

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 are academics

We deliver quality education to our students: same credentials, same courses.

Professionalism

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

Invisibility

We normally have short-term contracts - often only one semester - and no certainty about our employment afterwards.

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.