Greetings!

This is a reminder that graduate students are not allowed to be employed over 50% during the academic year, which began Monday, September 23, 2019. Although exceptions to this rule may be granted by the Graduate Division for US citizens, **NO exceptions can be granted to international students due to INS regulations**. Please remember that there must be a current departmental spring evaluation on file before a request for an exception can be considered. Please find information below about employment exception and non-student tutor requests.

Additionally, we will be holding an Employment Exceptions Info Session next week via Zoom to review exceptions to policy and the exception submission guidelines. Please find details and a link to RSVP below:

**Graduate Division Information Session: Employment Exceptions**
Wednesday, December 11, 2019
10:00 am – 11:00 pm
Zoom Registration: Please RSVP [here](#)

If you have any specific questions about Graduate Student employment exceptions you’d like us to cover, please submit via Google form: [https://forms.gle/eWekRdJfLyCjtJEEA](https://forms.gle/eWekRdJfLyCjtJEEA)

**EXCEPTIONS TO POLICY**
Exception requests to employ students above 50% time during the academic year may be granted on a case-by-case basis by James Antony, Dean of Graduate Division. A separate letter should be written for each student and requests are usually initiated by the funding source requesting the exception. **Employment exception requests should be submitted BEFORE the proposed service period begins.**

Exception requests up to a maximum of 75% employment will be considered. The Dean will not approve a Graduate Student Researcher position over 49.99%, although he may approve a 49.99% GSR in combination with another 25% title, such as a Teaching Assistant or Reader.

Please see the guidelines below for Employment Exceptions (general, including Over-50%) and Non-Student Tutors and Readers requests. The guidelines also include template letters for download and, for non-students, a new biography form that can be downloaded in Chapter 16 and on the [Employment Forms](#) page. For full details, please see the [Graduate Division Policy and Procedures](#) manual that is available on our Collab space, [Graduate Division Confluence for Campus Partners](#).

**Employment Exception Request Routing:**
- Over-50% Employment Exception Requests: grademployment@ucsd.edu
- Non-Student Tutor and Reader Exception Requests: Suzanne Young, smy017@ucsd.edu
- All other employment exception requests: grademployment@ucsd.edu
Employment Exception Letter Guidelines - NEW/EFFECTIVE WINTER 2020

1. Addressed to Dean of Graduate Division
2. Student name, proposed title, title code, percentage of effort, relevant class or course, quarter or date range, and pay rate. **A change in title code, percentage of effort, class or course, or dates will require a new approval.**
   a. The request should indicate all current and proposed title codes and percentages the student will hold during the quarter.
3. Reason for hire and/or justification for this specific person
   a. The department should show that the student is truly outstanding – for example, for those proposed appointments over 50%, that include a Teaching Assistant or Associate appointment of any kind, the department should include student teaching evaluations and/or CAPE reports demonstrating that the student has received consistently positive student evaluations.
   b. Where the student teaching evaluations or CAPES scores have scores of less than 75% in the last 2 academic years, departments should provide additional information in the letter addressing the low scores. For example, the department could describe the concrete approaches they will use to improve the student’s teaching performance.
   c. There must be a current departmental spring evaluation on file with the Graduate Division indicating that the student is making excellent progress. If the spring evaluation indicates any deficiencies, these should be addressed by the student’s academic department/group in the exception letter.
4. Department or program self-certifications:
   a. The request must state that the student is a U.S. citizen or permanent resident
   b. The student must be in good academic standing (must have a minimum 3.0 GPA)
   c. The additional appointment will not detract from the student making good academic progress
   d. That the additional position is not taking away support from another student without full support
   e. **NEW/Effective Winter 2020:** If the student falls within the parameters identified in the Graduate Funding Reforms, please also certify that the student is receiving financial support equal to or above the minimum support levels set forth by Graduate Division, effective Winter 2020.
      i. See Graduate Student Funding Policy and this memo from 11/08/19 for details.
5. The letter must be signed by the student’s academic Department Chair or Program Director, and all funding sources, and be approved by the student’s academic advisor.
6. Click here for an exception letter template.
   a. Please include signature line on request for James Antony, Dean of Graduate Division as shown on template.

Non-Student Tutors and Readers Exception Letter Guidelines

1. Addressed to Dean of Graduate Division
2. Student name, proposed title, title code, percentage of effort, class or course, quarter or date range, and pay rate. **A change in title code, percentage of effort, class or course, or dates will require a new approval.**
3. Reason for hire, justification for this specific person, prior teaching experience. Please address and attach recent teaching evaluations, if available (if no evaluations are available, please indicate).
4. Department or program self-certifications:
   a. Describe the type of search made to find a student
   b. List the departments contacted or IA System campaign name
   c. Indicate that a biography form, dated within the last three years, is on file for the proposed candidate
5. Letter should be signed by the department chair or program director. If there are multiple funding departments or programs included in the appointment, the chair or director from each program should sign.
6. A biography form for the non-student must be completed and submitted with the exception letter; you may use the form provided in this section.
   a. Biography forms will be valid for three (3) calendar years. A new biography form must be submitted after three years.
7. Click here for an exception letter template

Please allow 5 business days for processing. During the peak months before each quarter, please allow an additional 5 business days for processing.

Please let us know if you have any questions. Thank you!

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Pronouns: she/her/hers

“Graduate education that transforms, enriches, and inspires.”

Upcoming Out of Office: December 23 – January 3