How to Hire Summer Session Instructors

Summer Session 2022
December 14, 2021
Agenda

● Welcome
  ○ Matt Sapien, Summer Session
● Summer Session Overview
● Hiring - Who, How, When, Where
● Faculty, Lecturers
  ○ Lisa Bargabus, Summer Session
● Associates-In, IAs
  ○ Kacy Cashatt & Laura Jimenez, Graduate Division
● Questions
Thank YOU for a Successful Summer Session 2021!

- Enrollments - 33,515 (only down 2% from 2020)
- 95% of Summer Session students are UCSD Students
  - Supports Time to Degree Initiative
- 785 Summer Session Instructor Appointments

867 proposed classes for Summer Session 2022!
How is Summer Session Different from the Academic Year?

● Students don’t have to attend. Faculty don’t have to teach.
● Non-UC San Diego students can take classes.
● Summer Session tuition is charged per unit.
  ○ $279/Unit – UC Rate
  ○ $349/Unit – Visiting Student Rate
  Residents & Non-Residents pay the same rate.
● Open recruitment not required for instructors.
● Summer Session pays:
  1. Instructor Course Salaries
  2. TA Allocation (block-funded) to Departments - $3M in 2021
  3. Administrative Funding to Departments - $1.7M in 2021
    ■ Incentive Pilot continues for 2022 - Increased funding for more classes & higher enrollments than 2018  Subject to Change
Summer Session 2022 – “Subject to Change”

1. Modality not announced, yet.

2. New Unit 18 Contract may impact summer Lecturer appointments.

3. Committee looking at ASN Earn Code for Summer Session 2022 - possibly changing?

Read the Summer Scoop for the latest information. Sign up here: https://signup.e2ma.net/signup/1931866/1922989/

Summer Session will also send targeted emails with updated information. We’ll meet again if there are significant changes.
Summer Programs for 2022

Summer Success Programs
Leadership is meeting to plan for 2022.

Summer Graduate Teaching Scholars (SGTS)
Grad students are nominated by Departments (Nov.)
Students teaching as first-time Assoc-In have priority
SGTS committee selects participants.
Grad students attend training at the Teaching + Learning Commons and receive $1,200 stipend.
Faculty mentors receive a $500 research account payment.

Global Seminars
22 programs planned for 2022.
Subject to Covid travel restrictions. (Subject to change.)
# How Summer Session Works

<table>
<thead>
<tr>
<th>OCTOBER</th>
<th>NOVEMBER</th>
<th>DECEMBER</th>
<th>JANUARY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Audit &amp; Reporting</td>
<td>Call for course proposals</td>
<td>Advisory Committee Mtg.</td>
<td>Begin appointment letters</td>
</tr>
<tr>
<td></td>
<td>Course proposals due</td>
<td>Approved courses</td>
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<tr>
<td></td>
<td></td>
<td>Preview of Classes posted</td>
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</tbody>
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<table>
<thead>
<tr>
<th>FEBRUARY</th>
<th>MARCH</th>
<th>APRIL</th>
<th>MAY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Courses Scheduled &amp; Classrooms assigned</td>
<td>Courses on TritonLink</td>
<td>Students begin enrolling</td>
<td>Manage waitlists</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Goal - Have instructor names on Schedule of Classes.</td>
<td>Students fees assessed</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>JUNE</th>
<th>JULY</th>
<th>AUGUST</th>
<th>SEPTEMBER</th>
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<tbody>
<tr>
<td>Student fees due</td>
<td>Students add/drop courses</td>
<td>Session 1 pay date</td>
<td>Session 2 pay date</td>
</tr>
<tr>
<td>Session 1 begins</td>
<td></td>
<td>Session 2 begins</td>
<td>Sessions end</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Fees due</td>
<td>Reporting begins</td>
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</tbody>
</table>
### Summer Session 2022

#### 5 WEEK SESSIONS

<table>
<thead>
<tr>
<th>Session</th>
<th>Dates</th>
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<tbody>
<tr>
<td>Session 1</td>
<td>June 27 – July 30</td>
</tr>
<tr>
<td>Session 2</td>
<td>August 1 – September 3</td>
</tr>
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#### SPECIAL SESSIONS

<table>
<thead>
<tr>
<th>Duration</th>
<th>Dates</th>
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<tr>
<td>3 Weeks</td>
<td>June 27 – July 16</td>
</tr>
<tr>
<td></td>
<td>July 18 – August 6</td>
</tr>
<tr>
<td></td>
<td>August 8 – August 27</td>
</tr>
<tr>
<td>8 Weeks</td>
<td>June 27 – August 20</td>
</tr>
<tr>
<td>10 Weeks</td>
<td>June 27 – September 3</td>
</tr>
</tbody>
</table>
| 15 Weeks | June 13 – September 23  
|          | Restricted Session (year-round programs only) |
How Summer Session Works

**ACADEMIC DEPARTMENTS**

- Propose courses & instructors in ISA
- Submit appointment files in Interfolio
- Submit Associate-In applications in IA System
- Instructor onboarding
- Hire TAs, Tutors, Readers
- Enter positions and hires in UCPath
- Review additional pay

**SUMMER SESSION**

- Approve courses
- Oversee DUE approval of Lecturers
- Create & email appointment letters *(non-grads)*
  
