University of Oregon
School of Music and Dance

Graduate Teaching Fellow
General Duties and Responsibilities Statement

2015-2016
(Last Revised: May 15, 2015)

School of Music and Dance
University of Oregon
Eugene, Oregon
School of Music and Dance  
General Duties and Responsibilities Statement (GDRS)  

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1. General Information

1.1 Purpose of this Document

The purpose of this document is to clarify information concerning music Graduate Teaching Fellowships offered by the School of Music and Dance (SOMD). The relationship between a Graduate Teaching Fellow (GTF) and the University as a whole is governed by a Collective Bargaining Agreement (CBA) between the University and a union, the Graduate Teaching Fellows Federation (GTFF). This document details the relationship between music GTFs and the SOMD. It does not apply to work-study students or other faculty or staff in the School. This document and its amendments may be viewed or printed from the Graduate School website. Copies of this document are made available to the GTFF, as well as faculty and students, upon request.

1.2 Purpose of Graduate Teaching Fellowships

GTFs play important roles in the academic mission of the School and contribute directly to the quality of instruction delivered to undergraduate students. The SOMD regards GTF recipients as professionals and expects them to perform their work according to the highest professional standards. GTFs, however, are students first. Both GTFs and faculty members must work to assure that the GTF's work does not interfere with the student's degree progress. The first priority of GTFs must be the completion of the graduate degrees they seek, and that priority is to be maintained throughout a GTF appointment.

In some important ways, however, GTFs are also part of the faculty. They are often teachers of classes and, as such, represent the University of Oregon to the students. GTFs who assist instructors also provide critical services to the students. Many participate in curricular discussions with their supervisors and other faculty members, and all are invited to attend SOMD faculty meetings if they wish.

1.3 GTF Tuition and Fees

GTFs are required to maintain and complete a minimum of nine graduate credit hours per term. 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.¹ GTFs must pay $61 of the mandatory fees set by the UO Board of Trustees. Fees are subject to change without additional notice. Details of the GTF and University contributions to these fees are contained in the current CBA, Article 22.

1.4 Graduate Teaching Fellows Federation (GTFF)

Most GTFs at the University of Oregon are represented by the Graduate Teaching Fellows Federation (GTFF). Official membership is optional, although payment of monthly dues, or an equivalent amount, is required under a fair share agreement detailed in the CBA (Article 4, Section 4). Levels of appointment and salary levels for all GTF appointments are subject to the provisions of the CBA between the GTFF and the University of Oregon. An electronic copy of the CBA is available on the Graduate School and Human Resources websites. A hard copy of this document is available upon request. Other information pertinent to GTF appointments will be provided by the SOMD.

¹ GTFs must, however, pay tuition for any credits above 16.
1.5 School of Music and Dance GDRS Music Supervisor

The individual who shall supervise the implementation of the General Duties and Responsibilities Statement (GDRS) in the School of Music and Dance is Robert Ponto, Assistant Dean, School of Music and Dance.

1.6 GTF Work Environment

Information about the physical workspace of GTFs, including access to computers, phones, and office supplies, is available in the Office Manual for Music GTFs 2015-2016.

2. Availability of Graduate Teaching Fellowships (GTFs)

The School of Music and Dance offers a variety of music GTFs. Duties vary from year to year depending on the SOMD’s needs but normally include most of the following:

- Athletic Bands
- Cello (Studio Instruction, Eugene Symphony)
- Composition
- Conducting (Choral, Orchestral, and Wind Ensemble)
- Intermedia Music Technology
- Jazz Studies
- Music Education
- Musicology and Ethnomusicology
- Music Theory
- Piano (Studio Instruction, Collaborative Piano, Piano Pedagogy, Opera Accompanist)
- Saxophone
- Trumpet
- Tuba/Euphonium
- Viola (Studio Instruction, Eugene Symphony, Violin/Viola Pedagogy)
- Violin (Studio Instruction, Eugene Symphony, Violin/Viola Pedagogy)
- Voice

Other GTFs may be added as needed. In addition, the Department of Dance has several GTFs. Information about them is available from the Dance Department.

With regard to the employment of graduate students, the Department will give priority to GTF appointments. All graduate students employed by the department at .20 FTE or above for research, teaching (e.g., grading, lab assistant, discussion leader) or administrative duties will be awarded a GTF 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.

