Chapter 11: Guide for Associates

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Associate-in-lieu of TA – Title Code 1506 – Step 1

An Associate (in lieu of TA) may serve as a “senior TA” for a department/program’s TA training activities, as a TA consultant or Language Screener for the Teaching + Learning Commons, or under an Academic Instructional Improvement grant. Use of this title for any other program requires prior approval by the Dean of the Graduate Division. Appointment to this title requires evidence of extraordinary merit in teaching and scholarship and prior relevant teaching experience.

Payroll online entries vary depending on the approved program’s use of the title. If you are unsure how to complete, call the Graduate Division for assistance.

Use of Title

Use of this title requires prior approval by the Dean of the Graduate Division.

Associate Teaching a Course – Title Code 1506, Step 9

Use of Title

Use of this title requires prior approval by the Dean of the Graduate Division.

An Associate (teaching a course) may conduct the entire instruction of a lower division course or upper division course with approval granted by the Dean of the Graduate Division*. The Associate is assigned a faculty mentor to provide guidance and training as needed.

Eligibility

Appointment to this title requires evidence of extraordinary merit in teaching and scholarship, prior relevant teaching experience, advanced training in the subject matter, and support of the department chair. For Ph.D. students, the candidacy exam must have been passed and the student must be in the final stages of dissertation writing or must have equivalent other accomplishments (publications, extensive experience as performer-teacher, etc.). MFA students should be in the second to last or last quarter. The appointment is also dependent upon positive academic and administrative review and approval by the student’s department/group Chair, the Divisional Dean and the Dean of the Graduate Division.

For requests to teach in Summer Session, students must be registered for the Spring Quarter prior to, or the Fall Quarter following, the requested Summer Session.

*General information regarding the Committee on Education Policy may be found on the Academic Senate web page at: https://senate.ucsd.edu/

*The policy regulating the appointment of graduate students as Associates-In to teach undergraduate upper-division courses may be found at: http://senate.ucsd.edu/media/67798/Associates-In-to-Teach-Upper-Division-Courses.pdf

The policy regarding written assessments of the Associate in’s performance may also be found at the above link.

Advancement to Candidacy Exceptions

Graduate students must have advanced to candidacy at UC San Diego prior to the submission of the request for appointment as an Associate-In. If your department is requesting an exception to this rule, the student will need to have a dissertation committee set up and an advancement to candidacy date scheduled. Please include this information in your letter of exception.
Spring Evaluations

In order to appoint Associates-In, a current spring evaluation needs to be on file.

Student Teaching Evaluations

Teaching evaluations do not need to be uploaded in the Documents section if they already appear under the Applicant Assignment History and/or Applicant CAPEs sections. Where the recent evaluations and/or CAPEs fall below 75%, please provide additional information in the department nomination letter addressing the low scores. For example, the department could describe the concrete approaches they will use to improve the student’s teaching performance. If the student teaching evaluations are below 75%, as noted above, then, as laid out in the Academic Senate guidelines, the students must have completed training with the Teaching+Learning Commons.

- If applicants have CAPEs below 75%, Graduate Division wants to ensure that the instructor is aware of and can receive teaching support on campus, and requests that the instructor takes initiative to improve as an instructor by participating in either a Teaching Workshop or individual Teaching Consultation, whichever they would most benefit from in preparation to teach as Instructor of Record. The instructor should register for this support by [date] and provide evidence of having participated by [date].
  - Find a list of upcoming Teaching Workshops here (updated prior to each quarter): https://commons.ucsd.edu/educators/faculty-programs/eth-workshops.html
  - Sign up for a Teaching Consultation on the form linked from here: https://commons.ucsd.edu/educators/grad-student-programs/consultations-and-observations.html
- If applicants or departments feel that the lower student evaluations do not merit additional support, the department can provide the information within the department nomination letter or a letter of explanation that will be considered by Graduate Division.

