

FA PAY CAMPAIGN

## WHO ARE FAs?

- **Faculty Assistant:** Teaches the quiz, tutorial, discussion or lab section(s) of a course or assists in the development of materials or programs under the direction of an academic staff or faculty member. A Faculty Assistant may perform the same work as a Teaching Assistant but is not a UW-Madison student.
- **There were 62 FAs at UW-Madison as of Fall 20 16**

## WHO ARE FAs?

Fall 20 16

English: 16

Chemistry: 12

Pharmacy: 6

Zoology: 4

Psychology: 4

## WHO ARE FAs?



### Two levels of FAs

- Inexperienced FA
- Experienced FA (with experience and/or graduate degree)

## WHAT DO FAs DEMAND?

### Pay Equity

- 1. Raise FA pay minima to match TA pay minima in 2017-18*
- 2. Tie FA pay minima to TA pay minima*

	Current pay rate (9-month)	Comparable 2017-18 TA pay rate (9-month )
Inexperienced FA	\$29,945 	\$32,392 (Regular TA)
Experienced FA	\$31,292 	\$36,856 (Senior TA)

## BUT DON'T FAs MAKE MORE THAN TAs?

- Only 15 FAs were hired at 100 % rate in Fall 2016

<b>CURRENT SITUATION:</b>	<b>Experienced FA</b>	<b>Senior TA</b>
pay rate \$	31,292	36,133
max appt %	100	75
monthly gross \$	3,477	3,011
fed and state taxes (12.5 % tax rate)	-435	-376
FICA taxes	-258	0
health premium (family)	-219	-113
retirement contribution (6.8%)	-236	0
monthly take home pay \$	2,329	2,522

## HOW MUCH WILL IT COST UW-MADISON?

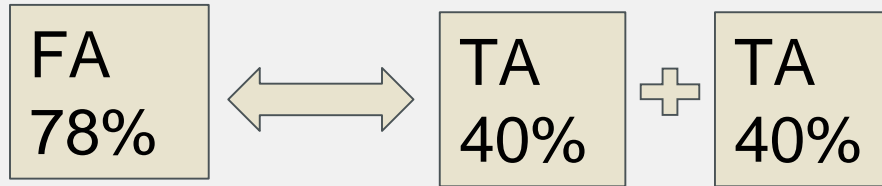
- UW-Madison will need to spend under \$150,000 to adjust all FA salaries to TA minima
- This amount is less than 0.026% of UW-Madison's annual instructional budget of \$571,500,000

## WHERE WOULD THE MONIES COME FROM?

- By definition, FAs are NOT a cost-saving measure
- Departments can only hire FAs when there are no qualified TAs to teach classes
- As a result, UW-Madison saves \$ 16,000 - \$ 28,000 of available funds per each hired FA, per year



## HOW MUCH DO FAs COST THE UNIVERSITY?



Cost per  
semester  
(Salary, Benefits,  
Tuition)

\$ 13,942

\$ 14,604

+

\$ 14,604