



SUBJECT	Proposed Policy Repeal Graduate Student Teaching Policy (AP7)
SUBMITTED TO	Employee Relations Committee
MEETING DATE	November 17, 2022
SESSION CLASSIFICATION	Recommended session criteria from Board Meetings Policy: OPEN
REQUEST	Action requested - Recommendation to Board for approval IT IS HEREBY RESOLVED that the Employee Relations Committee recommends to the Board of Governors repeal of the Graduate Student Teaching Policy (AP7), effective December 6, 2022.
LEAD EXECUTIVE	Hubert Lai, K.C., University Counsel
SUPPORTED BY	Gage Averill, Provost and Vice-President, Academic <i>pro tem</i> (UBC Vancouver) Rehan Sadiq, Provost and Vice-President, Academic (UBC Okanagan) Lorena Vlad, Legal Counsel

PRIOR SUBMISSIONS

The subject matter of this submission has been considered previously by the Employee Relations Committee on the following occasion:

1. [June 16, 2022](#) (OPEN SESSION)
Action/Follow up: The Employee Relations Committee considered the proposed repeal of the Graduate Student Teaching Policy, following which the Office of the University Counsel (“OUC”) published the proposed repeal for community consultation.

The following Executive Summary assumes familiarity with the prior submission and provides a status update from the date of the prior submission.

EXECUTIVE SUMMARY

Following the consultation that was undertaken prior to the June 16 meeting of the Employee Relations Committee and which is described in the previous submission, the OUC published a notice of the proposed repeal of the Graduate Student Teaching Policy and invited community feedback on the proposed repeal. The comment period remained open from June 27, 2022 until October 2, 2022.

Calls for comments were also published in the June 28, 2022 and September 13, 2022 versions of UBC Today, the weekly newsletter that is published on UBC’s publicly-facing web site and which is also distributed by e-mail to all UBC faculty members and staff.

E-mail notices were also sent on June 27, 2022 and September 15, 2022 to everyone on the open self-service subscription service maintained by the OUC, which includes representatives from the Alma Mater Society, the Graduate Students Society, and all employee associations and unions (other than BCGEU child care and BCGEU Okanagan, who have elected not to receive subscription e-mails).

Separate and additional express notice of the proposed repeal was also provided to:

- the leadership of the Faculty Association (the union representing faculty members);
- the leadership of CUPE2278 (the union representing teaching assistants, markers, and English Language instructors);
- the Vancouver Senate Teaching and Learning Committee;
- the Okanagan Senate Learning and Research Committee;
- all Deans; and
- all academic department heads.

The OUC received only three responses, with two being in support of the repeal and one expressing some concern that repeal of this Policy might lead to some graduate students taking on more work than they can realistically balance with their graduate studies. The feedback is set out in the Community Consultation Summary that is attached as Supplemental Material.

In response to the one concern that was raised, the Dean of the Faculty of Graduate and Postdoctoral Studies (UBC Vancouver) and the Dean of the College of Graduate Studies (UBC Okanagan) advise that they will publish guidance on their Faculties' respective websites to: (1) graduate program directors about what is considered appropriate, and (2) graduate students about factors to weigh when considering taking on teaching responsibilities. The guidance will also include a reminder to graduate students of their right to refuse teaching requests and of the resources that are available at UBC if they have concerns about their situation. These include support from the respective (Okanagan and Vancouver) graduate schools.

All of the feedback was considered collectively by the Dean of the Faculty of Graduate and Postdoctoral Studies (UBC Vancouver); the Dean of the College of Graduate Studies (UBC Okanagan); and the Responsible Executives for the Graduate Student Teaching Policy, being the Provost and Vice-President, Academic *pro tem* (UBC Vancouver) and the Provost and Vice-President, Academic (UBC Okanagan) and they continue to recommend the repeal of the Graduate Student Teaching Policy. As noted in the previous submission:

- while universities have a role to play in ensuring graduate students make adequate progress in their academic programs, it is no longer considered appropriate for universities to direct or manage the hours that students work outside of their studies;
- students are in the best position to determine for themselves how much capacity they have to teach or take on other responsibilities outside of their studies;
- there are no other policies at UBC restricting how graduate students allocate their time outside of their studies and UBC does not monitor how much students work generally; and
- the hiring of graduate students to teach will continue to be at the discretion of the applicable department, and departments will continue to be required to ensure that, like all teaching staff, graduate students have the appropriate credentials to teach a particular course and that they are not placed in situations with conflicting interests.

Finally, as also noted in the previous submission, the data show that the removal of credit restrictions is unlikely to have any significant impact: the latest data indicate that approximately 20 of the 3700 UBC Vancouver PhD students, and 1 of the 430 UBC Okanagan PhD students were teaching the maximum allowable credits.

SUPPLEMENTAL MATERIALS (optional reading for Governors)

1. Summary table of community feedback received and recommendations

Proposed Repeal of the Graduate Student Teaching Policy (AP7) – Community Consultation Summary

No.	Comment	Applicable Section(s)	Recommendation
1.	The Department of Curriculum and Pedagogy (EDCP), Faculty of Education, fully endorses the proposed repeal. The Department Head has consulted key stakeholders in the Department and had indicated that all agree the change as proposed is long overdue.	General	<i>No changes required</i>
2.	The Interior Southern Medical Program has expressed its thanks for the proposed repeal with no additional feedback.	General	<i>No changes required</i>
3.	<p>A lecturer and course coordinator from the Department of Botany and Vantage College believes it is a great opportunity for graduate students to occasionally work, but has expressed concern that repeal of the Graduate Student Teaching Policy might lead to some graduate students taking on more work than they can realistically balance with their graduate studies.</p> <p>The individual understands the motivation to remove the number of credits that a graduate student may teach, being that it is difficult to gain teaching experience and to support oneself financially as a graduate student in Vancouver, but believes it is not realistic for a graduate student to teach more than nine credits per year while also successfully completing the graduate program (at least in the Faculty of Science).</p>	General	<p><i>No changes required</i></p> <p>The Dean of the Faculty of Graduate and Postdoctoral Studies (UBC Vancouver) and the Dean of the College of Graduate Studies (UBC Okanagan) will publish guidance on their Faculties' respective websites to: (1) graduate program directors about what is considered appropriate, and (2) graduate students about factors to weigh when considering taking on teaching responsibilities. The guidance will also include a reminder to graduate students of their right to refuse teaching requests and of the resources that are available at UBC if they have concerns about their situation. These include support from the respective (Okanagan and Vancouver) graduate schools.</p>