GTF appointments are program-driven and determined by the SOMD faculty and administration. The number of GTF positions available is subject to budgetary constraints on the SOMD and the University of Oregon. Early each calendar year, SOMD faculty members inform the Assistant Dean about new or changing GTF needs for the following academic year. The Assistant Dean consults with the Dean about possible changes, reductions, or additions to the GTF appointments. The School makes an effort to distribute GTF opportunities to as many students as possible. New GTF applicants and current GTFs who wish to renew their appointments are considered. Students interested in GTFs are encouraged to apply for positions and to discuss their interests with the chair(s) of the area(s) in which they are applying.
Academic year assignments have included:

- Instructor of Record (full responsibility for a course)
- Laboratory/Discussion/Review Leader (full responsibility for laboratory, discussion, or review section)
- Teaching Assistant
- Conductor or Coach (of a musical ensemble)
- Studio Instructor
- Performer
- Studio Accompanist
- Research Assistant
- Administrative Assistant

Summer Term Appointments: The SOMD also hires summer term GTFs. The availability of these GTFs is usually determined late in the fall term of the same academic year. In recent years, summer term GTF assignments have included: instructor of record and teaching assistant.

All appointments are subject to:

a) Sufficient enrollment in the course or area of study to permit continuation of the position.

b) Availability of sufficient funds in the budget.

3. Eligibility Requirements and Application Process

3.1 Eligibility Requirements. To be eligible for music GTF appointments in the SOMD, students must be admitted to, and enrolled as full-time students in, a University of Oregon SOMD graduate music degree program during each term in which GTF appointments are held.

Because SOMD GTF positions are closely aligned to specific degree/area programs, strong preference is given to applicants in the programs associated with that particular GTF position. Below is a list of SOMD GTF positions and their associated degree/area programs.

<table>
<thead>
<tr>
<th>Graduate Teaching Fellowship</th>
<th>Associated Degree/Area Programs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Athletic Bands</td>
<td>MM Music Education; PhD Music Education</td>
</tr>
<tr>
<td>Cello</td>
<td>MM Cello Performance; DMA Cello Performance</td>
</tr>
<tr>
<td>Composition</td>
<td>MM Music Composition; DMA Music Composition; PhD Music Composition</td>
</tr>
<tr>
<td>Conducting</td>
<td>MM Conducting, Doctoral Supporting Area: Conducting</td>
</tr>
<tr>
<td>Intermedia Music Technology</td>
<td>MM Intermedia Music Technology; DMA Data-Driven Instrument Performance</td>
</tr>
<tr>
<td>Jazz Studies</td>
<td>MM Jazz Studies</td>
</tr>
<tr>
<td>Music Education</td>
<td>MM Music Education; PhD Music Education</td>
</tr>
<tr>
<td>Musicology &amp; Ethnomusicology</td>
<td>MA Musicology; PhD Musicology, Doctoral Supporting Area: Musicology or Ethnomusicology</td>
</tr>
<tr>
<td>Music Theory</td>
<td>MA Music Theory; PhD Music Theory; MM Music Composition; DMA Music Composition; PhD Music Education</td>
</tr>
</tbody>
</table>
The Graduate School requires that GTFs successfully complete a minimum of nine credit hours of graduate work (i.e., a full-time load) appropriate to their degree programs each term of the appointment.

**3.2 Application Process.** As described in Article 9 of the CBA, each potential GTF shall be given a copy of the appointment or reappointment criteria at the time of application.

Position announcements for the upcoming academic year that are available to graduate students from any discipline will be made by posting a brief description of each position's duties and responsibilities, FTE and workload, and appointment and reappointment qualifications with the Graduate Teaching Fellows Federation office and on the website of the Graduate School.

SOMD fellowships may involve any one or more of the following, sometimes in combination: classroom instruction, assisting with ancillary classroom duties, grading, conducting ensembles, coaching ensembles, group performance instruction, individual performance instruction, program administration, or solo or group performance. Positions range from an FTE (full-time equivalence) of .20 to .49, with most GTFs at .20 FTE. Criteria for appointment and reappointment are listed in Section 4 of this document; workloads and work assignments are discussed in Section 5.

