

APPENDIX XI:

Calculation of Overwork "Scores"

To calculate the "Incidence of Overwork Score", TA interview responses (from Question 1 -- see Appendix IV) for each TA were first categorized and weighted according to the severity and persistence of their overwork experiences. The resulting categories may be visualized as a two-by-two matrix:

	Minor	Major
Occasional	1	2
Chronic	2	5

Overwork was considered "major" if it amounted to more than 10 percent of the TA's appointment size. It was considered "chronic" if the TA had experienced overwork in three or more appointments. (The descriptive results of this classification of the evidence is presented in the report as Table 4.1.) The all-inclusive range of classes that flows from this matrix (and the weights assigned to them) are as follows:

Chronic major overwork	5
Occasional major overwork and chronic minor overwork	4
Occasional major overwork and occasional minor overwork	3
Occasional major overwork only	2
Chronic minor overwork only	2
Occasional minor overwork only	1
No overwork	0

Using this simple method a "score" was assigned to each TA respondent. To obtain a score for the employing unit (department, faculty, etc.) the TA scores were simply averaged.