

TA Allocation Process

- Review of status quo
- Proposed policy and process change
- How that will affect TA allocations

Status quo: TA Numbers Review

AY	Semester	MS	PhD	UG
2016-2017	Spring 2017	10	62	128
2017-2018	Fall 2017	13	78	167
2017-2018	Spring 2018	10.5	80.5	205
2018-2019	Fall 2018	33	103	225
2018-2019	Spring 2019	32	82	261
2019-2020	Fall 2019	66.5	104.5	214

Status quo: TA Formula (current)

Rule 1: TAs are allocated based on the formula below, based on the course level and # of enrollments.

Rule 2: For every hour of discussion section, classes are allocated 3 additional hours of TA time.

Rule 3: The ratio of grad to undergrad TAs should be no larger than 1 to 3 (i.e., 1 grad TA for every 3 or more undergrad TAs).

Course Level	Student Enrollment Requirement	TA hour allocation	Hour Bonus/# discussion sections
100-300	30 students	20 hrs.	3 hrs.
400-700**	30 students	20 hrs.	3 hrs.
800***	30 students	10 hrs.	N/A

Status quo: Assignment process

- Collect applicants and instructor recommendations
- Assign 1st and 2nd year PhDs, 3rd year PhDs (etc.). MS students upon request (when warranted)
- Make assignments and send letters by Thanksgiving Break
- Adjust as students decline offers and/or enrollments shift

Status quo: Inadequacies

- Difficult to centrally administer
 - Shifting seat counts
 - Shifting TA availability
 - Inadequate software (i.e. giant spreadsheet)
- Relies on instructors to monitor TA balance
- No agreed upon policy/procedure

Proposed change: TA Formula (revised formula)

Course Level	Student Enrollment Requirement	TA hour allocation	Hour Bonus/# discussion sections
100-300	30 students	20 hrs.	3 hrs.
400-700**	40 students	20 hrs.	3 hrs.
800***	30 students	10 hrs.	N/A

Proposed change: Fall 2019 simulated

	Old Way		New Way	
	UG	Grad	UG	Grad
100-300	183	74.5	184	74.5
400	87	34.5	65	28
Grad	0	13	0	15.5
Total	270	122	249	118

Above reflects simulated perfect adherence to TA allocation formula with Fall 2019 enrollments.

Proposed change: New TA application system

- Help instructors see their TA balances and grad/UG ratio
- Help Tom see live enrollment data and enforce TA formula (3:1 grad:UG ratio)
- Goal: Reduce expenses and ensure equity for TA support among instructors
 - Reduce overall dept hours spent figuring out TAs!

Affect of New Policy: Enforce TA allocation formula

	Actual		Ideal (new formula)		Change	
	UG	Grad	UG	Grad	UG	Grad
100-300	183	82	184	74.5	+1	-7.5
400	29	69.5	65	28	+36	-41.5
Grad	1	12.5	0	15.5	-1	+3
Total	213	164	249	118	+36	-46

Affect of New Policy: What it means for you

- System makes it easier to see your TA balances and hours owed
- More mindful of requests (will not be allowing MS assignments except in extreme circumstances)
- Written policy/procedure for clarity/transparency; will revise with instructor feedback