



August 2, 2013

MEMORANDUM

TO: Deans and Directors

FROM: Paul M. DeLuca, Jr., Provost
Darrell Bazzell, Vice Chancellor for Finance and Administration

RE: 2013-14 Rate Increases for Teaching Assistants (TAs) and Project/Program Assistants (PAs)

After careful review of the 2013-15 State Compensation Plan enacted in June, and related UW System pay plan guidelines approved by the Board of Regents in July, we have concluded that UW-Madison has authority to raise stipends for TAs and PAs to a level which exceeds the 1% increase that applies to other State employees.

We have surveyed graduate assistant compensation data for other research universities and concluded that our stipends are below market rates for TAs and PAs. In addition, it is apparent that our TA and PA rates have also been below Research Assistant (RA) stipend amounts for several years.

Although the University continues to face ever-worsening budget constraints, it is imperative that we must also maintain high quality for all of our graduate assistants. To do so requires competitive appointment packages. Moreover, it is clear that our stipend rates for all graduate assistants must be better aligned and that our approach to graduate assistant funding must be viewed more comprehensively—as one group of essential members of our university community, striving to carry out our educational and research mission.

With those priorities in mind, we have determined that we will reallocate internal funding to raise TA and PA stipend rates to a level that is more competitive with peer institutions and establish a more cohesive alignment of stipend rates for all graduate assistants. The change will align the Teaching Assistant-Senior stipend rate with the C-basis RA rate. All other TA and PA stipend rates will increase by a corresponding percentage. The changes will result in a 4.67% increase for TAs and PAs and bring TA and PA stipends in alignment with RA stipends.

Regarding allocations for GPR funded TAs and PAs, the Budget Office will provide permanent allocations during Phase II of the 2013-14 budget development process. The allocations will be based on an average of the 2012-13 October and March payrolls.

The fixed rates for TAs and the minima for PAs will increase as follows effective August 26, 2013 for those on 9-month appointments and on July 1, 2013 for those on 12-month appointments.

Title	Academic Basis Full-Time Rate Effective August 26, 2013
Teaching Assistant - Standard	\$29,492 (fixed rate)
Teaching Assistant - Senior	\$34,049 (fixed rate)

Title	Academic Basis Full-Time Rate Effective August 26, 2013	Annual Basis Full-Time Rate Effective July 1, 2013
Program/Project Assistant	\$29,492 (minimum)	\$36,189 (minimum)

Title	Hourly Rate Effective July 1, 2013
PA Grader Reader	\$15.80/hr (minimum)

The Academic Personnel Office will provide your HR staff with the necessary information to implement these changes as soon as possible.

We look forward to establishing a more comprehensive approach and more cohesive process to determine future competitive stipends for all of our graduate assistants. We will work closely with you over the coming year to develop this new approach.

If you have any questions about the rates or implementation, please contact Steve Lund in the Academic Personnel Office. If you have any questions about funding, please contact Tim Norris in the Budget Office.

xc: Rebecca Blank, Chancellor
 Martin Cadwallader, Vice Chancellor for Research
 Administrative Council
 HR Representatives
 Budget Officers
 Steve Lund
 Tim Norris