

Ocean County College, Toms River, NJ

PERSONNEL  
ACADEMIC  
Minority Graduate  
Assistant Program #3130

POLICY

Ocean County College shall consider for employment, as full time faculty, Minority Graduate Assistants who have successfully completed the Minority Graduate Assistant Program.

ADOPTED: June 24, 1991

## PROCEDURE

The Minority Graduate Assistant Program is designed to provide support to qualified minority students who wish to pursue a higher education teaching career. Therefore, to determine eligibility of a Minority Graduate Assistant (G.A.) for employment as a full-time faculty member, the following criteria shall be used:

1. The Graduate Assistant has successfully completed the course of graduate study specified in the Minority Graduate Assistant contract.
2. The Graduate Assistant has demonstrated competence within the discipline of study.
3. The Graduate Assistant has completed a full two-year internship that has included successful performance of continually increasing responsibilities in teaching, course planning, student advising and professional interaction with department faculty. The two-year internship shall be considered a substitute for the minimum required two years college level teaching experience.
4. The Graduate Assistant has demonstrated teaching competence through consistently above average and/or superior classroom observations and performance evaluations by faculty mentors, the department administrator and the Vice President of Academic Affairs.
5. The Graduate Assistant has the supportive recommendations of all his/her faculty mentors, the department administrator and the Vice President of Academic Affairs.
6. The Graduate Assistant personnel file is free of disciplinary actions.

A minority graduate assistant, who has applied for a position and has satisfied all of the above criteria, must be interviewed by the search committee and shall be included in the search committee's recommendations to the President.

ADOPTED: June 25, 1991  
Revised: April 30, 1996  
Revised: April 25, 2000  
Revised: November 21, 2000