

Department of Curriculum and Pedagogy

Graduate Teaching Assistantship & Appointing Doctoral Students as Part-Time Lecturer Policies

1. Advertisements and descriptions for GTA positions must be posted by March 31st in accordance with Article 12.01 in the CUPE 2278 Agreement for anticipated positions in the following September to April period. "These postings shall also include: an estimate of the number of positions available in the course, current salary, application procedures, the location of application forms, deadline for application and the Policy #20 statement "UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified applicants to apply."
2. GTA I's (Doctoral students) have "preferred candidate" status for up to three years following their initial appointment.
3. GTA II's (Masters students) have "preferred candidate" status for up to one year following their initial appointment.
4. GTA "preferred candidate" status does *not* transfer to post-graduation employment security or seniority (i.e., after degree is conferred, all ex-students must re-apply to ads for Part-time or Full-time faculty appointments).

Policy 75 Interpretation

1. In accordance with Policy 75, a Doctoral Student who has advanced to candidacy can be hired to teach an undergraduate course (up to six credits per term as a Sessional Lecturer).
2. A Doctoral Student who has *not* advanced to candidacy can be hired to teach an undergraduate course (up to six credits per term as a Sessional Lecturer) "in special circumstances, with the approval of the head of the department in which the student is registered."
3. In both of these cases, the appointment as a Sessional Lecturer must be approved by the student's Graduate Supervisor, Graduate Coordinator, Department Head *and* the Dean of FOGS (<http://www.grad.ubc.ca/forms/facultystaff/PermissionToTeach.pdf>).
4. In both of these cases, the student teaches under "supervision of a faculty member of the department or unit in which the course is given. This faculty member is in charge of all aspects of the course."
5. The CUPE 2278 Agreement frames graduate students as Teaching Assistants, not instructors. The only exceptions, written into Policy 75, are Doctoral students with candidacy (Part-time Lecturer) and "special circumstances" for pre-candidacy doctoral students (Part-time Lecturer). The conditions of Policy 75 *and* the CUPE 2278 Agreement are most accommodating for lecture-lab (or studio) course formats. This may mean redesigning multiple section courses as lecture-lab formats, or combining two (or more) sections into one course (maintaining two rooms for activities), where a FT Faculty member or Sessional would be "in charge of all aspects of the course" and the GTA would handle well-defined section assignments. Or this may mean using more conventional large lecture, small break-out lab formats.