

ARTICLE __
TITLES AND CLASSIFICATIONS

Section 1. As of the effective date of this Agreement, all Graduate Workers (GWs) performing duties below shall be placed into titles and pay classifications based on the nature of duties and eligibility as follows:

Salary/Stipended Positions

<u>Title</u>	<u>Pay Classification</u>	<u>Pay Code</u>	<u>Duties</u>
Research Assistant (RA)	Article XX, Section(s) XX	RA	Performs research (including scientific rotations) under the supervision of faculty/principal investigator (PI)
Graduate Fellow (GF)	Article XX, Section(s) XX	GF	Graduate Worker who is paid to do research through a fellowship, such as CEDAR, FORW-RD or other fellowships available.
Instructor of Record (IOR)	Article XX, Section(s) XX	IOR	Graduate Worker entirely responsible for teaching a course.
Head Teaching Assistant (HTA)	Article XX, Section(s) XX	HTA	Graduate Worker responsible for managing other workers in a course, possibly in addition to their own TA responsibilities.
Teaching Assistant (TA)	Article XX, Section(s) XX	TA	Provides instructional services which may include teaching, grading, coaching and/or other academic support services.
Graduate Assistant (GA)	Article XX, Section(s) XX	GA	Graduate Worker doing administrative or other work that is not teaching or research related.

Hourly Positions

<u>Title</u>	<u>Pay Classification</u>	<u>Pay Code</u>	<u>Duties</u>
Hourly Research Assistant (HRA)	Article XX, Section(s) XX	HRA	Performs research under faculty/principal investigator supervision on an hourly basis.
Hourly Graduate Assistant (HGA)	Article XX, Section(s) XX	HGA	Graduate Worker doing administrative or other work that is not teaching or research related.
Graduate Learning Assistant (GLA)	Article XX, Section(s) XX	GLA	Provides grading, tutoring, and/or other academic support services on an hourly basis. (Note: this shall include formerly titled Peer Learning Assistants)

Graduate Grader	Article XX, Section(s) XX	GRDR	Provides grading services on an hourly basis.
Graduate Tutor	Article XX, Section(s) XX	GTR	Provides tutoring services for graduate or undergraduate students.

Section 2. The University shall appoint the GW to the highest title and pay classification for which they are qualified based on the duties of their appointment and their eligibility. If the GWs duties change during their appointment the University may move a GW to a title with a higher pay classification. A GW may request to be moved to a lower pay classification.

Section 3. No modifications or deletions shall be made to the bargaining unit pay classifications and job titles in Section 1 unless they are agreed to by both parties.

Section 4. Definitions:

Rotation - Most commonly found in programs within the natural sciences, a rotation is a period of time, commonly shorter than a semester, in which a GW conducts research within an individual faculty member’s research group. Within an academic year a GW would perform multiple rotations within different faculty lab groups, most commonly within the GWs academic program. The intent of a rotation is to assist the GW and potential faculty advisor determine if the lab/research group is best suited to the GWs research.

Section 5. It is not the intent of this article to convert previously salaried/stipended positions to hourly positions. Such modifications shall not be made unless agreed to by both parties.