Appointment Process

Academic files must be submitted using the AI System at http://academicaffairs.ucsd.edu/Modules/ASES. Unlike TA appointments, where students apply for a position, departments submit an Associate application on behalf of a student. Once submitted, the application is then routed for review to the student, Faculty Mentor (listed as Supervising Faculty on the AI System), Department Chair, Divisional Dean/Provost Office and/or Summer Session who will route the file through the Graduate Division for the Dean’s review and approval. Note that Divisional Dean’s Offices only review Academic Year appointments. If an exception is requested for an upper-division course, the application will also be submitted to CEP for review and approval.

When creating an application for a student, the department completes the Position details section in the AI System and answers questions 1-13. Note that the completion of these questions replaces two forms that are no longer required: the Academic Appointment Summary form and the Request to Appoint Associate-in for UD courses. In addition, note that for requests to teach lower-division classes, you will not need to complete questions 6-13 on the application.

A current Spring evaluation is required for all Associate in requests. See policy at: http://grad.ucsd.edu/resources/general/academic-policies/evaluations.html.

For the Documents section, you may upload all documents using Portrait Orientation as one PDF or as separate PDFs.

Documents required include:

1. Department Chair or Program Director/Divisional Dean Memo/Letter addressed to the Dean, Graduate Division
2. Current Curriculum Vitae or Academic Biography
3. Copies of Teaching Evaluations (not already submitted through CAPES) or Reference Letter
   a. 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 department nomination letter addressing the low scores. For example, the department could describe the concrete approaches they will use to improve the student’s teaching performance.

Approval status may be tracked under Application Status on the Applicants page of the AI System. In addition, the system will generate an Appointment letter which includes the following message for applications not yet approved: *Note: this assignment has not yet been approved by the Dean of the Graduate Division, so this document should not be considered a final appointment letter. This notice will not appear once the assignment has been approved by the Dean of the Graduate Division.*

Assessments

Written assessments for upper-division appointments are required at the end of the quarter and should be sent to the Educational Policy Committee (EPC) at #0002, with a copy to Courtney Aguila at #0003. Written assessments of the Associate-In’s teaching performance should be submitted through the department chair or program director.

The policy regarding written assessments of the Associate in’s performance may also be found here: http://senate.ucsd.edu/media/67798/Associates-In-to-Teach-Upper-Division-Courses.pdf.

Deadlines

Please see the Graduate Division Financial Support Calendar for current deadlines. Upper-division requests submitted after the deadline will require an exception request that will route to EPC.

Faculty Mentorship

If this is the first time the student will be appointed as an Associate-In, please include the name of the faculty member that will provide oversight and mentorship for the student.
Summer Graduate Teaching Scholars

Summer Graduate Teaching Scholars (SGTS) also need to be submitted through the AI System. Complete the Position details section, answer questions 1-5 and upload a copy of the SGTS nomination packet under question 14.

Timeline

A new campaign will need to be created for each quarter before departments can submit files. The Graduate Division will notify departments when the application becomes available.

Applications for Upper-Division courses must be routed to Graduate Division for review four (4) weeks (counted in business days) prior to the start of the quarter in which a course is to be taught.

Associate Data Entry Guidelines for Title Code 1506

Associate (Teaching a Course) - This appointment requires pre-approval and review of the appointment file by the Dean of the Graduate Division and the Divisional Dean/Provost. Graduate students are usually appointed at 50% time for teaching one course.

Associate (in lieu of TA) – The use of this title is approved for specific programs only such as the Teaching + Learning Commons. Any other departmental usage requires pre-approval of the Dean of the Graduate Division.

Appointment Line
Type
Basis
Pd Ovr
Appt Begin
Appt End
Dept
% Full
F/V
Annual
Rt
Sch
Time
Lv
5
09
09
See Below
See Below
Funding source 6-digit dept. code number Title 1506
Example, 0.50
F (Fixed)
Can leave blank, 09/09 will trigger system to multiply monthly rate by 9 to equal annual amount.
A (Annual)
MO (Monthly)
N (No time sheet)
N (No Leave accrual)

Distribution Line
Index
Sub
Dist %
Pay Begin
Pay End
Rate/Amount
DOS code
Your index
0
Fill in exact percent, example 0.5000
See Below
See Below
XXXX.XX (Refer to salary rate chart)
REG

Comments

For Associate (teaching a course) use standard begin and end dates as follows: Fall = 10/1 – 12/31; Winter = 1/1 – 3/31; Spring = 4/1 – 6/30, using MMDDYY format.

