

Department of Gender & Women's Studies
TA Selection Policies

Last updated: May 31, 2011

Advertising the Positions:

The selection committee recommends not advertising outside the department for TA positions when there are sufficient numbers of strong MA students to fill the department's TA positions (discussion March 2011).

Department Hiring Policies: (approved AY 2010-11 by the Department as a whole)

- 1) Prioritize MAs for TA positions
- 2) Maximum of 4 semesters of TAsip for any student

Further Criteria to Consider in Hiring and Placement: (discussed by the TA selection committee, March 2011)

- 1) Place an experienced TA in each course (experience in any course)
- 2) Find ways to ensure at least one experienced TA for the subsequent year in each course
- 3) Fit of TA with the course
- 4) Teaching interest and experience (for unfunded MAs)
- 5) Financial need/spreading the wealth (for unfunded MAs)
- 6) Ranking by admissions committee (for unfunded)
- 7) Performance in courses at UW for continuing students (based on faculty observation)
- 8) Attempt to provide MAs with the experience of at least one semester as a TA, provided they are strong and reliable MA students.

Back-up Plans: (discussed by the TA Selection Committee, March 2011)

- 1) What if L&S asks us to increase sections from 3 to 4 at last minute for some TAs?

Action: Balance the increase among courses, with experienced TAs getting the higher load and protecting the first year MAs if possible rather than past practice of having 102 and 103 TAs take all the increase.

Note: This means that when all TAs are hired and/or interviewed, inform them of the possibility of an increase and affirm that they will be willing to take the increased load and have no other university positions that would by university rules prevent them from taking an 4th section.

- 2) What if a TA gets a fellowship, PAsip, or declines to come at the last minute?

Action: This spot may be filled by the DGS with students ranked by the initial selection committee as next in line to TA. In case of no ranking, the affected instructor will invite applications from unfunded MA students to interview.