  *Check with dept. AP experts first*
- Schedule of Classes (add instructor names asap)
- Calculate instructor payments *(payroll worksheets)*
- Support/Manage special summer programs
- Manage TA allocation & department admin funding
Resources for Summer Session Instructors

Canvas Sites for New Visiting Instructors
Canvas team working with dept. IT staff to create accounts based on what AD login will be. [https://canvas.ucsd.edu](https://canvas.ucsd.edu)

Office for Students with Disabilities
[https://osd.ucsd.edu/resources/covid-19.html#Information-for-Faculty](https://osd.ucsd.edu/resources/covid-19.html#Information-for-Faculty)

Academic Integrity
[https://academicintegrity.ucsd.edu/](https://academicintegrity.ucsd.edu/)
Teaching + Learning Commons

keepteaching.ucsd.edu

All Summer Session instructors are eligible to use the Teaching + Learning Commons.
Instructor Compensation

**Course Salary** - 1 per course
- 1 class - 50% appointment
- 2 classes - 100% appointment

- 2 classes max per Session
- 4 classes max per Summer

**Success Bonus** (SSP Courses ONLY - 2022 details still pending)

**Lab Bonuses** - For science wet-labs only

2 Pay Dates:
- Session 1 - 8/1/22
- Session 2 - 9/1/22
Instructor Compensation – How it Works

Example - Teaching 2 Courses in 1 Session

2 scoops (course salaries) are added together for 1 UCPath additional pay amount per pay period.
- Requires coordination when the same instructor teaches for different departments.
- More about that in payroll training - Spring Quarter.
Instructor Compensation – How Course Salary is Calculated

Course Salary – Full vs Contingent

**Full Salary (15+ Students Enroll)**
- 4 Unit Course: 8.5% annual salary
- 1-2 Unit Course: 4.25% annual salary

Use salary as of 6/30/22
(Summer Session is end of AY.)

**Contingent Salary (< 15 Students Enroll)**
If Instructor agrees (not Grad Students)
$150 \times \text{Units} \times \text{Students}$

Pay is the same regardless of course length (3, 5, 8, 10 weeks)

Measure Enrollment Twice – Pay the Higher Amount
1\textsuperscript{st} Snapshot - Month before class starts – Give time to recruit more students.
2\textsuperscript{nd} Snapshot - Day after student refund deadline – Campus has that revenue.
Instructor Compensation – How Course Salary is Calculated

Snapshot Dates

Session 1
6/27/22 – 7/30/22
1st Snapshot – 6/1/22
2nd Snapshot – 7/5/22

Session 2
8/1/22 – 9/3/22
1st Snapshot – 7/6/22
2nd Snapshot – 8/8/22
Instructor Compensation – Example

UCSD Professor – 4 Unit course

Annual Salary: $107,200

Summer Session Course Salary: $9,112 (8.5% of $107,200)

Teaching Session 1: June 27th – July 30th

Pay date: 8/1/22

1st Snapshot - 6/1/22

12 students enrolled

Paid on Contingency:
$150 × 4 units × 12 = $7,200

Guaranteed Minimum

2nd Snapshot - 7/5/22

15 students enrolled

Increase to Full Course Salary: $9,112

NEVER reduce salary at 2nd Snapshot – only increase.
Maximum earnings for all instructors = $\frac{3}{9}$ (33%) annual salary for the summer period (July, August, September).

APM-600

Includes Summer Session + all other summer salary

Faculty, LSOE, LPSOE - Cannot exceed $\frac{1}{9}$ annual salary per month.

Recall appointments cannot exceed 43% limit APM-205.

Fiscal year appointees (postdocs, research scientists, staff) can receive an additional $\frac{1}{12}$ annual salary - need Lecturer appointment. Must reduce FY appointment or use vacation accrual.

Academic Administrators (Provosts, Chairs, etc.) - AP reviews case by case. (Typically use vacation time.)
Instructor Compensation – Limits Require Adjustments

Ladder Rank Faculty (LRF) and Teaching Professors teaching 2 courses in one Session.
- Total payment is 17% annual salary (2 * 8.5%) - More than 1/9th
- Pay 1/9th (11%) one month + remaining 6% the following month

Recalls - Spread payment over 2 pay periods (43% monthly max)
- Can only pay full salary for 1 class. (14.3% annual salary summer max)

ALL instructors teaching 4 courses require a 1% payment reduction
(4 * 8.5% = 34%, which exceed 33% max)

LRF and Teaching Profs teaching 4 courses:
1/9th in July
1/9th in August
1/9th in September
Don’t Worry, Summer Session Does the Math

Summer Session does the course salary calculations for you. Payroll worksheets will be provided with the details.

Make sure that your faculty can “fit” Summer Session compensation with their other summer plans.
Survey Results - Yes to Mass Upload for 2022

How did the mass upload for additional pay impact your workload?
25 responses

- GREAT - It saved me time: 88%
- OKAY - I spent about the same amount of time filling-in the worksheets: 12%
- HATED IT - It would have been faster to enter additional pay manually in UCPath: 0%

Would you like to use the mass upload again for Summer Session 2022?
25 responses

- YES: 92%
- NO: 8%
- MAYBE: 0%
Mass Upload for Faculty & Lecturer Additional Pay Will Continue

Mass Upload for Additional Pay will continue for faculty & lecturers.

Will use Grad Division method, so you can run the Additional Pay report to confirm payments.

