

Resolution Calling for Fair and Equitable Pay for Faculty Assistants

- 1) Whereas, the academic staff have the primary responsibility for advising the Chancellor regarding the formulation and review, and shall be represented in the development of all policies and procedures concerning academic staff members, including academic staff personnel matters (Act 55, 36.09 [4m]);
- 2) Whereas, adequate and equitable pay is necessary to attract and retain most talented and experienced instructional staff and thus to ensure quality education for students;
- 3) Whereas, Faculty Assistants perform the same duties as Teaching Assistants, and often do more;
- 4) Whereas, in the 2017–2018 academic year the minimum compensation rate for Standard Teaching Assistants will be \$32,392, while the minimum compensation for Faculty Assistants will remain at the current rate of \$29,945 based on a 100%, 9-month appointment;
- 5) Whereas, in the 2017–2018 academic year the minimum compensation rate for Senior Teaching Assistants will be \$36, 856, while in the College of Letters and Science the minimum compensation for experienced Faculty Assistants will remain at the current rate of \$31,292, based on a 100%, 9-month appointment;
- 6) Whereas, experienced Faculty Assistants in the College of Letters and Science have completed graduate degrees and/or have substantial teaching experience, which is not a requirement for Senior Teaching Assistants; and
- 7) Whereas, some Faculty Assistants were Senior Teaching Assistants in the past, and upon completing or leaving their graduate program, received a substantial reduction in wages while remaining, effectively, in the same jobs
- 8) Therefore, be it resolved that the Academic Staff Assembly advises the Chancellor to raise the minimum 9-month 100% appointment compensation for Faculty Assistants to equal that of Standard Teaching Assistants by Fall 2017, and to maintain this parity in the future; and
- 9) Be it further resolved, the Academic Staff Assembly advises the Dean of the College of Letters and Science to raise the minimum 9-month 100% appointment compensation for experienced Faculty Assistants to equal that of Senior Teaching Assistants by Fall 2017, and to maintain this parity in the future.