

Resolution Calling for Fair and Equitable Pay for Faculty Assistants

WHEREAS the faculty have the primary responsibility for advising the chancellor regarding academic and educational activities (Act 55, 36.09[4]);

WHEREAS adequate and equitable pay is necessary to attract and retain the most talented and experienced instructional staff and thus to ensure quality education for students;

WHEREAS the faculty depend on the contributions of the academic staff, including Faculty Assistants, to fulfill most effectively our own professional responsibilities;

WHEREAS Faculty Assistants perform the same duties as Teaching Assistants, and often do more;

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;

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;

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;

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;

WHEREAS the UW–Madison Academic Staff Assembly, the Teaching Assistants' Association, and the Associated Students of Madison have already called for fair and equitable pay for Faculty Assistants;

Therefore, be it RESOLVED that the UW–Madison Faculty Senate 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

Be it further RESOLVED, the UW–Madison Faculty Senate advises the Chancellor 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.