

**ARTICLE 2
TITLES AND CLASSIFICATIONS**

Section 1. As of the effective date of this Agreement, all Student Workers (SW) performing duties below shall be placed into titles and pay classifications based on the nature of duties and eligibility as follows:

Salary/Stipended Positions

<u>Title</u>	<u>Pay Classification</u>	<u>Pay Code</u>	<u>Duties</u>	<u>Eligibility</u>
Research Assistant 1	Article 20, Sections 2.A and 2.H	GSU001	Performs directed research (including scientific rotations) under the supervision of faculty/principal investigator/museum curator	Harvard enrolled graduate students.
Research Assistant 2	Article 20, Section 2.B and 2.H	GSU002	Research Assistant 1 with a teaching position (research duties adjusted accordingly).	Harvard enrolled graduate students.
Teaching Fellow 1	Article 20, Section 2.C	GSU003	Provides instructional services for Harvard credit-bearing courses, which may include teaching, grading, coaching and/or other academic support services.	Harvard enrolled graduate students teaching at all schools and units. Undergraduate students teaching at all schools and units except the College.
Teaching Fellow 2	Article 20, Section 2.C	GSU004	A Teaching Fellow 2 is a Teaching Fellow 1 who in addition leads other TFs	Harvard enrolled graduate students teaching at all schools and units. Undergraduate students teaching at all schools and units except the College.

Pedagogical Fellow	Article 20, Section 2.C	GSU005	Provides instructional services including but not limited to consulting with TFs, leading pedagogy seminars and workshops and developing resources/providing pedagogical support and guidance on teaching and professional development (currently based at the Bok Center)	Harvard enrolled graduate students. Prior Teaching Fellow experience.
Instructional Fellow	Article 20, Section 2.C	GSU006	Leads course and is sole instructor/lecturer teaching outside of DCE.	Harvard enrolled graduate student.
Course Assistant 1	Article 20, Section 2. C	GSU007	Performs instructional support not including classroom or lab section time	Harvard enrolled undergraduate students.
Course Assistant 2	Article 20, Section 2. C	GSU008	Performs instructional support, plus classroom or lab section time.	Harvard enrolled undergraduate students
Limited Research Assistant	Article 20, Section 2.H	GSUXXX	Performs directed research of a limited scope and/or duration	Harvard enrolled graduate students

Hourly Positions

<u>Title</u>	<u>Pay Classification</u>	<u>Pay Code</u>	<u>Duties</u>	<u>Eligibility</u>
Hourly Research Assistant	Article 20, Sections 3.A and 3.C	GSU009	Performs directed research under faculty/principal investigator supervision	Harvard enrolled graduate students.

Hourly Teaching Fellow	Article 20, Sections 3.A and 3. B	GSU010	Provides instructional services for a Harvard credit-bearing course, including but not limited to teaching, grading, and/or other academic support services.	Harvard enrolled graduate students teaching at all schools and units. Undergraduate students teaching at all schools and units except the College.
Hourly Course Assistant 1	Article 20, Sections 3.A and 3. B	GSU011	Performs instructional support for a Harvard credit-bearing course, not including classroom or lab section time	Harvard enrolled undergraduate students
Hourly Course Assistant 2	Article 20, Sections 3.A and 3. B	GSU012	Hourly CA 1 plus classroom or lab section time.	Harvard enrolled undergraduate students

Division of Continuing Education Positions

<u>Title</u>	<u>Pay Classification</u>	<u>Pay Code</u>	<u>Duties</u>	<u>Eligibility</u>
DCE Lecturer/ Instructor	Article 20, Section 2.E	GSU013	Leads course and is sole lecturer/instructor at DCE.	Harvard enrolled graduate and undergraduate students.
DCE Teaching Fellow	Article 20, Section 2.E	GSU014	Provides instructional services which may include teaching, grading, and/or other academic support services at DCE.	Harvard enrolled graduate and undergraduate students.

DCE Head Teaching Fellow	Article 20, Section 2. E	GSU015	Coordinates Teaching Fellows, performs administrative instructional support; does not include teaching sections. Head Teaching Fellow may also hold a Teaching Fellow Position.	Harvard enrolled graduate and undergraduate students.
DCE Course Assistant	Article 20, Section 2.E	GSU016	Performs instructional support at DCE.	Harvard enrolled graduate and undergraduate students.

Section 2. In courses that do not have a Teaching Fellow 2, faculty may designate a Teaching Fellow 1 with additional administrative duties. Such designation will come with additional compensation.

Section 3. The University shall appoint the SW to the highest title and pay classification for which they are qualified based on the duties of their appointment and their eligibility. If the SW's duties change during their appointment the University may move a SW to a title with a higher pay classification. A SW may request to be moved to a lower pay classification.

Section 4. No modifications or deletions shall be made to the bargaining unit pay classifications and job titles in Section 1 unless they are agreed to by both parties.

Section 5. Definitions:

Rotation - Most commonly found in programs within the natural sciences, a rotation is a period of time, commonly shorter than a semester, in which a Ph. D student conducts research within an individual faculty member's research group. Within an academic year a student would perform multiple rotations within different faculty lab groups, most commonly within the student's academic program. The intent of a rotation is to assist the student and potential faculty advisor determine if the lab/research group is best suited to the student's doctoral research.

Section 6. It is not the intent of this article to convert previously salaried/stipended positions to hourly positions. Such modifications shall not be made unless agreed to by both parties.