More details on mass upload process at our spring training session.
How to Hire Faculty & Lecturers - 4 Groups

Different Instructor Types Require Different Processing.

- **Walk in the Park**
  - Mass Upload Spreadsheet (Additional Pay)

- **Fun Run**
  - Process Position/Hire Mass Upload Spreadsheet (Additional Pay)

- **10 K**
  - Submit Appointment File Process Position/Hire Mass Upload Spreadsheet (Additional Pay)

- **Triathlon**
  - Submit Appointment File Process Position/Hire Special Handling Mass Upload Spreadsheet (Additional Pay)
How to Hire Faculty

Ladder Rank Faculty
LSOE/LPSOE
No Summer Session Position Needed in UCPath.

Academic Department:
- Enter Name in ISA
  - Verify eligibility + email appointment letter
    - SS will confirm with dept. before sending contracts.

INSTRUCTOR:
- Accept appointment via email

SUMMER SESSION:
- Add name to Schedule of Classes
- JULY/AUG - Process additional pay mass upload
  - JUNE/JULY - Fill-in Mass Upload Spreadsheet with position info
Appointment Letters will be uploaded to OneDrive.

All appointment letters will be uploaded to the Summer Session OneDrive site.

Email summer-payroll@ucsd.edu to get access.
How to Hire Lecturers

Lecturers who taught at least 1 Quarter in 2021-2022 AY - **Rehire**

Lecturers who taught in 2021-2022 AY + have an appointment starting 7/1/22 (Paid on 09/12 basis) - **Concurrent Hire**
Fun
Run

Hiring Lecturers Who Taught in 2021-2022 AY

Summer Session Position Needed in UCPath.

SUMMER SESSION

Email appointment letter
SS will confirm with dept. before sending contracts.
Add name to Schedule of Classes

ACADEMIC DEPARTMENT

START
Enter Name in ISA

INSTRUCTOR

Accept appointment via email

Create position and hire in UCPath (Rehire, Concurrent hire) NO COMPENSATION

DEAN OF UNDERGRADUATE EDUCATION

JULY/AUG - Process additional pay mass upload

JUNE/JULY - Fill in Mass Upload Spreadsheet with position info

JANUARY - JUNE

JUNE - AUGUST
Positions for Summer Session Lecturers in UCPath

Job Aid: How to Process Payments for Lecturers in Summer Session
https://ucpath.ucsd.edu/transactors/job-aids.html#Template-Transactions

Tips
You can re-use positions from Summer Session 2021.
  - Be sure to change the funding if it differs.

If creating new positions, start the position at least one month before the anticipated hire date. (Need enough effective dated rows if position corrections are required.)

Use Job Code = 001550 and FTE = 0

Add funding using a Blank Earn Code row or rows; all earnings will be from ASN Earn Code.
Choose the appropriate hire template: New Hire, Rehire, Concurrent Hire

<table>
<thead>
<tr>
<th>Effective Date</th>
<th>Beginning of summer pay period</th>
<th>7/1/22 or 8/1/22</th>
</tr>
</thead>
<tbody>
<tr>
<td>Expected Job End Date</td>
<td>Last day of pay period they will be paid</td>
<td>7/31/22 or 8/31/22</td>
</tr>
</tbody>
</table>

Note the summer service dates in the comments. (We don’t show service dates in UCPath like we did in PPS.)

On the **Job Data** tab:
1. Job Compensation section is left blank.
   Do not enter any **Comp Rate Codes** or **Amounts**.
2. **FTE** is **0**
3. Note in your **Comments** to UCPC that the job compensation should be 0, and that the Lecturer will be paid via Additional Pay.

*Summer Session & AP will process additional pay mass upload in JULY/AUGUST.*
How to Hire: “Visiting” Lecturers & Recalls

Lecturers who are only teaching for Summer Session - **New Hire or Rehire**

Lecturers who did NOT teach in 2021-2022 AY, but have an appointment starting 7/1/22 (Paid on 09/12 basis) - **Concurrent Hire**

Recall Faculty - **Concurrent Hire**
Hiring Lecturers who did NOT teach in 2021-2022 AY, and Recalls

*Summer Session Appointment File + Position Needed in UCPath*

**SUMMER SESSION**

- **START** Enter Name in ISA
  - Submit appointment file via Interfolio
  - Find replacement

**ACADEMIC DEPARTMENT**

- Review appointment file
- Email appointment letter
- Add name to Schedule of Classes
- Create position and hire in UCPath (Concurrent hire) NO COMPENSATION
- Appointment approved?

**INSTRUCTOR**

- Accept appointment via email

**DEAN OF UNDERGRADUATE EDUCATION**

- JULY/AUG - Process additional pay mass upload

**JANUARY - JUNE**

**JUNE - AUGUST**
How to Submit Appointment Files

In Interfolio, use the “Summer Session Appointment” template.

See Job Aid in Summer Session Instructor Appointment Handbook or on the AP SharePoint site.
How to Submit Appointment Files

4 Sections in the Interfolio Summer Session Appointment Template:

<table>
<thead>
<tr>
<th>Section Name</th>
<th>Document to Include</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Summary</td>
<td>Appointment Summary Form or Recall Form</td>
</tr>
<tr>
<td>2. Recommendations</td>
<td>Dept. Chair memo to DUE</td>
</tr>
<tr>
<td>3. Evidence of Teaching Effectiveness</td>
<td>CAPES or Reference Letter</td>
</tr>
<tr>
<td>4. Candidate Documents</td>
<td>CV</td>
</tr>
</tbody>
</table>

*Bio/Bib is no longer required.*

See the [Summer Session 2022 Instructor Appointment Handbook](#) for sample completed forms.

