following ways:

All eligible students in the Media Studies master's and PhD programs will be considered for GTF assignments each year as long as they are within the limits of the guaranteed funding period (see “ELIGIBILITY”) and are making satisfactory academic progress. The Graduate Programs Office will solicit input from continuing PhD students as to their teaching interests and preferences to assist in the assignment process. Every attempt is made to provide students with assignments that match up with their interests and preferences, though ultimately assignments are based on departmental teaching needs.

SUMMER TERM APPOINTMENTS
Information about the availability of positions (including specific position announcements where applicable) for the upcoming summer term will be shared with continuing graduate students in the following way(s):

Generally, the application process for incoming students includes:
Incoming eligible graduate students matriculate fall term and are therefore not considered for appointment summer term.

Generally, the application process for continuing students includes:
The Associate Dean for Graduate Affairs and Research calls for applications from eligible Ph.D. candidates for summer appointments in winter term as soon as teaching needs are determined.

Each candidate will be sent a notice of the hiring decision within five working days after the decision has been made.

Occasionally, positions will be identified outside of the normal appointment cycle. Information about the availability of these positions will be made in the following way(s):
In such cases, the Associate Dean for Graduate Affairs and Research and/or Graduate Programs Manager will make the appointment, consulting with other relevant parties (e.g., the Dean, area directors, etc.) when appropriate.

From time to time, in this unit, emergency appointments may be necessary. In such cases, these positions will be announced and filled in the following ways:
In such cases, the Associate Dean for Graduate Affairs and Research and/or Graduate Programs Manager will make the appointment, consulting with other relevant parties (e.g., the Dean, area directors, etc.) when appropriate.

4.0 APPOINTMENT AND REAPPOINTMENT

In accordance with the CBA, this GTF employing unit’s standing committee of at least three members includes:
Associate Dean for Graduate Affairs and Research, Dean of the School, Graduate Affairs Committee (consisting of at least five graduate faculty).

Also in accordance with the CBA:

- GTFs will be appointed year-to-year rather than term-to-term, whenever feasible. GTFs are not employed term-by-term in order to determine whether they are adequately qualified for a GTF position.
- Reappointments are not automatic, nor are they guaranteed.
- In the case of the continuation of a particular position, the same student may continue in (i.e., be reappointed to) the particular GTF position without any new announcement of the position.
Appointments and reappointments will be based on evaluation of each candidate’s qualifications with respect to eligibility criteria in section 3, as well as (A) general criteria for any appointment, (B) general criteria based on particular types of work assignments available within the GTF employing unit and (C) specific criteria relating to the particular GTF work assignment.

(A) General criteria include (in no particular order):

- Academic Credentials. For incoming students, this is evidenced by previous degrees and grades, test scores, etc. For students currently enrolled in the department, candidates will be ranked based on academic achievement. Making satisfactory progress toward the degree is an eligibility criterion, not a criterion on which rank in the applicant pool is determined.

- Recommendations from academic or work supervisors. Consideration will also be given for a positive working arrangement between a GTF and the faculty person with whom the GTF will work. While appointment or reappointment criteria may include the recommendation of the person who will act as the GTF's supervisor, the committee must give substantial consideration to the other appointment or reappointment criteria.

- Previous experience. For teaching GTF positions, having previously taught or taken the course where the GTF position is offered. For non-teaching GTF positions, previous employment or other experience relevant to the GTF position available.

- Financial need will be considered in evaluating two or more equally qualified candidates.

(C) Criteria specific to a particular GTF work assignment

These may include:
- Previous professional experience relevant to the GTF position(s) available
- Academic credentials:
  - Incoming students – previous grades and degrees, test scores (GRE, plus English proficiency for students whose native language is not English)
  - Continuing students – satisfactory progress toward the degree, previous supervising faculty evaluations (administered by the Graduate Program Office each term)

If no qualified students apply or are available for a particular position, the selection committee or department head may decide to reopen the application process for the position. Generally, same application process described in Section 4 and appointment/reappointment process described here will be repeated. However, the department reserves the right to proceed to fill the position as it would an emergency appointment. (also described in Section 4).