Application information and forms can be found online at: [http://music.uoregon.edu/apply/graduate-music/financial-aid](http://music.uoregon.edu/apply/graduate-music/financial-aid).

Academic year GTF positions are filled no sooner than February of the academic year prior to possible appointment, but as soon thereafter as appropriate candidates are identified.

Summer term GTF appointments are available to current students only. In November, all music graduate students are invited to propose courses for summer. Faculty in the appropriate areas review the course proposals and those deemed appropriate and likely to achieve adequate enrollment are scheduled for the summer.
4. Appointment Process and Reappointments

GTF appointments and reappointments shall comply with Federal and University Affirmative Action regulations. 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. In addition, no fixed number of positions will be reserved for incoming or continuing graduate students, and no appointment shall create any automatic right, interest or expectation in any other appointment beyond its specific terms. If no qualified students apply or are available for a particular position, the Area Chair and Assistant Dean may decide to reopen the application process for the position or to seek other kinds of employees for the duties.

4.1 Appointment Process. GTF appointments will be filled by the Assistant Dean in consultation with appropriate faculty members and after approval of the Dean, as soon as the need for the position, its priority, the appointee, and available funding can be determined.

Appointments and reappointments are based upon evaluation of each candidate's qualifications with respect to the general criteria regarding appointments in the SOMD and specific criteria relating to the particular GTF work assignment. Where deemed necessary, an interview by telephone or in person may be conducted.

The Area faculty, including the Area Chair, and faculty supervisor, select the candidate, with the final approval of the Assistant Dean and the Dean as necessary. Depending on the nature of the GTF position, criteria for selecting initial appointees are drawn from the following:

(a) Academic potential of the student, as evidenced by application materials.
(b) Applicant's ability to communicate in writing and verbally, and the ability to organize and explain his or her thinking.
(c) Applicant’s recommendations from academic or work supervisors, and personal or application statements.
(d) Where appropriate, the candidate's musical performance (through live or recorded presentation).
(e) Candidate’s interest and amount of knowledge in subject to be taught in a particular assignment.
(f) Previous teaching, performance, or related experience, especially in the area of the assignment.
(g) The ability to maintain a positive working relationship with the faculty member with whom the GTF will work.
(h) Other criteria as deemed important by the faculty members making the decision.

4.2 Reappointments. 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. GTF reappointments are not automatic, nor are they guaranteed. If reappointments are made, however, SOMD guidelines stipulate that a master’s student may hold a GTF a maximum of two years, and a doctoral student for a maximum of four years. In addition to the criteria listed in Section 4.1 Appointment Process, above, reappointments will be based on:

(a) Satisfactory progress toward completion of the student's degree as determined by the student's supervisor, advisor, and the Director of Graduate Studies.
(b) Satisfactory performance of previous GTF duties as determined by the supervising teacher (who does a formal annual evaluation at least once each year) and other knowledgeable faculty members, student course evaluations, and the Director of Graduate Studies.

(c) Number of years the GTF has had an appointment, the typical limit being two years for a master’s student and four for a doctoral student.

(d) Applicant pool.

5. Workload and Work Assignments

5.1 Workloads. GTFs are appointed in the SOMD at the following full-time equivalent (FTE) rates and corresponding total workloads, based on 11 weeks per term:

<table>
<thead>
<tr>
<th>FTE</th>
<th>Per Week</th>
<th>Per Term</th>
<th>Per Academic Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>.20</td>
<td>8 hours</td>
<td>88 hours</td>
<td>264 hours</td>
</tr>
<tr>
<td>.25</td>
<td>10 hours</td>
<td>110 hours</td>
<td>330 hours</td>
</tr>
<tr>
<td>.30</td>
<td>12 hours</td>
<td>131 hours</td>
<td>393 hours</td>
</tr>
<tr>
<td>.35</td>
<td>14 hours</td>
<td>153 hours</td>
<td>459 hours</td>
</tr>
<tr>
<td>.40</td>
<td>16 hours</td>
<td>175 hours</td>
<td>525 hours</td>
</tr>
<tr>
<td>.45</td>
<td>18 hours</td>
<td>198 hours</td>
<td>594 hours</td>
</tr>
<tr>
<td>.49</td>
<td>19 hours</td>
<td>215 hours</td>
<td>645 hours</td>
</tr>
</tbody>
</table>

The FTE for a GTF who has sole responsibility for teaching a course or is listed as the instructor of record shall be based on the academic credit value of the course for which the GTF is responsible. (Sole responsibility is understood to mean sole individual preparing and teaching of class(es) assigned.) A three-credit course will carry a minimum FTE appointment of .40, and a four-credit course will carry a minimum FTE appointment of .49.

