

ATTACHMENT "A"

Research Assistants must fill out a Direct Academic Benefit (DAB) form with each contract. No statements should be made that may be interpreted as coercing or directing a RA to make either election. Whether to declare a direct academic benefit is solely the RA's choice. If a Research Assistant has questions about the completion of the form, please refer them to the Dean of the Graduate School. If you have any questions regarding the process or the form, please contact the Dean of the Graduate School or Human Resources – Labor Relations.

Temple University and Temple University Graduate Students' Association (TUGSA) agreed, as set forth in the collective bargaining agreement, that Direct Academic Benefit is defined as follows:

Direct academic benefit shall mean: (a) receipt of academic credit (i.e., semester hour credit grade, or satisfaction of a degree requirement); or (b) the use of research provided pursuant to the assistantship as a component of a master's thesis, master's project or doctoral dissertation, or otherwise for receipt of academic credit.

Below are unique scenarios that may arise.

Split TA/RA Assignment

Graduate assistants may have split responsibilities between working as a TA and as an RA in the same semester. If a split appointment is at least 50% TA, the graduate student is part of the TUGSA bargaining unit. Regardless, they should still complete the DAB form for the RA portion of the contract.

Split RA Contract

A graduate assistant who has an appointment with two separate RA assignments under the same contract (e.g., working for two different faculty members in the same contract), may declare DAB for one assignment and not the other. The RA should be given a separate DAB form to complete for each RA assignment included in the appointment.

Changes in Academic Plans

A student who wishes to use research for academic benefit that was previously declared not to be of academic benefit may seek authorization in writing to do so in advance of using the research. Please contact HR Labor Relations for more information.