

TA App – Preferred TA Candidates – details

Quoted from the **UBC-CUPE 2278 2022-25 Component 1 Agreement**

(The full agreement may be found by doing a browser search for “UBC HR collective agreements”. Look for CUPE 2278.)

“ARTICLE A 22 - INTERPRETATION AND DEFINITIONS

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A 22.05 Pool of Preferred Candidates (Pool)

Each department shall develop a Pool of preferred candidates for positions in the bargaining unit from applications submitted in accordance with Article B 3.02 (c). This shall be known as the Pool. Preferred candidates are those who have taught previously, submitted applications and meet the criteria for reappointment (including not having exceeded time limits for preference for reappointment).

Offers of appointment, which are made subject to qualifications and budgetary considerations, must take place preferentially from the Pool over those who are not in the Pool.”

“Part B: Component 1 – Teaching Assistants

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ARTICLE B 3 - JOB POSTINGS, APPOINTMENTS, AND RESIGNATION

B 3.01 Definition of Candidates

Appointment

Students **and recent graduates** of the University shall be eligible for appointment as a Teaching Assistant. **Recent graduates are those who have completed their degree requirements within eight (8) months of the term they are being hired for.** The University will consider qualifications relevant to the position available in determining eligibility for appointment as a Teaching Assistant. Appointments may also be subject to budgetary considerations. **Recent graduates will be paid on a**

remunerative basis only and will not have continued preference for reappointment.

Reappointment

Eligibility for reappointment as a Teaching Assistant will be as identified in Article B 3.01(a) and will require: satisfactory performance as a Teaching Assistant. If no written performance evaluation has been prepared in accordance with Article A19.02, reappointment shall not be denied; and,

Preferred Candidates

Subject to Article B 3.01(b), Teaching Assistants eligible for reappointment shall be considered preferred candidates and provided preference for reappointment as set out in this Article.

- (i) Subject to maintaining full-time status, a graduate student shall have preference for consecutive appointments on the following basis:
 - 1. preference for a student enrolled in a Master's program shall be for two (2) teaching years;
 - 2. preference for a student enrolled in a doctoral program shall be for five (5) teaching years; and,
 - 3. a student who transfers from a Master's to a doctoral program shall have preference for five (5) teaching years as a doctoral student.
- (ii) An employee on a research leave, engaged in field work, or on an approved leave of absence may place their preference for reappointment on hold for up to one (1) year.
- (iii) An employee's eligibility for reappointment as a preferred candidate shall not be impacted by the operation of the University's Minimum Funding Policy for Ph.D. students or any funding guarantee contained within a graduate student offer letter. Additional funding sources may be considered in circumstances where there are more preferred candidates than available Teaching Assistant positions.
- (iv) The preference described above shall not apply when an employee declines an offer of appointment to a position that they have applied for, except as set out in Article B 3.01(c)(i).

- (v) A full-time graduate student who has exhausted their preference under B 3.01(c) remains eligible for appointment as a Teaching Assistant. Teaching Assistants who are appointed in this fashion do not have continued preferential rights for reappointment.”
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VF March 1, 2024