

1 **Article X4**

2 **GE Training and Professional Development**

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4 **Section 1.** The parties acknowledge the importance of continued paid training for GEs ~~throughout their~~
5 ~~graduate career~~. The employer shall be responsible for establishing a minimum standard for initial and
6 continuing training for all GEs. All trainings described in this Article shall be compensated at each GE's
7 current hourly rate.

8 **Section 2.** The University shall establish a training advisory committee consisting of:

- 9 a) Two (2) GEs appointed by the GTFF,
10 b) A representative from the Graduate School,
11 c) A representative from Human Resources,
12 d) A representative of the Teaching Engagement Program, and
13 e) A member of the Graduate Council

14 This committee shall meet at least once every term. It shall define minimum standards for GE training, by
15 establishing learning goals and training guidelines pertaining to the successful performance of a GE's
16 work assignment. Departments shall be responsible for adopting a department level training schedule that
17 meets these standards. The development of this schedule shall be made in consultation with the GEs
18 employed in that department.

19 This committee can also make recommendations to the Dean of the Graduate School on training
20 innovations.

21 **Section 3.** All GEs shall complete four (4) hours of required employment training by the University
22 during the academic term in which the GE begins their first GE appointment. The training will address
23 but will not be limited to:

- 24 a) Achieving an inclusive work environment including: cultural competency, equity and inclusion,
25 disability access, issues of mental health, etc.,
26 b) Discrimination and sexual harassment policies including: GE reporting obligations, the ADA,
27 Title IX, etc.,
28 c) Other employee-related policies and procedures including: sick leave and time and hour
29 reporting, and
30 d) General employment information including: information about services, programs, and offices
31 that would be useful to GEs in their roles.

32 The four (4) hours of mandatory training will be compensated by a stipend equivalent to four (4) hours of
33 pay at their current hourly rate. The parties agree that four (4) hours of training accounts for no more than
34 0.009 FTE and in no case shall the GE's FTE exceed 0.50 due to the training.

35 **Section 4.** GEs ~~shall be~~ **are** encouraged to pursue up to six (6) hours of training per term through
36 university or department approved programs, such as TEP, and other workshops and trainings related to
37 successful performance of GE duties. Hours used for this purpose by GEs shall be compensated at that
38 GE's current hourly rate.

40 **Section 5. GE Participation in Curriculum Development**

41 Departments shall have at least one (1) GE representative on committees dealing with undergraduate
42 curriculum and/or educational innovation.

43 **Section 6. GE Evaluations of Past Course Assignments**

44 GEs ~~are encouraged to~~ may prepare written ~~or oral~~ reports evaluating course content, teaching methods,
45 examinations, grading and other matters concerning courses for which they have served as a GE, and
46 submit them to the appropriate supervisor and/or unit head. Such reports may be made anonymously, and
47 under no circumstances shall these reports result in discipline, exposure to inappropriate behavior as
48 described in Appendix D, or as justification for altering future work assignments.

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