

DEPARTMENT OF SOCIOLOGY AND EQUITY STUDIES IN EDUCATION

GRADUATE ASSISTANTSHIP RANKING CRITERIA

In assessing each applicant, the weighting for each category is to be as assigned below:

<u>Criteria</u>	<u>Weighting</u>	<u>Max. Points</u>
A. Ability to assist in research and/or field development	50%	50
B. Departmental recruitment needs	25%	25
C. Seniority in the bargaining unit	25%	<u>25</u>
		100

Breakdown of Categories:

A. Ability to Assist in Research and/or Field Development (50 points)

Points are assigned according to:

- level of responsibility
- length of employment and volunteer work
- relevance of skills and expertise to foci in the department

Background Experience

20

Research experience in the social sciences and/or education up to 10

Paid/unpaid work in education and/or social sciences (e.g.,
ESL teacher; popular education)
and/or

Other relevant experience outside education and research -
paid and unpaid but not course work (e.g., community work;
community development) up to 10

Specific Skills

15

Up to 15 points (total) for a combination of the following skill categories:

- Language skills
- Research methods skills (data collection, interviewing)
- Literature search
- Qualitative and quantitative data analysis
- Computer usage
- Organizational skills
- Other relevant skills

Scholarly Achievement

15

Authorship/co-authorship of books, refereed and non-refereed journal articles, scholarly reports, papers/essays, curriculum manuals, audio-visual documents, and other written documents that reflect scholarship

B. Departmental Recruitment Needs (based on departmental admission criteria) (25 points)

There will be three categories herein:

- a high score of 25
- a medium score of 20
- a low category of 10

The percentage of the students in the highest ranked group will equal the percentage of the students in the highest seniority category below; the percentage of the students in the middle group will equal the percentage of the students in the middle seniority category below; and the percentage of the lowest ranked group will equal the percentage of the students in the low seniority category below.

Students continuing in the same degree program who have never held a graduate assistantship will be ranked equally with new students. Master's students entering a doctoral program will be considered as new students.

C. Seniority in the Bargaining Unit (25 points)

Each academic year (September 1 to August 31) in which an applicant has held a graduate assistantship (either one, two or three terms) will count as one year of credit. Master's students entering a doctoral program will receive points for seniority if applicable.

one year seniority	10 points
two years seniority	20 points
three or more years seniority	25 points