For four- or eight-week courses during summer session, minimum FTE appointments of GTFs with the same responsibilities described above shall be minimum .30 FTE for three-credit classes, and minimum .37 FTE for four- or five-credit classes.

Workloads include performance of all duties of the work assignment. For example, the hours specified above include in-class time, preparation, office hours (as applicable), grading papers, and other activities related to the assignment, as specified by the supervisor.

- Music GTFs are expected to fulfill course-related advising and administrative duties for a total that normally does not exceed 15 hours per term.
- Private performance studies will receive one half-hour of load credit for each half-hour lesson and preparation time up to one quarter-hour for each one hour of teaching.
- Coaching small ensembles and conducting sectional rehearsals will grant 3 hours of load credit for each 2.5 hours of contact and up to one half-hour of preparation.
- Class performance instruction will grant one hour of load credit for each hour of class instruction and up to one half-hour of preparation.
- Attendance at faculty meetings is recommended but not required. The meetings are optional unless the contract specifies otherwise.
• Official meetings with supervising faculty members shall be determined at the beginning of
the term and included in the workload of the GTF.

• Initial class preparation will be granted where a class is being taught for the first time. The
amount of time will be determined with the supervising faculty member and Director of
Graduate Studies. Observation of classes is considered part of class preparation and is to be
included in the hours allotted for class preparation.

• Attendance at juries and auditions may be part of the GTF load. The times for attendance by
GTFs and the workload credit shall be worked out with the Area Chair or supervising faculty
member.

5.2 Individual GTF Workload Agreement. A copy of the form titled Individual GTF Workload
Agreement (a sample of which is included at the end of this document) must be completed by each
GTF in consultation with the faculty supervisor, signed by the GTF and the supervising faculty
member at the start of each academic term and returned to the Music Graduate Office for filing. The
form is designed to make clear the responsibilities of the position and the limits of these
responsibilities for both the GTF and the supervising faculty member. If duties change during the
appointment, a new copy of the form must be completed and signed by the two parties.

5.3 GTF Assignments and Types. The SOMD typically has nine types of GTF assignments,
although some assignments are a mixture of the descriptions below. 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 music GTF assignments.

Instructor of Record (full responsibility for a course)

• This assignment normally includes responsibility for all in-class contact hours, including
conducting lectures and discussions, leading laboratory or review sessions, and reading
student papers.

• It also normally includes preparation of all class-related activities and course syllabi,
preparing or adapting course materials, constructing and administering examinations and
quizzes, maintaining grade records and reporting grades, and holding office hours (which
may not exceed 15 hours per term). In the SOMD, GTFs who work as instructors of record
are not assigned to work loads that would require GTF assistance.

• In addition, this assignment may include other responsibilities such as attending
departmental and supervisor's meetings and other professional responsibilities related to
the teaching assignment.

Laboratory/Discussion/Review Leader (full responsibility for laboratory, discussion, or review
sections)

• In-class hours include conducting laboratory, drill, discussion, or review sections and
attending lectures or rehearsals as needed.

• There are also preparation hours for the laboratory, discussion, and review sections; the
preparation of lesson plans, if needed; adapting existing course materials; and preparing
examinations and quizzes if needed.
• Contact hours outside the classroom, including office hours, are not to exceed 15 hours per term.

In addition, this appointment may include reading and grading papers, examinations, quizzes, and special projects; maintaining attendance and grade records; reporting grades; and other responsibilities.

**Teaching Assistant**

• In-class contact includes teaching assigned classes, attending the professor’s lectures or rehearsals as assigned, teaching in the instructor’s absence, leading review sessions and discussions, and similar activities.

• Preparation hours include such things as preparation of lectures, assisting the instructor in preparing course-related materials or activities, constructing examinations and quizzes, and adapting existing course materials.

• Contact hours outside the classroom, including office hours, are not to exceed 15 hours per term.

