General Duties and Responsibilities Statement for University of Oregon Libraries 2015-2016

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1.0 GENERAL INFORMATION

About This Document
a. This document was last revised by the UO Libraries’ GTF Coordinator and Contact, Laine Stambaugh, Human Resources Librarian, on May 12, 2015, and is valid for 2015-2016. Contact information: lastamba@uoregon.edu, 541-346-1895, 115C Knight Library.
b. The purpose of the GDRS is to clarify information concerning Graduate Teaching Fellowships (GTFs) offered by the UO Libraries.
c. The relationship between GTFs and the University as a whole is governed by the Collective Bargaining Agreement (CBA) between the University of Oregon and the Graduate Teaching Fellows Federation.
d. This GDRS details the specific relationship between GTFs and this GTF hiring unit.
e. This document does not apply to work-study, hourly student employees or other staff hired in this GTF hiring unit.

2.0 AVAILABILITY OF GRADUATE TEACHING FELLOWSHIPS (GTFs)

a. GTF appointments are most typically available within the UO Libraries during the academic year.
b. All positions are subject to the Libraries’ and University’s budgetary constraints.
c. The UO Libraries make an effort to distribute GTF opportunities to as many students as possible, and encourages financial opportunities through such other means as scholarships, work study, grants and/or donor-funded paid internships.
3.0 APPLICATION PROCESS AND ELIGIBILITY REQUIREMENTS

3.1 Application Process
a. GTF positions are posted and applications are solicited as soon as positions are approved by the Graduate School (typically in early- to mid-April), and appointments are usually completed by the end of spring term (mid-June).
b. Materials submitted by candidates include a letter of interest, résumé or CV, and a list of three academic or work-related reference contacts. Occasionally, a writing or other job-relevant sample is requested, depending on position.
c. Information about the availability of positions for the upcoming academic year will be shared with incoming graduate students in the following ways:
   • Listing on the Graduate School Jobs website
   • Listing on the Libraries GTF Jobs website
   • Sending hard copy to the Graduate Teaching Fellowship Federation
   • Occasionally sending flyers (hard or soft copy) to specific departments for posting or listserv distribution, depending on the subject background needed
d. Job postings include a brief description of duties and responsibilities, FTE, and required and preferred qualifications for appointment or reappointment.
e. Jobs are posted for a minimum of 10 business days.
f. Each candidate will be sent a notice of the hiring decision within five working days after the decision has been made.
g. 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:
   • From time to time, the Libraries identify the need for emergency appointments. In such cases, the previous relevant applicant pool will be reviewed again, or the position may be re-advertised, per standard procedures (mentioned in “c” above).

3.2 Eligibility
a. Any student enrolled in a UO master’s or doctoral program is eligible to apply.
b. Job requirements for administrative positions may vary depending on the specific assignment. Examples may be coursework in specific disciplines, advanced knowledge for how to conduct library research, experience in web publishing or instructional technology, and so on.
c. Students who can complete three academic terms (fall through spring) will receive priority consideration.
d. 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.
e. GTFs employed in the UO Libraries are required to maintain her/his studies in residency at the UO during each term of appointment.

4.0 APPOINTMENT AND REAPPOINTMENT PROCESS

4.1 Appointments
a. In accordance with the CBA, the Libraries’ GTF employing unit will consist of a selection committee of at least three members, who may typically be: the unit’s hiring supervisor and two other permanent employees who have regular interaction with the hiring unit and its employees.
b. Also in accordance with the CBA, GTFs will be appointed for the academic year whenever feasible.
c. For an administrative GTF, criteria will vary depending on specific assignment. Examples may be coursework in specific disciplines, advanced knowledge of library research techniques, experience in web publishing or instructional technology, etc.
d. In addition, criteria for appointments or reappointments typically includes (in no particular order): academic credentials relevant to the position advertised; recommendations from academic or work supervisors; previous relevant experience; and in-person interviews with finalists.
e. Candidates will be rank-ordered based upon, first, the eligibility criteria listed in the position announcement, and subsequently, the general, assignment type-related, and specific criteria listed in the position announcement. This applies to positions that become available outside the normal appointment cycle as well.
f. 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, the same application process described above in Section 3.0 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 3.0), if necessary.

4.2 Reappointments
a. Reappointments are not automatic, nor are they guaranteed.
b. Reappointments are not typically made more than once in the UO Libraries, and are contingent upon exemplary performance.
c. 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, and will be notified accordingly. The continuing student is not required to submit new materials, but must be making satisfactory progress towards the degree according to the Graduate School and the academic unit’s requirements.

