

General Duties and Responsibilities (GDRS) for Religious Studies Department 2019-20

TABLE OF CONTENTS

- 1.0 General Information
- 2.0 Availability of Graduate Employees (GEs)
- 3.0 Application Process and Eligibility Requirements
- 4.0 Appointment and Reappointment Process
- 5.0 Workload & Work Assignments
- 6.0 Health and Safety
- 7.0 Satisfactory Progress toward Graduate Degree
- 8.0 Discrimination Grievance Procedures
- 9.0 Work Environment
- 10.0 Absences

1.0 GENERAL INFORMATION

The purpose of this GDRS is to clarify information concerning Graduate Employees (GEs) offered by Religious Studies (including Arabic language). The relationship between GEs 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 (GTFF). Please visit the Graduate School website for more information about the CBA and the GTFF.

The individual who shall oversee the implementation of this GDRS is: David Hollenberg

DATE OF THIS GDRS REVISION: 5/2/2019

2.0 AVAILABILITY OF GRADUATE FELLOWSHIPS

The availability of GE appointments are programmatically determined by department faculty in the case of academic units and by unit leaders in the case of non-academic units. The number of GE positions available is subject to the budgetary constraints on the Religious Studies department and the University, and is based on the specific need for one or more GEs.

In Religious Studies, the priority is to staff regular required courses (including the following courses) and to provide assistance to faculty where needed: REL 101, REL 102, REL 222, REL 223, REL 233.

Religious Studies makes an effort to distribute GE opportunities to as many students as possible and encourages financial opportunities through such other means as scholarships, work study, and grants.

In recent years, GE assignments during the academic year in Religious Studies have included instructors of record, discussion section leaders, and graders. GE assignments during the summer in Religious Studies have included instructors of record.

3.0 APPLICATION PROCESS AND ELIGIBILITY REQUIREMENTS

Religious Studies routinely posts its positions via the Graduate School's "GE Openings" page, which, for each position, includes a brief description of duties and responsibilities, FTE, and preferred qualifications for appointment and reappointment; and is posted for a minimum of 10 business days. Information about the availability of positions for the upcoming academic year and summer term will be shared with incoming graduate students and continuing graduate students through the Graduate School's website.

Generally, the application process for incoming students and continuing students includes an application form, a 250 word statement, a one-page resume or curriculum vita, and a recommendation letter. Application materials can be submitted by email, regular mail, or by turning in hardcopies to the department office. 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 or emergency appointments may be necessary. In such cases, these positions will be announced and filled by advertising the position on the graduate school website or emailing qualified applicants from the original pool.

All students accepted into or enrolled in a master's or doctoral program at the University of Oregon are eligible for a GE appointment in Religious Studies. Students enrolled in other UO graduate programs or departments who have appropriate experience and/or credentials are eligible for GE positions in Religious Studies. The experience or credentials required in order to be considered for a GE position include a Bachelor's degree, knowledge and understanding of the field of Religious Studies, and strong writing skills. Students applying for the Arabic language GE positions should be from an Arabic-speaking country, be fluent in Arabic language, and/or have professional proficiency in Arabic language.

No graduate student can be prohibited from applying for any GE position. All graduate students pursuing a graduate degree are eligible for GE appointments though continuing students must be making satisfactory progress toward the degree according to the Graduate School and the academic unit's requirements.

4.0 APPOINTMENT AND REAPPOINTMENT PROCESS

Religious Studies' standing committee of at least three members includes Dr. Mark Unno, Dr. Stephen Shoemaker, Dr. Rick Colby, Dr. Deborah A. Green, Dr. David Hollenberg, Dr. Anne Kreps, Dr. Jeff Schroeder, Dr. Hanan Elsherif, and Faten Arfaoui.

GEs will be appointed year-to-year rather than term-to-term, whenever feasible. Reappointments are not automatic, nor are they guaranteed. In the case of the continuation of a particular position, the same student may be reappointed to the particular GE position without any new announcement of the position. The Religious Studies selection process applies to GE positions during the regular academic year and during the summer term.

Appointments and reappointments will be based on evaluation of each candidate's qualifications with respect to eligibility criteria in Section 3 as well as the following general criteria:

- 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 GE and the faculty person with whom the GE will work. While appointment or reappointment criteria may include the recommendation of the person who will act as the GE's supervisor, the committee must give substantial consideration to the other appointment or reappointment criteria.
- Previous experience. For teaching GE positions, having previously taught or taken the course where the GE position is offered. For non-teaching GE positions, previous employment or other experience relevant to the GE position available.
- Interviews. Finalists that have never worked as a GE in Religious Studies at the UO will be interviewed and evaluated based on their performance and responses. Interviews are not generally conducted for applicants that have previously worked as a GE in Religious Studies, but may be interviewed if the hiring committee requires more information.
- Financial need will be considered in evaluating two or more equally qualified candidates.

Candidates will be rank-ordered based upon, first, the eligibility criteria in Section 3, and subsequently, the general criteria referred to above. This applies to positions that become available outside the normal appointment cycle as well.

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. The department will use the same application process described in Section 3.

The availability of GE appointments for the academic year and summer term are generally posted in March and are generally selected by April 15. Each candidate will be sent a notice of the hiring decision within five working days after the decision has been made. The appointment status and the specific assignment are outlined at the same time.