Performance of GTFs in this employing unit are evaluated:

- At the end of every term
- At the end of the summer term for summer GTFs
Evaluations are performed by:
Supervising faculty are encouraged to submit faculty evaluations (forms are distributed to all supervising faculty during finals week)

The criteria used for evaluation include:
Evaluations from supervising faculty

5.0 WORKLOAD AND WORK ASSIGNMENTS

Workload includes performance of all duties of the work assignment. For example, the workload for a teaching assignment would include preparation time, office hours and time spent interacting with students via email or Blackboard, etc., in addition to time spent actually teaching. In setting the workload (and thus FTE) for a particular GTF position, GTF employing units consider what constitutes a workload sufficient to perform the work assignment satisfactorily.

In this GTF employing unit, GTFs are most commonly appointed at the following full time equivalent levels (FTE) and corresponding total workloads:

- .20 FTE (Up to 88 hours per term or up to 264 hours per academic year)
- .40 FTE (Up to 175 hours per term or up to 525 hours per academic year)
- .49 FTE (Up to 215 hours per term or up to 645 hours per academic year)

For various work assignments, the distribution of workload among various duties 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, but the workload per term should be within the designated number of total workload hours. GTFs are encouraged to track how they spend their work hours and to contact their supervisors early in the term if the distribution of time they are spending on individual duties varies widely from established expectations. This section sets forth expectations around duties for GTF assignment types in this unit.

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

In this GTF employing unit, duties for the following types of GTF work assignments are as follows:

DUTIES BY WORK ASSIGNMENT
Instructor of Record:
Prepare syllabus and order textbooks (5 hrs./term)
Prepare for and conduct class periods (2-4 hrs./week)
Prepare, administer and grade exams and assignments (3 hrs./week)
Maintain office hours, contact with students outside class (2 hrs./week)
Compute and assign final grades (5 hrs./term)

**Laboratory Section Leader:**
- Attend lecture (if required by supervising faculty) (2-4 hrs./week)
- Conduct labs (5 hrs./week hrs.)
- Maintain office hours, contact with students outside class periods (2 hrs./week)
- Administer and grade exams and assignments (2 hrs./week)
- Meet with other lab section leaders and supervising instructors (1 hr./week)

**Teaching Assistant:**
- Attend lectures (2-4 hrs./week)
- Maintain office hours, contact with students outside class periods (4-6 hrs./week)
- Administer and grade exams and assignments (4-6 hrs./week)
- Meet with supervising instructor (1 hr/week)
- Various other administrative duties as needed (copying, scantrons, etc.)

**Research Assistant:**
- Duties depend on the project but can include:
  - coding, computer analysis, library research (copying articles, checking footnotes, etc.)
  - Proofreading
  - Meeting with supervising faculty as needed (or required)
- Total hours per week: 16

**Administrative GTF:**
(Strategic Alliance)
- Network Coordinator: European Journalism Observatory
  - Help edit and administer the English website, the flagship platform of the European Journalism Observatory.
  - Report news stories on innovative research and professional developments in journalism and communication.
  - Help identify and solicit foundations and other potential sources of external financial support.
  - Coordinate event planning and support of speakers, workshops and conferences.
  - Assist with budget planning and record-keeping.
  - Coordinate research projects, curriculum development and other interdisciplinary activities among the School of Journalism and Communication, CAS European Studies, and the Honors College.

(Strategic Alliance)
Administrative Assistant-Multimodal Publishing and Collaboration: CSWS

Working with the CSWS Director and staff from the UO Digital Scholarship Center, serve as “web mistress” for the Fembot Project and its peer-reviewed journal *Ada: A Journal of Gender, New Media, and Technology*, as well as other interrelated projects like its podcast series, *Books Aren’t Dead*.

6.0 HEALTH AND SAFETY INFORMATION

**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.

**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](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/](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](http://ehs.uoregon.edu/safety-advisory-committee).

**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:

Artie Farkas, 319 Allen Hall, 541-346-9061, afarkas@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:**

219 Allen Hall, Faculty Services Office

**7.0 SATISFACTORY PROGRESS TOWARD GRADUATE DEGREE**

Because 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, individuals appointed as GTFs are regarded primarily as graduate students providing service as part of a learning experience, rather than solely as employees whose education is secondary.
The criteria used to assess satisfactory progress toward a graduate degree is the same for all graduate students in a particular graduate degree program, whether or not they hold a GTF position. For GTFs, satisfactory progress toward the degree is an eligibility requirement of GTF appointment and reappointment. Each GTF employing unit (employer) is responsible for verifying that the GTF is making satisfactory progress toward his/her degree, whether or not the hiring unit is also the GTF’s graduate degree program. The GTF’s progress toward the degree is assessed based on criteria established by the GTF’s graduate degree program, regardless of where the GTF is employed.