• In addition, this appointment may include reading and grading papers, examinations, quizzes and projects; maintaining attendance and grade records; reporting grades; and other responsibilities.

**Conductor or Coach (of a musical ensemble)**

• In this assignment, the GTF has full or partial responsibility to conduct or coach a musical ensemble.

• Depending on the degree of responsibility carried by the GTF, the assignment will include establishing ensemble membership, scheduling of performances, logistics in setting up rehearsals and concerts (including program copy to the publicity office), selection of repertoire for performances, and planning and conducting rehearsals and performances.

• Additional responsibilities may include performance evaluations in cooperation with supervising teacher, maintaining grade records, and reporting grades.

• Contact hours outside the classroom, including office hours and assistance with individual parts, may not exceed 15 hours.

**Studio Instructor (of applied lessons)**

• In-class hours include teaching individual or group lessons in vocal or instrumental performance, and conducting or assisting with performance classes.

• Preparation hours include selecting repertoire for the lessons, determining the lesson schedule, selecting student repertoire, and evaluating student progress.

• Contact hours outside the classroom may involve minimal advising and office hours since the regular one-on-one instructional format provides for this personal evaluation and advising. Evaluations of student performance include attendance at jury examinations, studio classes, recitals or concerts, maintaining grade records, and reporting grades.

**Performer**

• Rehearsals and performances as assigned by supervisor
• Preparation of repertoire

**Studio Accompanist**

• Accompany studios as assigned by supervisor
• Preparation of repertoire for studio lessons, juries, and recitals
**Research Assistant**

- This assignment involves locating, assembling, organizing, and preparing materials related to the supervisor's duties and otherwise conducting research on topics specified by the supervisor.
- It also includes regular meetings with the supervisor to determine the nature of assignments and the progress being made in the research.

**Administrative Assistant**

- Perform duties as assigned by supervisor

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### 6. Health and Safety

**6.1 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](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.
6.2 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.

6.3 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: David Mason, Director of Facilities Services (541)346-5679.

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:

• First aid supplies are available at the Receptionist's desk and in Beall Hall Box Office.
• Information about emergency and evacuation procedures are posted near all exits from the Music Building and in the offices of the Office Manager and Dean’s Executive Assistant.
• Material safety data sheets are available in the offices of the Office Manager and Dean’s Executive Assistant.

7. Satisfactory Progress

7.1 Determining Satisfactory Progress as a GTF. There are several means of evaluating the work of GTFs: evaluations by the GTF's supervisor; evaluations of the GTF by students; and evaluations by the Assistant Dean.

Evaluation of GTFs by the Supervising Faculty Member

The supervising faculty member for each GTF will prepare a written evaluation of his or her GTF’s work and review it with the GTF at least once each academic year. A copy of the evaluation, signed by the GTF and the supervisor to indicate they have read it, is returned to the Graduate Office for placement in the GTF’s personnel file. This evaluation will be based on the following criteria, as appropriate to the GTF’s assignment:

Criteria for Evaluating Instructors (Instructors of Record, Laboratory/Discussion/Review Leaders, Teaching Assistants)

1. The instructor makes course objectives for the course clear to the students.
2. The materials the instructor presents during the quarter reinforce the stated objectives of the course.
3. The instructor gives assignments that are clearly defined and are helpful in gaining comprehension of the course material and objectives.
4. The required and recommended materials are consistent with the catalog description of the course.
5. The instructor’s explanations, leading of class discussions, and other class activities, are effective and productive.
6. The instructor stimulates critical, analytical, and creative thinking about the subject matter.
7. The instructor is receptive to questions, ideas, and opinions.
8. The instructor's interactions with the students are courteous.
9. The instructor's praise and criticism is fair and impartial and represents accurately the students' achievement.
10. The instructor's grading procedures for the course are clear, fair, and impartial.
11. Student grades assigned by the instructor accurately represent achievement in the course.
12. The instructor is punctual (i.e., beginning and ending class on time).
13. The instructor's pace in covering material during the term is reasonable.
14. Any course requirements of additional personal time are reasonable.
15. The instructor is reasonably available for conferences.

