

GRADUATE TEACHING ASSISTANT HIRING POLICY IN THE DEPARTMENT OF ECONOMICS

SEMESTERS OF APPOINTMENTS	NUMBER OPEN
A. Fall 2016	0
B. Winter2017	1
C. Fall 2017	17

GTA TRACKS

All GTA appointments are either two-semester (fall and winter) or one-semester (fall or winter) in duration, with no guarantee of future funding. In practice, most economics PhD students receive four years of funding, including external fellowships, internal fellowships, research assistantships, etc. There are some cases in which the department only provides one-semester, or one-year non-renewable GTAs. In such cases, the economics department will communicate the specific limitations to the student candidates.

GTA contracts are offered to students no later than June 15 for contracts to begin in Fall term and December 1 for contracts to begin in the following Winter term.

CRITERIA FOR GTA APPOINTMENTS

For newly admitted students, the criteria are the same as those for admission. These criteria are spelled out in our PhD Policies and Procedures. For continuing students, the criteria are academic history, teaching, and academic integrity. Academic history includes course grades, but also progression in the program. The successful continuing student will have taken a full load of courses in graduate economics. The successful continuing student will have taught well, as judged by student evaluations of teaching. Last but not least, the successful continuing student will have demonstrated academic integrity. (See the Dean of Students website for definition of academic integrity.) These criteria are not fungible; they each have a minimum satisfactory level. A successful continuing student will have met or exceeded the minimum level for each criterion.

For both newly admitted students and continuing students, we also consider the history of funding. For example, we will not offer a GTA appointment to a student who has been fully supported by an external fellowship for the last four years. We do this for the sake of equitable distribution of limited resources, wherever they come from.

ARTICLE X: NON-DISCRIMINATION

- A.** Wayne State University and the GEOC (Graduate Employees' Organizing Committee –American Federation of Teachers) recognize an obligation and reaffirm by this Agreement their commitment to achieve equal employment opportunity, non-discrimination, and nonharassment within the University. Accordingly, it is agreed that, consistent with University policies, the University and members of the bargaining unit shall not discriminate or harass on the basis of race, color, veteran status, height, weight, ethnicity, religion, creed, political affiliation, political beliefs, membership in any social or political organization, national origin, ancestry, marital or parental status, age, gender, gender identity or expression, pregnancy, sexual orientation, disability, or HIV status, of those capable of performing their professional duties. The preceding list is illustrative but not exhaustive. Nothing in this section shall be construed to prohibit Wayne State University from the application of bona fide occupational qualifications as may be appropriate or from taking such measures as may be permissible by law, to protect the health and safety of the University community.
- B.** Employees who believe that they have been subject to discrimination in violation of this article may choose to pursue their claim either through the University's internal discrimination process administered by the Office of Equal Opportunity or through the grievance procedure of this Agreement. The initial choice of one of these two internal procedures is binding as to the discrimination aspect of any claim and prohibits the filing or processing that same discrimination claim through any other internal procedure. An Employee may first attempt to resolve his or her claim informally with his or her immediate supervisor without invoking the grievance procedure. If the Employee proceeds through the grievance procedure, the grievance will begin at Step 2 as set forth in Article III of this Agreement.

- C. The Parties agree that neither the University nor Union shall directly, or indirectly, discriminate against any Employee with respect to hours, wages, or any terms, or conditions of employment by reason of such Employee's membership in the Union, such Employee's participation in any activities of the Union or collective professional negotiations with the University, or such Employee's institution of any grievance, complaint, or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.
- D. There shall be no retaliation or discrimination against employees for the exercise of their rights under this Agreement.

HOW TO APPLY

GTA positions become available throughout the year, often unexpectedly. We consider all newly admitted and continuing PhD students. Students need not make an application every time a GTA appointment becomes available. We do not consider a student only when the student actively opts out of consideration. (For example, the student has a full-time job elsewhere and does not wish to trade it for a GTA.) This "opt-out" policy is the most equitable and the most efficient.