Graduate School Minimum GPA: 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.

This GTF employing unit is:

☑️ an academic unit with a graduate degree program. See remainder of this section for details about satisfactory progress requirements and expectations for graduate students in this academic unit.

The criteria used to assess satisfactory progress toward a graduate degree in this unit (department), along with the process by which satisfactory progress is assessed, can be found online or in another document:

SOJC Graduate Student Handbook given to each new student at orientation in the fall, available in hard copy in the SOJC Graduate Office, 214A Allen Hall, or on line at: http://journalism.uoregon.edu/students/grad/

Criteria Used to Assess Satisfactory Progress
The criteria used to assess satisfactory progress toward a graduate degree in this unit are as follows:

Coursework:
Nine graduate credits per term with satisfactory progress toward the degree by taking required coursework each term.

Grades:
Maintain at least a 3.25 overall graduate GPA.

Examinations:
See handbook
Research:
See handbook

Language Requirements:
See handbook

Teaching Requirement:
See handbook

Skill/Practicum/Internship Requirement:
See handbook

Advancement to Candidacy:
Comprehensive exams are taken by the doctoral candidate after all Ph.D. coursework is completed. Details are available in the SOJC Graduate Student Handbook.

Other:
See handbook

The process for evaluating satisfactory progress toward graduate degree is as follows: Recommended timelines to ensure satisfactory progress toward the graduate degree for each of our graduate programs are described in the SOJC Graduate Student Handbook. An evaluation of coursework and School requirements are done by the Graduate Program Office staff when the student applies for degree (master's students) and at the end of every year by the Associate Dean for Graduate Affairs and Research and Graduate Affairs Committee (for doctoral candidates).

Failure to make satisfactory progress toward the graduate degree
Should a student evidence unsatisfactory work (grades of C or lower in an SOJC graduate level class, for example), the Associate Dean for Graduate Affairs and Research, the student's primary advisor and the head of the student's individual graduate program work closely with the student to ensure their success in future terms.

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.

8.0 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/sites/aaeo.uoregon.edu/files/AAEO_Booklet_Color_0.pdf)

9.0 WORK ENVIRONMENT

This section provides information about GTF facilities and services described in Article 10 of the GTFF Collective Bargaining Agreement.

Information detailing this unit’s GTF work environment (work space; access to telephones, computers and private meeting space, supplies and equipment, etc.; and GTF assistance) can be found online or in another document:

SOJC Graduate Student Handbook (see http://journalism.uoregon.edu/students/grad/) and information provided to the student at orientation.

Workspace:
Our GTF offices in Allen Hall and UO Annex (suite 4) provide adequate space for GTFs. Shared carrels with computers (if requested), and private space to meet with students are provided.
Both spaces are accessed by keys issued to GTFs. Allen Hall can be accessed 24/7 by proxy card issued to all GTFs.

Private Meeting Space:
There are conference rooms in Allen available to GTFs to book for private space with students. Students may reserve these spaces at https://webcheckout.uoregon.edu/

Access to Telephones and Computers:
By vote, SOJC GTFs do not require telephones. All GTFs are provided with desktop computers (shared), if requested.

Access to Office Supplies, Photocopies and Printouts
All GTFs have access to all necessary office supplies, photocopying and printouts needed for their GTF assignment each term.

GTF Assistance
GTF instructor of record is afforded the same service, supplies, and support as any teaching faculty or adjuncts.
9.0 ABSENCES

Notification
If you are unable to attend work at the scheduled time or to meet a class as scheduled, you must notify your supervisor as soon as possible, and, 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 your supervisor. 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 your supervisor by both phone and email.

In the case that you are unable to directly notify the department, you may designate someone to make your notification and provide the necessary information to your supervisor 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 the department on any adjustment due to the GTF’s absence.

Coverage For Teaching GTFs
Please work with your supervisor to determine if a substitute must be found or if the class may be cancelled.

Make-up Work
Generally, for duties missed not related to a class meeting, please check in with your supervisor 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 your supervisor how to reach you (if possible).

More Info
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