**Criteria for Evaluating GTFs as Conductors and Coaches**

1. The conductor posts rehearsal and performance schedules with a reasonable amount of notice.
2. The conductor is sufficiently prepared for rehearsals and performances.
3. The conductor exhibits a thorough knowledge of the scores being rehearsed.
4. The conductor's rehearsals are well organized and paced.
5. The conductor's rehearsal techniques improve group performance.
6. The conductor's gestural technique improves group performance.
7. The grading criteria for the course are clear, reasonable, and impartial.
8. The conductor provides a variety of repertoire.
9. The conductor projects confidence on the podium.
10. The conductor effectively diagnoses difficulties and suggest remedies.
11. The conductor is reasonably available for conferences outside the rehearsal.
12. The conductor stimulates critical, creative thinking and discussion about the music being performed.
13. The conductor is punctual (i.e., beginning and ending rehearsals on time).
14. The conductor successfully balances the amount of rehearsal time spent working with individuals or sections with the amount of time spent working with the entire ensemble.
15. The conductor's interactions with the students are courteous and helpful.
**Criteria for Evaluating GTFs as Studio Instructors**

1. The instructor demonstrates a constructive approach to the student's development as a performer.
2. The assigned material and repertoire are appropriate to the student's level of ability and goals.
3. The instructor communicates clearly what the student should prepare for each lesson.
4. The instructor demonstrates or explains how musical passages may be enhanced through improved technique and/or interpretation.
5. Where appropriate, the instructor helps students understand differences among musical styles.
6. The instructor demonstrates an interest in individual students and their development.
7. The instructor's criteria for evaluating student progress are clear, fair, and impartial.
8. The instructor adequately diagnoses difficulties and suggests remedies.
9. The instructor provides appropriate guidance in practice techniques.
10. The instructor encourages students to perform.
11. The instructor praises and criticizes students fairly and impartially, in accordance with achievements.
12. The instructor's lessons are held on schedule, begin on time, run full-length, and are efficient and well organized.
13. The instructor exhibits a thorough knowledge of the music and technical materials being studied.
14. The instructor stimulates appropriate analytical and musical thinking about the music being performed.
15. The instructor's interactions with the students are courteous and helpful.

**Criteria for Evaluating GTFs as Performers**

1. The performer is well prepared for all rehearsals and performances.
2. The performer attends all scheduled rehearsals and performances.
3. The performer is punctual.
4. In ensemble rehearsal settings, the performer is thoroughly engaged and contributes to the improvement of the overall performance.
5. When representing the UO, the performer conducts her/himself in a manner that reflects positively on the University and the School of Music and Dance.

**Criteria for Evaluating GTFs as Studio Accompanists**

1. The accompanist is well prepared for all rehearsals and performances.
2. The accompanist attends all scheduled rehearsals and performances.
3. The accompanist is punctual (i.e., beginning and ending rehearsals on time).
4. The accompanist's interaction with the student and studio teacher are courteous and helpful.
Criteria for Evaluating GTFs Functioning as Research Assistants
1. The research assistant performs all duties as assigned and in a timely fashion.
2. The work of the research assistant is consistently of a high caliber.
3. The research assistant submits any written work in an acceptable manner employing appropriate grammar, writing, punctuation, and formatting skills.
4. The research assistant contributes positively to a cordial, professional relationship with the supervisor.

Criteria for Evaluating GTFs Functioning as Administrative Assistants
1. The administrative assistant performs all duties as assigned and in a timely fashion.
2. The administrative assistant regularly checks in with the supervisor.
3. The work of the administrative assistant is consistently of a high caliber.
4. The administrative assistant contributes positively to a cordial, professional relationship with the supervisor.

Evaluations of GTFs by Students
GTFs are evaluated each term by their students. Student evaluations are accessible electronically to the GTF and Director of Graduate Studies. These evaluations may be examined by supervising faculty members as part of the review process.

Review of GTF Evaluations by the Director of Graduate Studies
The Director of Graduate Studies will review the evaluations of each GTF and, where problems are apparent, discuss those issues with the GTF and take actions as needed.

Evaluations by the Faculty Advisors (See Section 7.2 below)

7.2 Determining Satisfactory Progress Toward a Graduate Degree. GTFs have the same responsibility for adhering to the Graduate School’s and SOMD’s policies and procedures as other graduate students. Individuals appointed as GTFs are officially students first and employees second. Because they are regarded primarily as graduate students, making progress toward the degree to which they have been admitted is required for continuation of a GTF appointment (and for consideration for a reappointment).

