

ARTICLE #
TITLES & CLASSIFICATIONS

Section 1. As of the effective date of this Collective Bargaining Agreement (CBA), all Graduate Student Workers (GSWs) performing the duties below shall be placed into title and pay classifications based on the nature of these duties, as follows:

Salaried Positions

Title	Duties
Teaching Assistant (SGA TA)	Attending course lectures and/or sections; office hours; running discussion sections; providing additional student support; grading of assignments as an assistant to a faculty supervisor, but without primary responsibility for the course.
Instructor of Record (IoR)	Preparing, attending, and/or leading course lectures and/or sections; office hours; creation of and grading of assignments as the sole Instructor of Record.
Research Assistant (SGA RA)	Writing code; performing experiments; performing field work; maintaining equipment; training; teaching and mentoring lab members.
Research Assistant II (SGA RA 2)	Workers with both TA and RA responsibilities.
Fellow (F)	Similar work duties to Research Assistants.

Hourly Positions

Title	Duties
Grader	Only grading of assignments as an assistant to a faculty supervisor, with no additional teaching duties.
Hourly Course Assistant (HCA)	Assisting students with their course work; office hours; grading; attending course, but without primary responsibility for the course.
Hourly Teaching Assistant (HTA)	Attending course lectures and/or sections; office hours; providing additional student support; providing additional student support; grading of assignments as an assistant to a faculty supervisor, but without primary responsibility for the course.
Hourly Research Assistant (HRA)	Writing code; performing experiments; performing field work; maintaining equipment; training;

	teaching and mentoring lab members.
Tutors Writers Project Assistants Hourly Graduate Worker	Working one on one with students to assist with their course work. Working one on one with students to assist with writing for course work. Working with students to assist with shop and studio work for course work and additional projects. Or similar duties.

Section 2. Supervisors may designate a Teaching Assistant or Research Assistant with additional administrative duties as a “Head Teaching Assistant” or “Head Research Assistant” in courses or labs/research groups/etc. Such designation will come with additional compensation, per Article # on Compensation.

Section 3. No modifications or deletions shall be made to the bargaining unit title and pay classifications and in Section 1 unless agreed to by both parties. The Administration will report to GENU within thirty days any new job classifications to which graduate students are appointed and the parties will determine if the job classification will be included under this Agreement.

Section 4. It is not the intent of this article to convert previously salaried positions to hourly positions. Such modifications shall not be made unless agreed to by both parties.

University Counter (02/18/25)

ARTICLE – tbd
CLASSIFICATIONS

Graduate students who are part of the bargaining unit and perform services covered by this Agreement shall fall into one of the following **four** general classifications: **Stipended Graduate Teaching Assistant – TA Course Lead (a.k.a. instructor of record -- leads course lectures)**, Stipended Graduate Teaching Assistant -- TA, Stipended Graduate Research Assistant -- RA, Hourly Graduate Student.