### ATS: Who are Academic Teaching Staff?

- We have similar qualifications to tenure-track faculty. Many of us conduct research and provide service in addition to teaching.
- We deliver quality education to our students: same credentials, same courses.
- We teach about half of the courses at the University of Alberta. **49%**
- We make up over 22% of the academic staff at the University of Alberta with **920 ATS** campus-wide.
- Many students are not even aware that their instructor is ATS rather than tenure-track faculty.

### Precarious jobs

- For teaching the same courses, with the same qualifications, we are paid much less than tenure-track faculty. The disparity progresses from 7% (newly-hired ATS vs faculty) to over 57% (long-time ATS vs senior professors).

### Pay gap over 57%

- We are given contracts with short notice, and not compensated for our preparation time before the course starts.

### Unpaid Labour

- Many of us have been teaching here for years and are often on short-term contracts, and do not get the benefits (health care, pension, etc.) that other academic and non-academic employees enjoy.

### Lack of benefits

### TRAS: Who are Trust/Research Academic Staff?

- We are 417 TRAS who have contingent appointments and at least half of us have been employed at the U of A for 6 or more years.

### TLAPO: Who are Temporary Librarian, Administrative, and Professional Officers?

- We are 80 TLAPO with contingent appointments, and it takes 6 years for us to convert to a permanent job.