Evaluations of GTF Degree Progress by the Graduate School
At the end of each term the Graduate School reviews transcripts of all graduate students holding GTF appointments. The Graduate School will notify the Director of Graduate Studies if the GTF has failed to complete satisfactorily at least nine graduate credits applicable to the GTF's degree program during the term. The Director must then review the student's progress toward his or her graduate degree and recommend continuation before the GTF is allowed to continue in the appointment. Failure to complete the required course load and duties may result in changes in salary payments and/or ability to retain a GTF appointment.

The Graduate School will also notify the Director of Graduate Studies if the GTF's cumulative grade point average (GPA) has fallen below 3.0 during the appointment period. In such cases the Director of Graduate Studies will be asked to review the student's progress toward his or her degree program and may be asked to document a plan for GPA improvement before a GTF reappointment can be made.
Evaluations by the School of Music and Dance

Over the course of each academic year, each GTF is evaluated with respect to his/her graduate degree progress. This part of the evaluation is therefore an assessment of the GTF as a graduate student and is the responsibility of the GTF’s faculty advisor, with assistance from the Director of Graduate Studies. If desirable, the Graduate Committee, the Dean, or other informed faculty members may be asked to contribute to the evaluation.

Criteria used in assessing a GTF’s progress toward a music graduate degree in the School of Music and Dance

1. Each GTF must satisfactorily complete a minimum of nine credits per term in coursework directly associated with the SOMD graduate degree program to which the GTF has been admitted.

2. Each GTF must maintain a cumulative and yearly GPA of 3.0 or better. The GPA will be computed only on coursework related to the requirements for the SOMD graduate degree.

3. Each music GTF must successfully complete the SOMD’s music graduate entrance examinations and review coursework by the end of the first term in residence unless the course is not available until later.

4. Each GTF must complete in a timely fashion the specified courses in the degree program to which he or she has been admitted:
   (a) for master’s degree students — the appropriate degree checklist
   (b) for conditionally admitted doctoral students — courses prescribed by the student’s advisor and courses that are part of the core degree requirements
   (c) for formally admitted doctoral students — courses approved by the Director of Graduate Studies as part of the student’s degree program.

5. No GTF may accumulate more than six credits of incompletes at any one time.

6. No GTF may accumulate more than two grades of “C+” or lower.

7. Each GTF must complete all courses specified by title or category in the appropriate degree program on a graded basis.

8. Each GTF must meet the deadlines specified in the degree program to which he or she has been admitted. These deadlines are specified in the printed material on each degree program and in the Procedures and Policies (available on the SOMD website).

9. Each GTF must make timely progress on theses, projects, or recitals as determined by the student’s advisor and the appropriate music area faculty.

10. Each GTF must pass all degree requirements by at most the second attempt with the exception of language examinations and doctoral degree comprehensive examinations. If two efforts to pass a degree requirement do not result in a satisfactory grade (B- or better) or other appropriate faculty approval, further enrollment as a graduate music major will be permitted only by a successful petition to the Graduate Committee.

11. Each GTF must complete all degree requirements within seven years. For master’s degree students the seven-year time limit starts with the beginning of the term of the earliest course recorded on the degree checklist. For doctoral degree students the seven-year time limit begins with the term of matriculation. If the seven-year period is exceeded in the doctorate, an additional year of residence or a new set of comprehensive examinations, or both will be required. If the seven-year limit is reached without completing any graduate degree, the student must apply for, and receive, an extension of the time limit from the Director of Graduate Studies (who may refer the
question to the Graduate Committee) and from the Graduate School before continuing in the program.

In the event that a GTF fails to make satisfactory progress toward the graduate degree, the student may be given a warning with sets of conditions to meet by specified times. If the student fails to meet those conditions without adequate explanation, the student may be disqualified at the end of the term.

8. Discrimination Grievance Procedures

8.1 Mandatory Reporting and Harassment Prevention.
All University of Oregon employees have a legal duty to report incidents of child abuse and prohibited discrimination, including sexual harassment and sexual assault. For more information, please see the Office of Affirmative Action & Equal Opportunity website: http://aaeo.uoregon.edu/sexual-harassment-assault/other-related-resources/employee-legal-reporting-responsibilities

University employees, including GTFs, are required to complete the Workplace Harassment Prevention online training within 90 days after beginning employment.

