

## Employment of Graduate Students as Teaching Associates

This Policy Statement was approved by the Academic Senate on March 30, 1995 and approved by the President on May 9, 1995.

California State University, Long Beach offers employment as Teaching Associates to a limited number of outstanding graduate students. The purpose is two-fold: to help those graduate students pay for the cost of their graduate studies and to provide classroom experience to students preparing for careers in the teaching profession. Employment as Teaching Associates must never be allowed to impede graduate students in the pursuit of their primary objective, which is the expeditious completion of their graduate programs.

Teaching Associates may not be employed for more than 20 hours per week, normally equivalent to a maximum of six weighted teaching units of instruction except that a teaching associate may be employed for a maximum of eight weighted teaching units of laboratory sections. A graduate student employed as a Teaching Associate in one department may not be employed as a Lecturer in another department. Prior to offering employment as a Teaching Associate, Graduate Assistant, or Lecturer to a graduate student pursuing a degree in another department, the employing department shall notify the graduate student's home department to assure that (1) the student is enrolled in the required number of units and (2) the student's total employment does not exceed the maximum.

The intention of this policy is to ensure that the employment of Teaching Associates is consistent with other graduate students' employment and that the employment of Teaching Associates not be used as a less expensive replacement for temporary faculty.

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**EFFECTIVE: Fall 1995**