Performance of GEs in Religious Studies is evaluated at the end of the academic year for GE's appointment fall, winter and spring. Performance of GEs in the summer term is evaluated at the end of summer term. Evaluations are performed by the instructor for the course or the GE supervisor. The criteria used for evaluation include overall teaching abilities, meeting deadlines, accuracy of grading, student comments, interaction with instructor, and ability to teach the material.

5.0 WORKLOAD & 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 Canvas, etc., in addition to time spent actually teaching. Duties may include, within reasonable bounds (usually no more than once or twice in one term, total), a one-time guest lecture, proctoring an exam in place of the instructor, and/or showing a film in class when the instructor is absent. In setting the workload (and thus FTE) for a particular GE position, Religious Studies will consider what constitutes a workload sufficient to perform the work assignment satisfactorily.

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. GEs 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.

In Religious Studies, GEs are most commonly appointed at the following full time equivalent levels (FTE) and corresponding total workloads:

.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)

In the academic year, GEs with full course responsibility for 4 credit courses are to be appointed at .49 FTE but in the summer term, they are appointed at .37 FTE or greater.

Up to 5 hours per term can be used for sick leave coverage to substitute for another GE. The department head or lecturer will determine if a substitute is necessary.

DUTIES BY WORK ASSIGNMENT

Instructor of Record:

Course preparations, teach lectures, give assignments, grade assigned examinations and student papers, hold office hours, and interact with students via email and Canvas.

Discussion Section Leader:

Attend all lectures, teach two-three discussion sections per week, grade assigned examinations and student papers, hold office hours, and attend weekly meetings of GEs and faculty supervisor.

Grader:

Grade assigned examinations and student papers, hold office hours, and attend weekly meetings with faculty supervisor.

6.0 HEALTH AND SAFETY**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 346-8316.

All University of Oregon employees, including GEs, 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 GE is injured on the job, the GE must report it immediately to the supervisor. The supervisor will complete the Safety Incident or Accident Report (SIAR) with the GE. If, as a result of the accident, the GE 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 GE is unable to complete the 801, the supervisor will submit it on behalf of the GE. 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 GE is unable to work as authorized by an attending physician. These payments equal 66 2/3% of the GE'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 GE will be notified by SAIF Corporation of the rights and coverage when the claim is processed.

An injured GE 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 GE receiving more than their

regular monthly salary. Should this occur and payment is received from both sources, the GE must be prepared to repay any over-payments. If the GE 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/vol-4-finance-administration-infrastructure/ch-5-public-safety/safety-physical-space-and-environment>. 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>.

Reporting Safety Hazards:

GEs that identify safety hazards and issues are encouraged to discuss them immediately with their supervisor. The following unit representative may also be contacted: Heidi Gese 541-346-4971.

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).

The location of emergency procedures, evacuation plans, material data safety sheets (MSDS) and first aid supplies are in 311C Susan Campbell.

7.0 SATISFACTORY PROGRESS TOWARD GRADUATE DEGREE

In order to be eligible for a GE appointment, students must be making satisfactory progress toward their degree. Satisfactory progress is determined by each GE's graduate program. See that program's website or GDRS for more information.

Graduate School Minimum GPA: During the academic year, the Graduate School reviews academic transcripts of all graduate students holding GE appointments. The Graduate School will notify a GE's graduate degree program if the GE'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 their graduate degree and issue its approval before a GE reappointment can be made to that student.

8.0 DISCRIMINATION GRIEVANCE PROCEDURES

To file an employment-related discrimination grievance, GEs are encouraged to contact the Graduate Teaching Fellows Federation. For discrimination grievances that pertain to a GEs role as a student, graduate students should refer to the student section of the AAEO Discrimination Grievance Procedures online (<http://aaeo.uoregon.edu/content/raise-concern>).

9.0 WORK ENVIRONMENT

GEs with teaching positions, either as instructor of record or as discussion leader, will be provided with an office suitable for private meetings with safe furniture, working locks, and properly and securely installed partitions and shelving. They will also be provided a telephone and a computer equipped with software necessary to carry out work assignments. They will also have access to the copy machine, fax machine, scanner, printing supplies, and office supplies at no personal cost.

Religious Studies (including Arabic language) GEs who work as instructors of record are not assigned to workloads that would require GE assistance.

10.0 ABSENCES

Notification: If you are unable to attend work at the scheduled time or to meet a class as scheduled, you must notify the instructor or department head as soon as possible, including, if possible, in advance of the scheduled work assignment or class that you are unable to attend. Do not cancel the class without permission from the instructor or department head. 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 GE). If you are able, please attempt to reach the instructor or department head 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 instructor or department head 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 GE and the department on any adjustment due to the GEs absence.

Coverage for teaching GEs: 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 instructor or department head so they can assist in finding a substitute. If no appropriate substitute is found, the department may elect to cancel the class.

Sick leave substitution hours are built into your FTE (See section 5, Work Agreement/Work Assignment). The department will attempt to use substitutes evenly. In some cases, expertise in a subject of availability will determine a substitution. Please track your substituting hours and notify Prof. David Hollenberg, Department Head, if you believe you will likely exceed the total hours allocated for substitute work.

Make-up work: Generally, for duties missed not related to a class meeting, please check in with the instructor or department head to determine when and how the missed work will be made up.

Planned absences: If you are planning an approved absence during any working days of the term, be sure to notify the instructor or department head how to reach you (if possible).

More info: More information about GE 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>.