Ensuring understanding and support of our policy regarding prohibited discrimination and harassment is critical to creating and maintaining a welcoming and inclusive community. As a result, Preventing Workplace Harassment training is required for all University faculty, staff, and GTFs. The training is presented in two modules, and is intended to better inform university employees about behaviors that constitute prohibited discrimination and harassment and to clarify employees’ understanding of their duty to report credible information regarding incidents of prohibited discrimination and harassment, including all forms of sexual harassment and sexual violence. Instructions for completing the online training and access to the modules are available on the HR website set forth at: http://odt.uoregon.edu/registration/course_view.php?crse_id=445

8.2 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).

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

Information detailing Music GTF work environments (work space; access to telephones, computers and private meeting space, supplies and equipment, etc.; and GTF assistance) can be found in the Office Manual for Music GTFs, available online at http://pages.uoregon.edu/gradmus/GTF_Office_Manual.pdf

Access to Telephones and Computers:
There is a phone for GTF use in the GTF workroom (Music 205): 541-346-3759. The Collier House GTF office phone is 541-346-7364.
Macintosh computers and a copier/printer are available for use only by Music GTFs in Music 205. This equipment is solely for work directly related to GTF duties. There are computers and a printer in the Kammerer Computer Lab in room 105 for music student use. Your undergraduate students have access to computers; large screen monitors; a printer; a scanner; MIDI keyboards; and many other computer-related devices. The lab is equipped with software and equipment to augment classroom instruction in theory and aural skills, with additional programs and capability for music composition, word processing, electronic mail, and more. Hours of operation are set each term contingent upon student work study schedules and building hours. Students may print in the lab if they can pay with Campus Cash on their UO ID card.

Wireless Internet connections are available in the building. Several other computer labs featuring both Macintosh and PC computers are available to university students. Among these are the following:

- Knight Library, Information Technology Center (2nd Floor, Knight Library, 541-346-1935)
- Science Library, Information Technology Center (541-346-1331)
- Erb Memorial Union Computer Lounge Room 20 (541-346-1769)
- Mill Race Computing Lab (541-346-0316)

Access to Office Supplies, Photocopies and Printouts
GTFs have access to the GTF workroom, Music 205. Keys to GTF offices will open Music 205 with the exception of keys for rooms 114, 165, 177, 203, 214, and Collier House 3. GTFs assigned to these other rooms will be issued a key from Room 205 upon request. Macintosh computers and a copier/printer are available for use only by Music GTFs in Music 205. (See Office Manual for Music GTFs.) This equipment is solely for work directly related to GTF duties.

10. Absences

10.1 Notification
If you are unable to attend work at the scheduled time or to meet a class as scheduled, you must notify the appropriate course instructor/GTF supervisor 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 appropriate course instructor/GTF 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 the appropriate course instructor/GTF 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 the appropriate course instructor/GTF supervisor using this protocol.

If you are going to miss more than one work week, you or your designee must contact the Graduate School and the SOMD Assistant Dean (SOMDAdmitDean@uoregon.edu). The Graduate School will coordinate with the GTF and the department on any adjustment due to the GTF’s absence.

10.2 Coverage for Teaching GTFs
If possible, please attempt to find an appropriate substitute to take your class and notify the department of the proposed substitute. If you are unable to do this, inform the appropriate course
instructor/GTF supervisor so he/she can assist in finding a substitute. If no appropriate substitute is found, the department may elect to cancel the class.

10.3 Make-up Work
Generally, for duties missed not related to a class meeting, please check in with the appropriate course instructor/GTF supervisor to determine when and how the missed work will be made up.

10.4 Planned Absences
If you are planning an approved absence during any working days of the term, be sure to notify the appropriate course instructor/GTF supervisor how to reach you (if possible).

10.5 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
Sample Individual GTF Workload Agreement Form

School of Music and Dance
Music Graduate Office
(541) 346-5664 • gradmus@uoregon.edu • music.uoregon.edu

Individual GTF Workload Agreement

GTF
Name: