



UNIVERSITY OF GUAM
UNIBETSEDÁT GUÅHAN
Board of Regents

Resolution No. 19-13

**RELATIVE TO ADOPTING A TEACHING ASSISTANT (TA) PAY SCALE
IN ALIGNMENT WITH THE 2015 BOR-APPROVED UNIVERSITY GENERAL PAY PLAN FOR
USE WITH GRANT AND EXTERNALLY FUNDED POSITIONS**

WHEREAS, the University of Guam (UOG) is the primary U.S. Land Grant institution accredited by the Western Association of Schools and Colleges (WASC) serving the post-secondary needs of the people of Guam and the region;

WHEREAS, UOG governance and well-being is vested in the Board of Regents (BOR) which is responsible for policies governing the duties, conditions of employment, compensation, salary of all UOG employees,

WHEREAS, on February 19, 2015, the BOR approved Resolution No. 15-01 Relative to adopting the UOG General Pay Plan (UGPP) for use with grant and externally funded positions;

WHEREAS, UOG collaborated with the Hay Group to evaluate position descriptions and assign pay grades for grant and externally funded positions using the UGPP;


WHEREAS, based upon the evaluation and assignment of pay grades for Teaching Assistants (TAs), Undergraduate (grade D) and Graduate (grade G), the President, the Academic, Personnel, and Tenure (AP&T) Committee reviewed the proposal to adopt;

WHEREAS, the Teaching Assistantships support the student's University experience with the opportunity to earn supplementary income while gaining valuable classroom experience supporting faculty with their primary role with teaching and classroom activities; and

WHEREAS, the President and AP&T Committee have reviewed the administration's proposed TA Pay Scale and recommend them to the BOR.

NOW, THEREFORE, BE IT RESOLVED, that the BOR hereby approves the TA Pay Scale based on the UGPP attached hereto.

Adopted this 18th day of April, 2019.



Christopher K. Felix, Chairperson

ATTESTED:



Thomas W. Krise, Ph.D., Executive Secretary

**University of Guam
Human Resources Office**

UOG TEACHING ASSISTANTS' PAY SCALE

HR received guidance that ALL pay scales must be BOR approved. The Teaching Assistant pay scale, approved by UOG Academic Officers Council in 2013, was never subsequently approved by BOR.

In line with the BOR-approved UGPP Pay Scale, HR conducted a job evaluation of the TA job description using the prescribed Hay Job Evaluation Methodology and found:

- Undergraduate TA is a "D" pay grade starting at Step 1 of \$9.15 /hour
- Graduate TA pay scale is an "H" paygrade position or \$12.75/hour (Step 1)

However, since \$9.15 is lower than the current \$9.27/hour for undergraduate TAs, the recommendation is to start undergraduate TAs at Step 2 or \$9.50/hour.

March 14, 2019

Proposed Pay Model

**University of Guam
Human Resources Office
Teaching Assistant PayScale
March 14, 2019**

Modified for Consideration by Deans & BOR Relative to Alignment with BOR-Approved UGPP

Teaching Assistant

	Steps				
	2	3	4	5	6
Undergraduate	\$9.50	\$9.86	\$10.23	\$10.62	\$11.02
	1	2	3	4	5
Graduate	\$12.75	\$13.23	\$14.25	\$14.80	\$15.36

Undergraduate Teaching Assistant	Step 2	Undergrad Student with 61 - 90 credits IN ACADEMIC PROGRAM
	Step 3	Undergrad Student with 90 or more credits IN ACADEMIC PROGRAM
Graduate Teaching Assistant	Step 1	Grad Student with 0 - 12 credits
	Step 2	Grad Student with 7 - 13 credits IN ACADEMIC PROGRAM and 1 year Teaching Assistant Experience
	Step 3	Grad Student with 14 - 20 credits IN ACADEMIC PROGRAM and 2 years Teaching Assistant Experience
	Step 4	Grad Student with 21 - 27 credits IN ACADEMIC PROGRAM and 3 years Teaching Assistant Experience
	Step 5	Grad Student with 28 or more credits IN ACADEMIC PROGRAM and 4 years Teaching Assistant Experience

**Job Description
Teaching Assistant
(Undergraduate)**

Undergraduate Teaching Assistants provide administrative support for quiz, discussion, or laboratory sections and serve as class assistants. Faculty or other academic personnel should provide appropriate guidance and feedback, particularly in cases where Undergraduate Teaching Assistants are filling new roles and engaging in activities that are new to them. Undergraduate Teaching Assistants may not perform teaching duties.

Teaching Assistant

(with a Bachelor's Degree and/or Graduate Student status)

Teaching Assistants lead quiz, discussion, or laboratory sections, serve as class assistants, or provide supervised teaching. Faculty or other academic personnel should provide appropriate guidance and feedback particularly in cases where Teaching Assistants are filling new roles and engaging in activities that are new to them. A Teaching Assistant (Graduate) is usually a pre-master's or a graduate student.

Current Pay Model

University of Guam
Human Resources Office
Teaching Assistant PayScale
 Reviewed and Agreed to by AOC on November 20, 2013
Modified for Consideration by AOC Relative to Change in Minimum Wage

Teaching Assistant

	Steps				
	1	2	3	4	5
Undergraduate	9.27	9.55	9.83	10.13	10.43
Graduate	12.35	12.72	13.10	13.50	13.90

Undergraduate Teaching Assistant	Step 1	Undergrad Student with 0 - 30 credits
	Step 2	Undergrad Student with 12 - 30 credits IN ACADEMIC PROGRAM
	Step 3	Undergrad Student with 31 - 60 credits IN ACADEMIC PROGRAM
	Step 4	Undergrad Student with 61 - 90 credits IN ACADEMIC PROGRAM
	Step 5	Undergrad Student with 90 or more credits IN ACADEMIC PROGRAM

Graduate Teaching Assistant	Step 1	Grad Student with 0 - 30 credits
	Step 2	Grad Student with 7 - 13 credits IN ACADEMIC PROGRAM and 1 year Teaching Assistant Experience
	Step 3	Grad Student with 14 - 20 credits IN ACADEMIC PROGRAM and 2 years Teaching Assistant Experience
	Step 4	Grad Student with 21 - 27 credits IN ACADEMIC PROGRAM and 3 years Teaching Assistant Experience
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