Summer appointments are not currently included in AP Data, so use PDF forms.
Forms Needed in Appointment Files

<table>
<thead>
<tr>
<th>Faculty Type &amp; Academic Year Title Code</th>
<th>Summer Session Title Code</th>
<th>No Documents Required</th>
<th>Appointment Summary Form</th>
<th>Dept. Chair Memo</th>
<th>Teaching Evaluations (CAPE) or Reference Letter</th>
<th>CV</th>
<th>Recall Form (UCSD)</th>
<th>Exception Letter to Reduce Appt % and/or use Vacation</th>
</tr>
</thead>
<tbody>
<tr>
<td>UC San Diego Faculty (Dept. Chair and Summer Session Approval Required) - APM-661</td>
<td></td>
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<table>
<thead>
<tr>
<th>Prof AY-1100</th>
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<tbody>
<tr>
<td>Assoc Prof AY-1200</td>
</tr>
<tr>
<td>Asst Prof AY-1300</td>
</tr>
<tr>
<td>Prof AY BEE-1143</td>
</tr>
<tr>
<td>Assoc Prof AY BEE-1243</td>
</tr>
<tr>
<td>Asst Prof AY BEE-1343</td>
</tr>
<tr>
<td>Lect SOE</td>
</tr>
<tr>
<td>1603,1604,1607,1608</td>
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<tr>
<td>Lect PSOE</td>
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<tr>
<td>1601,1602,1605,1606,1610</td>
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<tr>
<td>Lect AY</td>
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<tr>
<td>Teaching Current Year</td>
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<td>1630,1631,1632</td>
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<tr>
<td>Adjunct Professor AY</td>
</tr>
<tr>
<td>3250,3268,3278</td>
</tr>
</tbody>
</table>

| UC San Diego Faculty (Dept. Chair and Summer Session, and DUE Approval Required) - APM-662 |

| Recall (Emeritus) Faculty Teaching Only |
| 1700 |
| Recall (Emeritus) Faculty Teaching and Research, Clinical, &/or Administrative |
| 1702 |
| Fiscal Year Appointments-Researchers-3200,3210,3220, Postdocs-3252,3253 |
| Fiscal Year Appointments-Provost-1047 |
| Health Compensation Plan (HCOMP) Faculty* |
| 1712-1734 |
| Visiting Faculty (Dept. Chair and Summer Session, and DUE Approval Required) |
| Visiting Professor |
| 1108,1208,1308 |
| Lecturer |
| 1550 |

See page 20 in the Instructor Appointment Handbook.
Summer Session Appointment File Tips

- Propose annual salary that aligns with comparable faculty in your department & fits a UC academic salary scale. (Don’t match home institution salary.)

- Suggestion: If CAPES are below 70% rating with 40% response rate, propose action plan to increase responses. [http://www.cape.ucsd.edu/faculty/tips.html](http://www.cape.ucsd.edu/faculty/tips.html)

- Teaching CAPES are more important than TA evaluations. Two sets of CAPES are usually sufficient – don’t need all CAPES.
If proposing a first-time instructor, the letter to DUE should include the type of support that will be provided: faculty mentor, Teaching + Learning Commons (highly recommend), other department support.
Recalls – Position & Hire Tips in UCPaPath

Tips
If creating new positions, start the position at least one month before the anticipated hire date. (Need enough effective dated rows if position corrections are needed.)

Use Job Code = 001700 and FTE = 0

Hire using a Concurrent Hire template. No Comp Rate Codes or Amounts should be entered on the job.

Note in the Comments that the employee’s job compensation should be 0 and that the employee will be paid via Additional Pay.

Summer Session & AP will process additional pay mass upload in JULY/AUGUST.
How to Hire FY Appointees & Faculty from other UC Campuses

FY Appointees (Staff, Researchers, Postdocs) - Concurrent Hire

Faculty from other UC Campuses - Concurrent Hire

Triathlon
Appointment File
Process Position/Hire
Special Handling
Fill-in Mass Upload
Spreadsheet (Additional Pay)
FY Appointees (Staff, Researchers, Postdocs)

Hire on a 1550 Lecturer in Summer Session position.

Reduce FTE on current FY appointment to fit a 50% (or 100%) Summer Session teaching appointment during the July or August pay period.

Alternatively, accrued vacation time can be used.

If postdoc is here on a visa, check with the International Faculty & Scholars Office (IFSO).

Certain visas do not allow teaching.
Faculty from other UC Campuses

Both UC campuses must sign a Multi-Location Agreement Form before the appointment begins.