Appointments and reappointments will be based on evaluation of each candidate’s qualifications with respect to eligibility criteria in Section 3.2, as well as (A) general criteria for any appointment, (B) general criteria based on particular types of work assignment available within the GTF employment unit and (C) specific criteria relating to the particular GTF work assignment.

5.0 WORKLOAD AND WORK ASSIGNMENTS

5.1 Workload
a. Workload includes performance of all duties of the work assignment.
b. In the UO Libraries, GTFs are most commonly appointed at the following full-time equivalent levels (FTE) and corresponding total workloads:
   • .40 FTE (16 hours/week, up to 175 hours per term, or up to 525 hours per academic year)
   • .49 FTE (19 hours/week, up to 215 hours per term, or up to 645 hours per academic year)

5.2 Work Assignment
a. Full-year GTF appointments begin September 16 and end June 15. Because the Libraries are open for service 12 months of the year, GTFs employed with the UO Libraries may be expected to work during intersessions, or before the actual start of classes for a term (September 16, December 16, March 16), if training or other pre-class preparation is necessary.
b. Actual hours worked will fall within appropriate FTE guidelines, as mentioned above. As defined by the Graduate School, the hours calculated above are based on an 11-week academic term, not on the 12-week appointment term.

c. 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.

d. The GTF and supervisor set the actual work schedule, and may temporarily adjust the schedule in order for the GTF to receive time off for paid holidays, longer holiday breaks or intersessions, or if the GTF is sick. In case of serious illness or family health issues, the GTF should immediately notify the supervisor. In certain cases, such as parental leave or extended illnesses, it may be more achievable for the GTF and supervisor to aim towards expecting the GTF to complete the total hours for the academic year (as determined above in 5.1.b) rather than for the term.

e. 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.

5.3 Duties/Expectations by Work Assignment for Library Administrative GTFs during 2015-2016:

a. **Instructional Technology Specialist**, Center for Media and Educational Technologies (.49 FTE): provides technical support for new campus (Canvas) Learning Management System (LMS) and related instructional technology; explores third-party plug-ins and emerging technologies to facilitate the effective use of technology in teaching; develops and conducts LMS training workshops; assists in development of new and redesigned course Web sites in the LMS; and provides faculty user support and instructional technology consultation.

b. **Invertebrate Zoology Specialist**, Oregon Institute of Marine Biology Library (.40 FTE, fall 2015 only): performs literature searches on Oregon invertebrate species; edits and updates individual species accounts contained in Oregon Estuarine Invertebrates (OIE); assists OIMB Science Librarian and OIMB faculty with compilation of the publication, and curates OEI files within the institutional repository, Scholar’s Bank.

c. **Research Data Management Assistant**, Science Library (.40 FTE): researches, develops and maintains guides and instructional materials in support of research data management, visualization and analysis for faculty and graduate students; assists faculty and graduate students in the deposit of research data sets into the UO institutional repository; updates websites and other information resources targeted at research faculty and graduate students; provides administrative support for library and institutional groups working on research data management and open access services and infrastructure.

d. **Music Services Specialist**, Music Services (.40 FTE): provides basic reference service in Music Services; assists Music Librarian with collection assessment and development; assists with processing and assessing music-related gifts to the library; assists Music Librarian with compiling and curating music exhibits.

e. **Installation Art Project Archivist**, Digital Scholarship Center (.49 FTE): investigates and evaluates sustainable content management systems; secures permission from artists to archive documentation of their works; assesses the artists’ work for inclusion in the archive; evaluates and employs API (Application Program Interface) and web scraping technologies; captures and catalogs images and video content from the Internet; participates in creating a digital preservation plan for the collected content and metadata; co-curates the final form of the archive; and assists in the evaluation of the project in order to inform future iterations of the archive.
6.0 HEALTH AND SAFETY INFORMATION

6.1 Accident Reporting and Workers’ Compensation
   a. 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 541-346-8912 or 541-345-8316.
   b. 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.
   c. 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.
   d. 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).
   e. 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.
   f. 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.
   g. ORS 659A.043 – 659.052 describe reinstatement or reemployment rights for employees who have sustained a compensable occupational injury or illness.

