

## Associated Students of Western Washington University

### *AS of WWU Student Senate*

#### **A Resolution Regarding TA Compensation and Fee Schedule at WWU Academic Year 2018-2019**

**WHEREAS** Teaching Assistants, TAs, stipends have been stagnant since the 2014-2015 academic year. Since 2014-2015, WWU-wide imposed fees have increased ~28%, excluding the S&A Fee which is included with a TA tuition waiver, while cost of living (COL) has increased ~21% to date, using the average rent for a Whatcom County 1-BD apartment as a benchmark (2018 Board of Trustees Report) (UW Runstad Department of Real Estate). This does not include additional departmentally imposed fees, which for some graduate programs are thousands of additional dollars per year (2018-19 WWU Budget Office); and

**WHEREAS** there is a tremendous financial burden for TAs that is positively correlated with reduced quality of work, poor mental health, delayed or failure to graduate, etc. (2016-17 WWU Graduate Survey). TAs play a vital role in the University's ecosystem, providing research, mentorship, instruction, leadership, WWU graduate program advocacy for prospective students, value, reputation, and most importantly undergraduate support and inspiration. It is estimated over 9,155 undergraduate enrollments received TA support Winter Quarter 2018 (2019 Departmental Survey); and

**WHEREAS** without compensation commensurate with the value TAs present to the university, and appropriate measures in place to ensure stipends match the COL and increase in enrollment and registration fees as described above, TAs cannot perform their duties to their full potential; this is hurtful to stakeholders across the University; and

**WHEREAS** the ASWWU Board of Directors is a recognized voice for all students of the university; and

**WHEREAS** on January 28, 2019 over 50 respondents commented on Sabah's *Moving Forward in 2019* with anecdotal but detailed arguments explaining specific ways in which WWU is not fulfilling their obligations to adhere to the goals outlined in the 2018-2025 Strategic Plan and how this impacts graduate student education, contribution on campus, and wellbeing; and

**WHEREAS** The President's Office replied on Thursday, February 7, 2019 in a public statement "While this issue has been raised in the past, and various funding proposals put forth, Western is committed to start addressing it in the next fiscal year..." and committed to "make sure that there are opportunities for graduate student representatives to be involved in the planning process during spring 2019."; and

**WHEREAS** the 2018-2025 WWU Strategic Plan stipulates in Goal #1 that "Western will provide a transformational education grounded in the liberal arts and sciences and based on innovative scholarship, research, and creative activity", and in subsection C, WWU commits to: "Increase support and infrastructure for all types of scholarship, research, and creative activity"; and

**WHEREAS** the 2018-2025 WWU Strategic Plan stipulates in Goal #3 that "Western will foster a caring and supportive environment where all members are respected and treated fairly" and in subsection A, B, D, and E WWU commits to: "Strengthen shared governance to ensure that students, staff, and faculty are meaningfully empowered in the university's policies, decisions, and direction", "Support student, staff, and faculty wellbeing, including physical health and wellness, mental health, and disability resources based on universal design", "Improve climate and working conditions for student employees, staff, and faculty at all locations", and "Provide competitive compensation and professional development for student employees, staff, and faculty"; and

**WHEREAS** the 2018-2025 WWU Strategic Plan stipulates in Goal #4 that “Western will pursue justice and equity in its policies, practices, and impacts” and in subsection B and E WWU commits to: “Establish, fund and sustain practices of self-examination and continuous improvement to identify, understand, and remediate structural injustices and inequities at Western” ,and “Increase affordability of and access to high quality undergraduate and graduate education at all Western’s locations”; and

**WHEREAS** the 2018-2025 WWU Strategic Plan stipulates in their *Benchmarks of Success* a goal of 19%-28% in increased degrees awarded to graduate students by the 2024-2025 academic year; and

**WHEREAS** Western’s priorities during the 2019 Legislative Session has three key priorities the upcoming 2019-2021 biennial budget; one, being “Competitive compensation for faculty and staff. In order to retain and attract high quality faculty and staff Western has requested \$15.3 million to fully fund negotiated contracts with classified staff and to provide a 4% per year compensation increase for all faculty and professional staff” but this goal/request leaves out TAs who have not seen a compensation increase for over five years; now, therefore,

**BE IT RESOLVED**, the 2018-2019 ASWWU Board of Directors formally endorses the Graduate Student Advisory Council (GSAC) Stipend & Fee Subcommittee’s recommendation to increase stipends for TAs to reflect fee and COL increases over the last five years, the last time stipends were increased (2014).

**BE IT RESOLVED**, the 2018-2019 ASWWU Board of Directors commits to collaborating alongside Western administration to begin the process of creating a mechanism to review and increase stipends instep with graduate student enrollment and registration fees (WWU) and

COL expenses for Bellingham. Such as, a committee that annually reviews TA stipends and provides a recommendation to the University’s Budget Committee(s) and Board of Trustees.

**BE IT RESOLVED**, the 2018-2019 ASWWU Board of Directors commits to collaborating alongside Western administration to begin the process of discussing a way to relieve TA fee burden at the beginning of the quarter. Such as, allowing TAs to pay their fees over the quarter with monthly payments or deferral until the end of the quarter, and/or have scholarships and emergency funding reserved for TAs who are struggling to pay their way.

**BE IT RESOLVED**, the 2018-2019 ASWWU Board of Directors commits to doing everything in their power to ensure that graduate students have a voice on all WWU student matters, including assisting in reserving a graduate student representative seat on student committees and advisory boards when applicable.

**BE IT RESOLVED**, the 2018-2019 ASWWU Board of Directors commits to doing everything in their power to ensure that TAs are fairly compensated for the work and vital contribution they provide to Western Washington University.

**BE IT RESOLVED**, the 2018-2019 ASWWU Board of Directors commits to doing everything in their power to ensure that graduate students are recognized and appreciated for the work they do at Western Washington University and the tremendous value they add.

**BE IT RESOLVED**, that copies of this resolution be distributed via email to President Sabah Randhawa, Vice President for Enrollment and Student Services Melynda Huskey, Dean of Graduate School and Vice Provost of Research Gautam Pillay, Associate Dean of the Graduate School Michael Barr, Board of Trustees, and the graduate WWU student body.