UCSD department processes a Concurrent Hire. (Not a fund transfer anymore)

Job Aid: How to Manage Multi-Location Appointments

https://ucpath.ucsd.edu/transactors/job-aids.html#Template-Transactions
# Hiring-at-a-Glance

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<tbody>
<tr>
<td>Ladder Rank Faculty, LSOE, LPSEOE</td>
<td>no</td>
<td>no</td>
<td>na</td>
<td>X</td>
<td>na</td>
<td>no</td>
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</table>

<table>
<thead>
<tr>
<th>Fun Run</th>
<th>Need an Appointment File?</th>
<th>Need a Position &amp; Hire in UCPath</th>
<th>Which Hire Template?</th>
<th>Mass Upload Spreadsheet for Additional Pay June/July</th>
<th>Job Code</th>
<th>Special Handling?</th>
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</thead>
<tbody>
<tr>
<td>Lecturer</td>
<td>no</td>
<td>X</td>
<td>Rehire</td>
<td>X</td>
<td>1550</td>
<td>no</td>
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<tr>
<td>Taught at least 1 quarter during 2021-2022 AY</td>
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<tr>
<td>Lecture</td>
<td>no</td>
<td>X</td>
<td>Concurrent Hire</td>
<td>X</td>
<td>1550</td>
<td>no</td>
</tr>
<tr>
<td>Taught in 2021-2022 AY</td>
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<tr>
<td>Has an appointment starting 7/1/22 (Paid on 09/12 basis)</td>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Lecturer</td>
<td>X</td>
<td>X</td>
<td>New Hire Rehire</td>
<td>X</td>
<td>1550</td>
<td>no</td>
</tr>
<tr>
<td>Summer Session teaching only</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Lecturer</td>
<td>X</td>
<td>X</td>
<td>Concurrent Hire</td>
<td>X</td>
<td>1550</td>
<td>no</td>
</tr>
<tr>
<td>Did NOT teach in 2021-2022 AY</td>
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<td></td>
<td></td>
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<tr>
<td>Has an appointment starting 7/1/22 (Paid on 09/12 basis)</td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Recall Faculty</td>
<td>X</td>
<td>X</td>
<td>Concurrent Hire</td>
<td>X</td>
<td>1700, 1702</td>
<td>no</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Triathlon</th>
<th>Need an Appointment File?</th>
<th>Need a Position &amp; Hire in UCPath</th>
<th>Which Hire Template?</th>
<th>Mass Upload Spreadsheet for Additional Pay June/July</th>
<th>Job Code</th>
<th>Special Handling?</th>
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</thead>
<tbody>
<tr>
<td>FY Appointments (Staff, Researchers, Postdocs)</td>
<td>X</td>
<td>X</td>
<td>Concurrent Hire</td>
<td>X</td>
<td>1550</td>
<td>Reduce current appointment to fit 50% or 100% Summer Session teaching, or used accrued vacation time.</td>
</tr>
<tr>
<td>Faculty from other UC Campuses</td>
<td>X</td>
<td>X</td>
<td>Concurrent Hire</td>
<td>X</td>
<td>1108, 1208, 1308</td>
<td>Both campuses must sign Multi-Location Agreement Form.</td>
</tr>
</tbody>
</table>
Special Cases – Adjunct Professors

Adjunct Professors

Can teach Summer Session on their title/job.

However - Special Handling is required if they are without salary.

You need to change the existing Adj Prof job for the Summer Session pay, and then change it back.

1. Remove the UCWOS comp rate and make it a 0 FTE job
2. After the Summer Session additional pay has processed, you will need to change the title/job back to UCWOS comp rate and the correct FTE.
Special Cases – Visiting Professors

Visiting Professors

Eligible to teach SS with a Visiting Professor job code

If they have a Visiting Prof appointment ending 6/30/22:
- Extend the end date
- Change the FTE to 0
  (Otherwise they will get paid from your department and Summer Session.)
### Timeline for Department Action Items

<table>
<thead>
<tr>
<th>Task</th>
<th>Timeframe</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enter names in ISA</td>
<td>Now</td>
</tr>
<tr>
<td>Submit appointment files in Interfolio</td>
<td>Target February 28th</td>
</tr>
<tr>
<td>Create positions in UCPATH</td>
<td>Start now</td>
</tr>
<tr>
<td>Process Hires in UCPATH</td>
<td>When instructor accepts appointment letter</td>
</tr>
<tr>
<td></td>
<td>Session 1 - Hires complete end of May</td>
</tr>
<tr>
<td></td>
<td>Session 2 - Hires complete end of June</td>
</tr>
<tr>
<td>Fill-in Mass Upload spreadsheets with position info</td>
<td>Wait for June &amp; July</td>
</tr>
</tbody>
</table>

Spring Quarter - Summer Session & Graduate Division will have another training session to cover additional pay (mass upload) process.
Graduate Student Associate-In Applications

2022 Summer Session Appointment File Preparation
Graduate Division Contacts

Kacy Cashatt (Music - End)
Graduate Employment Coordinator

Laura Jimenez (A - Muir)
Graduate Employment Coordinator

For questions, please submit a ticket to Services & Support
Overview

Topics and Agenda
Agenda

- Academic Senate Policy
- Graduate Division Policy and Academic Eligibility
- Submission guidelines
- Resources
About this Information Session

- By the end of the session:
  - Know where to find the policies
  - Understand submission guidelines
- Goal: submit complete files, that meet the requirements, so that candidates can be reviewed and appointments can be made in time for the start of instruction
About this Information Session

This is a supplement session to information that is already published online.
Appointments by Term

In the last 3 years, on average, there were between 30-50 Associate-In applications per quarter.