Graduate Student New Hire Data Collection Worksheet
**EEID**

Social Security Number

First Name

Middle

Last Name

Suffix

Date of Birth

(Press Enter to look for errors before proceeding to the next screen)

**EPD1**

Sex: _____ (M or F)

Hispanic: _____

American Indian or Alaska Native: _____ Asian: _____ Black/African American: _____

Native Hawaiian or Other Pacific Islander: _____ White: _____

Primary Ethnic/Race: _____ (see Demographic Data Codes)

Disable Status: _____ (see Demographic Data Codes)

Veteran Status Codes – Vietnam: _____ War/Campaign: _____ Oth Status: _____ Serv Medal: _____

(N or V) (N or E) (see Demographic Data Codes)

Recently Separated Veteran Date: _____

Citizenship: _____

(C= Citizen, R= Resident Alien, N= Non-Resident Alien, A= Canada, Mexico, S= Korea, S= India)

Student Status: _____ No. of Reg. Units: _____

(4= Grad) (Leave blank)

**EPD2**

Oath Signature Date: 09XXXX

I-9 Date: 09XXXX

For TAs and Assoc., the Oath must be signed by the first day of the quarter.

Employees must complete and sign Section of Form I-9 no later than the first day of employment, but not before accepting a job offer.

**EADR**

Permanent Address Line 1: (only use for P.O. Box, route number, or c/o line)

Line 2: 215 Main Street

City: San Diego State: CA Zip: 92101

Home Phone: _____

Location Release Codes – Perm Address: _____ Home Phone: _____ Spouse Name: _____

(Blank=No, do not release information, Y=Yes, release information, N=Now, do not release information)

EE Org/Union Disclosures – Perm Address: _____ Home Phone: _____

(Blank=No, do not release information, Y=Yes, release information, N=Now, do not release information)

Mail Code: 0139 This is where paycheck and W-2 are sent, if not sent electronically.
**ETAX**

Refer to payroll instructions for a non-resident alien and student’s completed W-4 Form.

Federal

Marital Status: ___ (M)arried or (S)ingle

Personal Allowances: ___

California

Marital Status: ___ (M)arried or (S)ingle or (H)ead of Household

Personal Allowances: ___

Itemized Deductions: ___

Addl Fed Tax Withholding: ___ (leave blank)

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**EALN**

For non-US citizens only. Refer to payroll instructions.

Country of Residence: ___ U.S. Date of Entry: ___

Visa Type: ___ Work Permit End Date: ___ (F-1: see line 5 on I-20; J-1: see line 3 of DS-2019)

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**EAPC**

Appointment

Type: 5 Bas: 09 Pd Ovr: 09 Appt Begin: 1001XX Appt End: 1231XX Dur: ___ Dept: 000326

(5, Academic) (11=GSR or 9=ASE) (12=GSR or 9=ASE)

Title: 1506 %Full: 0.50 F/V: F Ann/Hr Rate: [blank] Rt: A Sch: MO Time: N LV: N

(Rate: A=annual, H=hourly, B=by agreement) (Schedule: MO or BW) (Time: N or A=timesheet) (Leave: N)

Distribution

Index: _ Sub: 0 Dis %: 0.5000 PayBeg: 1001XX PayEnd: 1231XX Step: _ Rate/Amt: $$ DOS: REG

(Sub: 0=TA, Assoc, GSR; Sub 2=Reader, Tutor) (GSR only)

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**EPER**

Assigned BELI: 5 Effective Date: 1001XX

Date of Hire: 1001XX Original Hire Date: 1001XX

Employee Relations Code: E

Home Department: ____ Must be student’s Academic Home Department

Employee Relations Unit: BX 99=GSR, BX=ASE (System will auto-populate if ERC is “E”)

Timekeeper Code: ___

College Code: 00

Comments:

Associate (Teaching a Course) 1506, 50%, 10/01-12/31