



UMKC Salary Discrepancies

[Fadhel Kaboub](#) Oct . 20 . 2003

UMKC's Graduate Teaching Assistants (GTAs) face salary discriminations in the College of Arts and Sciences. As of Fall Semester 2002, the average annual earning for GTAs ranged from \$5,676 (Theater) to \$13,685 (Chemistry). In other words, the highest paid GTA gets more than twice what the lowest paid GTA earns.

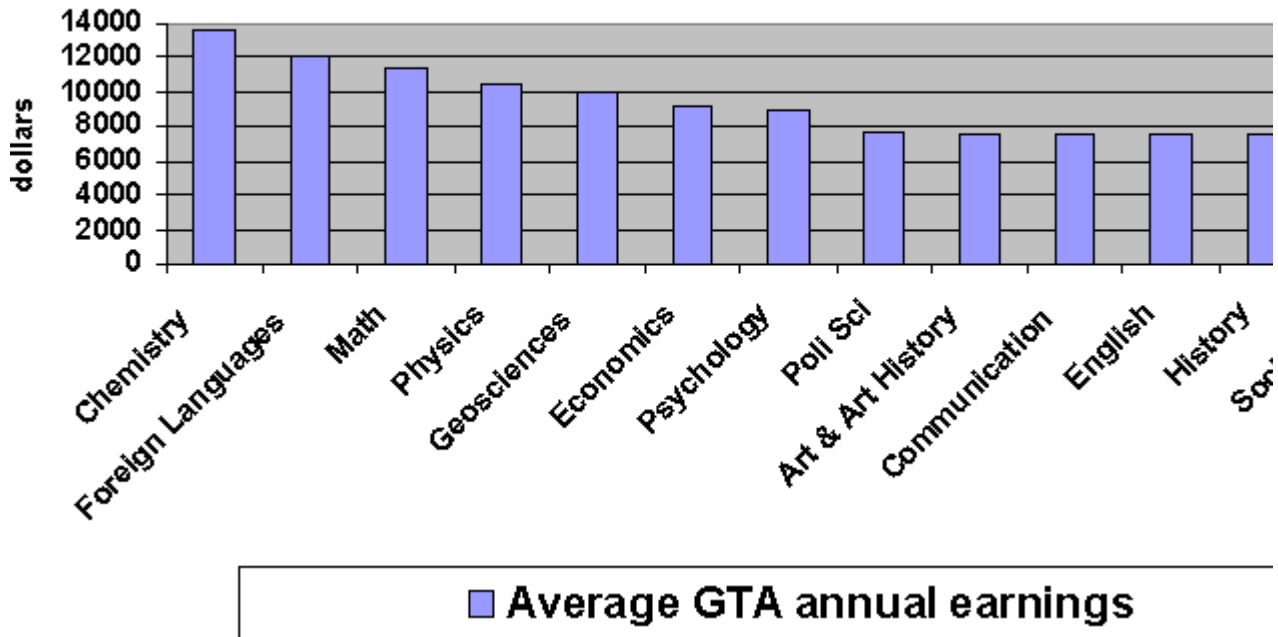
"Discrimination among graduate students based on discipline is intellectual racism and discrimination," said Fred Lee, Professor of Economics at UMKC.

The average annual earning for GTAs in the College of Arts and Sciences is \$9,704. This puts 9 of the 14 departments below the average. And 4 out of the top 5 highest paying departments are math and sciences departments.

The alleged discrimination among GTAs based on disciplines is not something unique about UMKC's College of Arts and Sciences or the Fall Semester 2002. Other schools at UMKC allegedly practice the same policy – a practice common to most universities in the United States.

"When GTAs are asked to perform exactly the same tasks, they should get the same amount of money, but even within the same department, this is not always the case," said a GTA who preferred to remain anonymous. "We don't have any bargaining power," he said.

Average Arts and Sciences GTA annual earnings in 2002



"Yes, of course this is discrimination," said another GTA who also preferred to remain anonymous.

“We all need to get together and work directly with the School of Graduate Studies in order to have equal pay for equal work,” she said. “Complaining to our individual departments is not going to solve the problem.”

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Posted on 10-20-2003

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