Fall = 39
Winter = 43
Spring = 38

Total = 120
Last Year’s Summer Appointments- a new record!
Associates-In (Teaching a Course)

- The Educational Policy Committee (EPC) is the authorized body on policies regarding Associates-In (AIs)
- EPC delegated review and approval authority to the Dean of Graduate Division in 2009
- Undergraduates benefit from unique expertise of graduate students
- Graduate students gain supervised teaching experience in their field
Graduate Division Review

Priorities

- Quality of instruction for undergraduate students
- Training and mentorship for graduate students
- Alignment with Academic Senate policy
Policy for Associate-In to Teach Upper-Division Courses

Educational Policy Committee, UC San Diego Academic Senate
Applicability of Associates-In

1. The appointment is not intended as a means of graduate student support or as a regular means for replacement of faculty

2. The appointment either
   a) Provides an opportunity for undergraduate students to benefit from the unusual talents or unique expertise of advanced graduate students
   b) Is used as a substitute for a faculty appointment only when it is impossible to make an appropriate temporary faculty appointment, or
   c) Provides graduate students with an opportunity to obtain supervised teaching experience within his or her field of expertise
Qualifications Required

1. A student proposed for appointment must have demonstrated expertise in teaching.

2. A student proposed for appointment must have specialized training in the subject matter.

3. A graduate student must have advanced to candidacy at UC San Diego prior to submission of the request for appointment to Associate-In.

4. A graduate student must be selected to teach in an area closely related to the area of his or her primary expertise.
Qualifications Required (continued)

5. The candidates must have at a minimum either:

a) Successfully served (as evidenced by evaluations on file) as Teaching Assistants in the department or program area in which they would be appointed as Associate-In or,

b) Successfully completed specialized training in instruction (such as that provided by the [Teaching+Learning Commons])
Oversight and Mentoring

1. Courses taught by AIs must have been approved by EPC.

2. The department chair or program director or a faculty designee will be responsible for oversight of an appointed AI and will be required to act as a mentor to the student. The mentor will:
   a) Provide assistance related to subject matter and instruction
   b) Meet with the AI at regular intervals during the term
   c) Observe the AI in the classroom during the term to provide helpful criticism and assistance
   d) At the end of the quarter, submit to EPC, through the department chair or program director, a written assessment of the AI’s teaching performance
1. Graduate students may serve as an Associate-In no more than three (3) times during their career at UC for upper division courses nor for more than one course in a single quarter (not counting Summer Session).

2. The limit on upper division AI appointments in any academic year will be 10% of the upper division courses (not counting 197, 198, 199 courses) taught in the department or program during the prior year.
1. Applications must be received to the Academic Senate Office 4 weeks prior to the start of the quarter in which a course is to be taught.*

*In order for applications to be reviewed by Academic Senate, and meet the 4-week deadline, nomination files should be submitted to Graduate Division NO LATER THAN 6 weeks prior to the start of instruction.
Upper-Division: May 16, 2022

Lower-Division: May 23, 2022

Deadlines: Summer 2022 Upper- and Lower-Division Courses
Applications due to Graduate Division for timely processing
Graduate Division Policy for Associates

Graduate Student Employment Policy & Procedures
<table>
<thead>
<tr>
<th>Review Process</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>● Advance date</td>
<td>● SUTL</td>
</tr>
<tr>
<td>● # of TA quarters as of last Spring</td>
<td>● GPA</td>
</tr>
<tr>
<td>● Spring eval rating</td>
<td>● Current registration</td>
</tr>
<tr>
<td>● # of times as Associate for UD class (academic</td>
<td>● Good Standing</td>
</tr>
<tr>
<td>year)</td>
<td>● Total academic employment (over-50%, etc.)</td>
</tr>
<tr>
<td>● PCTL</td>
<td>● Completeness of application</td>
</tr>
</tbody>
</table>
Review Process: Teaching Evaluations

- Student teaching evals and CAPEs (last 3 academic years)
- 75% benchmark
- Evals that fall below this criteria should be addressed in the department nomination letter.
Review Process: Department Nomination Letter

- Addressed to Dean of Graduate Division
- From the Department Chair or Program Director
- Proposed nominee name and PID, session, course, and pay rate
- List the qualifications of the nominee
  - Use the guidance from Academic Senate
- How the student will be supported in this role
  - Faculty mentor
  - Address any teaching support
  - Classes/workshops
  - Low student teaching evals (<75%)
- Any exceptional circumstances
  - Exe. Advancement to Candidacy issues
Advancement to Candidacy Exceptions

CEP Policy: A graduate student must have advanced to candidacy at UC San Diego prior to submission of the request for appointment.

Students nominated to teach that have not advanced to candidacy will only be considered if the student has a defense committee set up in the Student Committee Membership App AND has a defense date scheduled.

The student must be scheduled to advance before the start of instruction.
Departments nominating students as first-time instructors are required to list a faculty mentor for Upper and Lower Division courses.

For Lower-Division courses, this information can be provided in the department nomination letter OR listed in the IA System Application in #10.

For Upper-Division courses, this information should be listed in the IA System Application in #10.
Limitations on Serving

No AI appointments to Graduate Level (200) courses
Specialized Training

CEP Policy: Candidates must have successfully served as a Teaching Assistant in the department or program area in which they would be appointed as Associate-In or successfully completed specialized training in instruction.