6.2 Safety Information
   a. The University of Oregon Safety Policy may be found in the UO policy library at http://policies.uoregon.edu/policy/by/1/08-health-and-safety/safety.
   b. 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/.
   c. Safety concerns may also be submitted via an online reporting system on the UO Safety Advisory Committee website, http://ehs.uoregon.edu/safety-advisory-committee.
6.3 Reporting Safety Hazards
   a. GTFs who identify safety hazards and issues are encouraged to discuss them immediately with their supervisor.
   b. The following Library representative may also be contacted: Amy Grainger, Library Facilities and Business Services Manager, 541-346-1900, amyg@uoregon.edu.
   c. Other resources on campus to report such information include the Office of Environmental Health and Safety (http://ehs.uoregon.edu/about-us), a UO Safety Advisory Committee representative (http://ehs.uoregon.edu/sac-meeting-minutes), or a GTFF union representative. Off-campus resources include the local OSHA office and the Bureau of Labor and Industries (BOLI).
   d. Location of emergency procedures, evacuation plans, material data safety sheets (MSDS) and first aid supplies: see library staff intranet at https://iris.uoregon.edu/cms/node/260.

7.0 SATISFACTORY PROGRESS TOWARD THE GRADUATE DEGREE
   a. 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.
   b. 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.
   c. 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.
   d. This section describes satisfactory progress criteria specific to academic units that have graduate degree programs. In other types of GTF employing units, the GTF should refer to the GDRS for his/her academic program and/or inquire with the graduate program director or graduate coordinator/secretary. The GTF employing unit (Library) is: An administrative, research, or non-academic unit. Satisfactory progress is determined by each GTF’s graduate program. See that program’s GDRS for more information.

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 GTF’s role as a student, graduate students should refer to the student section of the AAEO Discrimination Grievance Procedures online at http://aaeo.uoregon.edu/booklet.html.
9.0 WORK ENVIRONMENT

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

9.1 Workspace
   a. Each Library hiring unit will make provisions for working locks on doors, properly and securely installed partitions and shelving, and safe and appropriate furnishings.

9.2 Private Meeting Space
   a. Most Library GTFs will work in public areas, so would not typically have need of private meeting space.
   b. If a private space is needed, Library conference rooms may be reserved at any time by checking with the Executive Assistant to the Dean of Libraries in the Library Administration Office of Knight Library.

9.3 Access to Telephones and Computers
   a. Telephones and/or computers with applicable software programs will be made available to Library GTFs who use them in the course of performing their assignments.
   b. These should be available at least during standard library working hours, M-F, 8 am to 5 pm.

9.4 Access to Office Supplies, Photocopiers and Printouts
   a. Office supplies and access to photocopiers and printouts will be made available to Library GTFs to accomplish tasks associated with their assignments as directed by their supervisors.
   b. In addition to office supplies, copy machines, fax machines, scanners, etc., will also be made available for related assignments.
   c. Access to these supplies shall be available at least during standard library working hours, M-F, 8 am to 5 pm, and should be available at no personal cost to GTFs, and does not preclude limitations placed upon the supervisors of record.

10.0 NOTIFICATION OF ABSENCES

10.1 General Protocol
   a. If a GTF is unable to attend work at the scheduled time or to meet a class as scheduled, she or he must notify the appropriate Library GTF supervisor as soon as possible by both phone and email, preferably in advance of the scheduled work assignment or class that the GTF is unable to attend.
   b. The GTF should not cancel the class without her or his supervisor’s permission.
   c. To the extent possible, the GTF should provide the Library department supervisor with information about where he or she left off.

10.2 Current Library GTF supervisors are:
   a. Instructional Technology Specialist in CMET - Nina Fox, 541-346-1817, ninafox@uoregon.edu
   b. Invertebrate Zoology Specialist, OIMB: Barbara Butler, 541-888-2581, ext. 219,
      butler@uoregon.edu
c. Research Data Management Assistant, Science Library: Brian Westra, 541-346-2654, bwestra@uoregon.edu

d. Installation Art Project Archivist, Digital Scholarship Center: Julia Simic, 541-346-2209, jsimic@uoregon.edu

e. Music Research Specialist, Music Services: Ann Shaffer, 541-346-1850, ashaffer@uoregon.edu

f. In the case that a GTF is unable to directly notify the department, his or her supervisor may designate ahead of time someone else in the department or the Library to make the GTF’s notification and provide the necessary information using this protocol.

g. If a GTF is going to miss more than one work week, she or he or a 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.

10.3 Make-Up Work

a. Generally, for duties missed not related to a class meeting, GTFs should check in with their supervisor to determine when and how the missed work will be made up.

10.4 Planned Absences

a. If a GTF is planning an approved absence during any working days of the term, she or he should be sure to notify her or his supervisor how to reach the GTF, if possible.

10.5 More Information

a. 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).