Graduate Student Hiring Policy in the Department of English

- Assistantships are granted to superior students admitted to the M.A. and Ph.D. programs.
- Assistantships typically begin in the Fall term, but may be available to start in the Winter term.
- Beginning with the 2016-2017 academic year, applications received by January 15 receive priority in the award of assistantships. Applications will continue to be accepted and the awarding process will continue until all assistantships have been filled.
- Applications can be obtained at [http://www.gradschool.wayne.edu/](http://www.gradschool.wayne.edu/), or from the Department of English website (clas.wayne.edu/English). Go to Students → Graduate Studies and then Graduate Admission.
- Contact information:

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- Hiring decisions will begin on March 1 and continue until all assistantships have been filled.

- Non-discrimination statement (Article X of Agreement between GEOC and WSU):  
  A. Wayne State University and the GEOC (Graduate Employees Organizing Committee – American Federation of Teachers) recognize an obligation and reaffirm by this Agreement their commitment to achieve equal employment opportunity and
non-discrimination within the University. Accordingly, it is agreed that, consistent with University policies, the University and members of the bargaining unit shall not discriminate on the basis of race, color, veteran status, height, weight, ethnicity, religion, creed, political affiliation, political beliefs, membership in any social or political organization, national origin, ancestry, marital or parental status, age, gender, gender identity or expression, pregnancy, sexual orientation, or disability, including HIV status, of those capable of performing their professional duties. Nothing in this section shall be construed to prohibit Wayne State University from the application of bona fide occupational qualifications as may be appropriate or from taking such measures as may be permissible by law, to protect the health and safety of the University community.

B. Employees who believe that they have been subject to discrimination in violation of this article may choose to pursue their claim either through the University’s internal discrimination process administered by the Department of Equal Opportunity or through the grievance procedure of this Agreement. The initial choice of one of these two internal procedures is binding as to the discrimination aspect of any claim and prohibits the filing or processing that same discrimination claim through any other internal procedure. An employee may first attempt to resolve his or her claim informally with his or her immediate supervisor without invoking the grievance procedure. If the employee proceeds through the grievance procedure, the grievance will begin at Step 2 as set forth in Article III of this Agreement.

C. The Parties agree that neither the University nor Union shall directly, or indirectly, discriminate against any employee with respect to hours, wages, or any terms, or conditions of employment by reason of such employee’s membership in the Union, such employee’s participation in any activities of the
Union or collective professional negotiations with the University, or such employee’s institution of any grievance, complaint, or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.