Departments must show that the student has connected with the Teaching+Learning Commons and has completed specialized training.
To ensure that the instructor is aware of and can receive teaching support on campus, we request that the instructor participates 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: [https://commons.ucsd.edu/educators/faculty-programs/eth-workshops.html](https://commons.ucsd.edu/educators/faculty-programs/eth-workshops.html)

Sign up for a Teaching Consultation on the form linked from this webpage: [https://commons.ucsd.edu/educators/grad-student-programs/consultations-and-observations.html](https://commons.ucsd.edu/educators/grad-student-programs/consultations-and-observations.html)

If the instructor feels that this notification was received in error or that the lower student evaluations do not merit additional support, information can be provided in the department nomination letter or with a separate letter of explanation and will be considered by Graduate Division. In any case, support from the Teaching + Learning Commons and Engaged Teaching Hub are open to and can benefit instructors of all levels and experiences, both before and during the teaching experience.

If you have questions about why you received this notification, please contact Graduate Division: [grademployment@ucsd.edu](mailto:grademployment@ucsd.edu)

If you have questions about how to sign up for teaching support (workshops or consultations), please contact the Engaged Teaching Hub: [engagedteaching@ucsd.edu](mailto:engagedteaching@ucsd.edu)

*Language can be found at: [https://collab.ucsd.edu/x/fmxjBg](https://collab.ucsd.edu/x/fmxjBg)*
For evidence of participating, instructors receive a “Reflection and Action Plan” form following consultations (and can be requested after workshops); this form sends them a copy of their response, which can also serve as evidence for the consultation, if they are willing to share that. (Add info about proposed dates/workshop name)
Specialized Training

Introduction to College Teaching (especially useful for Associate-In preparation):
https://commons.ucsd.edu/educators/faculty-programs/eth-workshops.html#Introduction-to-College-Teachin
IA System

Completing the Associate-In Nomination Application
Associate-In General Questions

Tip: These questions are to be completed for Lower- and Upper-Division Courses

### Academic Year

1. Proposed course
   - CGS 123 - Gender & Reproductive Politics

2. Proposed quarter
   - WI21

3. Proposed appointment percent time
   - 50

4. Projected enrollments for the proposed course
   - 20

5. Actual (past 2 years) enrollments for the proposed course
   - WI20-14, WI18-17

### Summer

1. Proposed course
   - ETHN 152 - Law and Civil Rights

2. Proposed quarter
   - S220

3. Sub-term (Special Session ONLY)

4. Proposed appointment percent time
   - 50

5. Projected enrollments for the proposed course
   - 30

6. Actual (past 2 years) enrollments for the proposed course
   - FA18-14, WI18-10

7. How many instructors will be teaching this class?
   - 1

8. How many sections of this course will the applicant teach in the selected term?
   - 1

9. Maximum units students can earn in the selected course
   - 4
### Associate-In Upper-Division Questions

<table>
<thead>
<tr>
<th>Question</th>
<th>Answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>6. Proposed supervising faculty</td>
<td>Mosquenda, Gilberto</td>
</tr>
<tr>
<td>7. Total number of upper-division courses offered by hiring unit last academic year (excluding 195, 197, 198 or 199)</td>
<td>43</td>
</tr>
<tr>
<td>8. Total number of upper-division Associate-In appointments in hiring unit this year</td>
<td>1</td>
</tr>
<tr>
<td>9. Date applicant completed TA training with Teaching + Learning Commons</td>
<td>June 2020</td>
</tr>
<tr>
<td>10. Please indicate the applicant’s academic background, including his or her research/thesis topic, and how it relates to this course.</td>
<td>Student received Bachelors at the University of California, Irvine in Civil Engineering. They completed their Masters at the University of California, San Diego in Structural Engineering. They are now a PhD Student and their research consists of Nonlinear modeling of Lead Rubber Bearings using experimental data. This relates to Statics in the sense that the experimental data (forces) have to be equivalent to the forces that the model is outputting. Also, by using the angles of the force, the force has to be broken down into its components which is an essential part of Statics.</td>
</tr>
<tr>
<td>11. List all courses student has served as TA in, including course subject code/number, quarter taught, and supervising faculty.</td>
<td>FA17: Teaching Assistant, SE 220 - Seismic Isolation &amp; Energy Dissip (Mosquenda, Gilberto)</td>
</tr>
<tr>
<td></td>
<td>FA18: Teaching Assistant, SE 220 - Seismic Isolation &amp; Energy Dissip (Mosquenda, Gilberto)</td>
</tr>
<tr>
<td></td>
<td>FA19: Teaching Assistant, SE 220 - Seismic Isolation &amp; Energy Dissip (Mosquenda, Gilberto)</td>
</tr>
<tr>
<td></td>
<td>FA20: Teaching Assistant, SE 220 - Seismic Isolation &amp; Energy Dissip (Mosquenda, Gilberto)</td>
</tr>
<tr>
<td>12. List all courses taught by student as Associate-in, including lower division courses and courses taught in Summer Session.</td>
<td>S120: SE 101A - Mechanics I: Statics</td>
</tr>
<tr>
<td>13. Please indicate below which of the following policy statement(s) is/are the primary reason(s) for the request.</td>
<td>The appointment provides the graduate student with an opportunity to obtain supervised teaching experience within his or her field of expertise.</td>
</tr>
</tbody>
</table>
**Associate-In Upper-Division Questions**

**Summer**

Tip: For first time nominations, #10: “Proposed supervising faculty” should be completed for Lower-Division courses too

<table>
<thead>
<tr>
<th>Question</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>10.</td>
<td>Proposed supervising faculty&lt;br&gt;GORE, DAVO P.</td>
</tr>
<tr>
<td>11.</td>
<td>Total number of upper-division courses offered by hiring unit last academic year (excluding 195, 197, 198 or 199)&lt;br&gt;42</td>
</tr>
<tr>
<td>12.</td>
<td>Total number of upper-division Associate-In appointments in hiring unit this year&lt;br&gt;3</td>
</tr>
<tr>
<td>13.</td>
<td>Date applicant completed TA training with Teaching - Learning Commons&lt;br&gt;FA15</td>
</tr>
<tr>
<td>14.</td>
<td>Please indicate the applicant’s academic background, including his or her research/thesis topic, and how it relates to this course. Please see the attached letter from our department chair.</td>
</tr>
<tr>
<td>15.</td>
<td>List all courses student has served as TA in, including course subject, code, number, quarter taught, and supervising faculty&lt;br&gt;FA15: Reader, CGS 100 - Conceptzpg, Gender-Theory &amp; Meth (Sanfiz, Gabriela Dombrda)&lt;br&gt;WI16: Reader, SOC 188I - Israeli-Palestinian Conflict (Shafir, Gershon)&lt;br&gt;SP16: Reader, ETHN 106 - Contemporary Immigration Issues (Don, Kristle A.)&lt;br&gt;FA16: Teaching Assistant, DOC 1 - Diversity (Mariscal, George)&lt;br&gt;WI17: Teaching Assistant, DOC 2 - Justice (Gagnon, Jeffrey C.)&lt;br&gt;SP17: Teaching Assistant, DOC 3 - Imagination (Gagnon, Jeffrey C)&lt;br&gt;FA17: Teaching Assistant, ETHN 1 - Intr. Land and Labor (Frank, Ross H.)&lt;br&gt;WI18: Teaching Assistant, ETHN 2 - Inter. Circulations/Difference (Esplin, Yen)&lt;br&gt;SP18: Reader, CGS 112 - Sexuality &amp; Nation (Dott, Kristle A.)&lt;br&gt;FA18: Associate (in lieu of TA), - ()&lt;br&gt;WI19: Associate (in lieu of TA), - ()&lt;br&gt;SP19: Reader, AAS 10 - Intra-African American Studies (Odom, Mychal Matesneek)</td>
</tr>
<tr>
<td>16.</td>
<td>List all courses taught by student as Associate-In, including lower division courses and courses taught in Summer Session.&lt;br&gt;S218: CGS 123 - Gender &amp; Reproductive Politics&lt;br&gt;S119: CGS 147 - Black Feminisms Past &amp; Pres</td>
</tr>
<tr>
<td>17.</td>
<td>Please indicate below which of the following policy statement(s) is/are the primary reason(s) for the request. The appointment provides the graduate student with an opportunity to obtain supervised teaching experience within his or her field of expertise.</td>
</tr>
</tbody>
</table>
Documents

Tip: You can combine department nomination letter, CV, and any supporting documents into one PDF and upload in first question (#14 or 18). Or upload each document to a separate question.

For SGTS applicants, you can upload a copy of the nomination packet under #18 instead of submitting a new nomination letter.

Summer
Approval
Routing and Application Status
Corrective Actions

Return to Department for Quick Edits

- Clerical errors (typos in the rate, name, faculty mentor, question responses)
- PDF errors (additional blank pages; NOT all blank pages)

Return to Department for Revisions

- Material information related to the student’s teaching eligibility, experience, and expertise
  - Required documents missing
  - Letters of exception missing
- Change to Course
- Change in the number of sections of the same Course
Return to Department for Quick Edits
Return to Department for Revisions

1. Not Yet Submitted
2. Submitted
3. Pending Summer Session (Summer only)
4. Assignment to Proposed Student
5. Student Accepts Nomination
6. Pending EPC (if applicable)
7. Pending Dean of Graduate Division
8. Pending Divisional Dean (AY only)
9. Pending Chair/Program Director
10. Pending Faculty Mentor
11. Approval
12. Pending Student Appointment Letter Download
13. Student Accepts Offer
Resources

Contacts and Web Links
Contacts

- IA System access, technical support, system feedback:
  - ATS, ats@ucsd.edu

- Policy, appointment files, payroll data entry:
  - Graduate Student Employment team, Services & Support

- Student Committee Membership App
  - Contact the Admin in your department
Microsoft Teams

Join us for conversations, quick questions, moral support, and more on Microsoft Teams!

Click this link to join the Graduate Student Employment Team!
Web Links

- Engaged Teaching Hub
  - https://commons.ucsd.edu/educators/grad-student-programs/index.html

- Graduate Division Confluence for Campus Partners
  - Graduate Student Employment Policy & Procedure
  - Guide for Associates

- Policy for Associates-In to Teach Upper-Division Courses
  - http://senate.ucsd.edu/media/67798/Associates-In-to-Teach-Upper-Division-Courses.pdf
Questions?

Summer Session
Lisa Bargabus, lbargabus@ucsd.edu
Matt Sapien, msapien@ucsd.edu

Graduate Division
Kacy Cashatt, grademployment@ucsd.edu
Laura Jimenez, grademployment@ucsd.edu

Happy Holidays!

See you for payroll training in Spring Quarter.