

What the UPTF has accomplished....

Since its formation in 2007, and its first contract in 2008, the Union of Part-Time Faculty has been fighting to improve working conditions at Wayne State. We've won a number of victories, but there is still so much to do . . .



Before the Union . . .

After the Union . . .

Salary

\$582 per credit hour minimum. Many had not had a raise in 5 years or more.

Our new per credit hour minimum in Fall 2023 is **\$1362** .

Every received at least a **3%** raise over Fall 2022 rates, but some individuals received a raise closer to 10% when the PTF2 & PTF3 minimums were increased.

Everyone will receive a 2.5% raise in Fall 2024 & 2025.

Appointment and Reappointment

At the department's whim.

We have three ranks for PTF, with PTF3 being the highest rank. When assigning work for upcoming semesters, supervisors must assign work to PTF3s before other PTF. For PTF3s only, supervisors must follow PTF3 seniority in a pool as well. Once PTF3s are given their assignments, PTF2s receive assignments, followed by PTF1s.

Promotion

Not available

The Provost's Office will send an email to all PTF every semester reminding them of the procedures for Promotion Evaluation. Those procedures are: 1) PTF may request evaluation for promotion beginning in first half of 5th semester in the pool (or the first half of any subsequent semester); 2) evaluation takes place in 6th (or subsequent) semester; 3) If the requested evaluation was successful, or if the requested evaluation did not occur, promotion is automatic in the next semester the PTF teaches in the pool.

If successful, no matter what class the PTF teaches next, they will receive their promotional pay raise.

Job Security

None; classes were offered a semester at a time.

Not an ironclad obligation due to the contingent nature of the job. PTF 2s should receive a Letter of Offer stating a second semester appointment will be forthcoming while PTF 3s should receive one stating additional contracts for 3 more semesters (two years) will be forthcoming.

Merit Pay Increases

None

Potentially available every three years once one has become a PTF 3.

Visit <https://bit.ly/4duLOUJ> to join the union!

See reverse for more . . .

UPTF.org

	<i>Before the Union...</i>	<i>After the Union...</i>
<i>Voluntary Dental and Vision Insurance</i>	No insurance offerings for PTF	PTF can purchase either or both insurances with 12 months coverage paid by payroll deduction in Fall & Winter semester.
<i>Tuition Assistance</i>	None	If a PTF is teaching at least 3 credits, they can take up to 3 credits tuition-free. (Fees and taxes still apply.) 50% Tuition reimbursement or waiver for spouse and eligible dependents of a PTF for up to the cost of full-time enrollment in a semester that the PTF is teaching at least 2 credits.
<i>Retirement Match</i>	None	PTF can also sign up for the university's 403(b) retirement program. The new contract calls for a university match of 4% of gross salary if the PTF contributes at least 4% of salary beginning in Fall 2023. The same policy continues in Fall 2024. In Fall 2025, the match increases to 5%, so long as fewer than 30% of PTF participate in the plan.
<i>Leave of Absence</i>	None; turning down a class could mean that PTF would not have a course offered in the future.	Up to one year for PTF2s & PTF3s every 5 years.
<i>Professional Development: conference travel support and professional memberships</i>	Nothing specifically for PTF.	Any PTF represented by the UPTF who has taught for 2 semesters and can be reasonably expected to teach within a year of the award can apply for travel support for up to 2 professional conferences over two academic years (up to \$1,500) and 2 memberships in 2 academic organizations over two years (up to \$250 each).
<i>Professional Development: Grants</i>	Nothing specifically for PTF.	Part-Time Faculty must have taught at least two semesters at WSU (Spring / Summer is considered one semester for this calculation). In addition, the Part-Time Faculty must expect to teach again at WSU within a year of receiving the Grant. The Grant is funded by the Part-Time Faculty Professional Development fund. "These grants may be requested to support such professional development activities as educational workshop attendance, research projects, or creative activities. Professional Development Grants may not be used to supplement or replace salaries of employees."
<i>Protections</i>	None. All PTF were employed "at will."	Formal grievance procedure ending in binding arbitration. Termination for only Just cause after progressive discipline for PTF 2s and PTF 3s.

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Per Credit Hour Salary by Step and Academic Year

STEPS	2007 (Pre-UPTF)	Fall 2022
1	\$582	\$1,108
2	\$641	\$1,196
3	\$699	\$1,287
4	\$757	\$1,346
5	\$816	\$1,419
6	\$875	\$1,472
7	\$931	\$1,512
8	\$991	\$1,597
9	\$1,058	\$1,631
10	\$1,108	\$1,718
11	\$1,165	\$1,799
12	\$1,223	\$1,884
13	\$1,282	\$1,921
14	\$1,340	\$2,005
15	\$1,398	\$2,074
16	N/A	\$2,155

STEPS	Fall 2023	Fall 2024	Fall 2025
A	\$1,326	\$1,359	\$1,393
B	\$1,386	\$1,421	\$1,457
C	\$1,462	\$1,499	\$1,536
D	\$1,516	\$1,554	\$1,593
E	\$1,557	\$1,596	\$1,636
F	\$1,645	\$1,686	\$1,728
G	\$1,680	\$1,722	\$1,765
H	\$1,770	\$1,814	\$1,859
I	\$1,853	\$1,899	\$1,946
J	\$1,941	\$1,990	\$2,040
K	\$1,979	\$2,028	\$2,079
L	\$2,065	\$2,117	\$2,170
M	\$2,136	\$2,189	\$2,244
N	\$2,220	\$2,276	\$2,333

Before the union, many of us were paid \$582 a credit hour; many of us had not seen raises in five years or more.

In the Fall of 2023, our current academic year, the per credit hour minimum is **\$780 higher.**



Shaded rows in green represent PTF 1, PTF 2, and PTF 3 minimums; the golden shaded column represents the current year of our contract.

Visit our newly redesigned website, www.uptf.org, for more information and to join the union!

New Contract Annual Increase

Fall 2023	3%
Fall 2024	2.5%
Fall 2025	2.5%

Promotions

Ranks

Part-Time Faculty at WSU have three ranks. Each rank advances PTF in job security and salary.

PTF1: All new hires are PTF1 and considered at-will employees until they pass their first promotion. A PTF1 is hired a semester at a time and has no security that they will be called back to work again. All PTF1 are equal in rank, no matter if they have taught four semesters at WSU or just one.

PTF2: Once a PTF is promoted to PTF2 status, they have more job security. A PTF2 will be assigned work before a PTF1. Also, PTF2 who have taught two semesters in a three semester academic year (fall, winter, spring/summer) will be given a multi-semester appointment **if there are classes available in their course pool**. Promotion to PTF2 means that one will either be paid at the PTF2 minimum status or one step above the rate they were paid as a PTF1, whichever is higher.

PTF3: Once a PTF is promoted to PTF3 status, they have reached the highest promotional status they can attain under the current contract. PTF3 who have taught two semesters in a three semester academic year (fall, winter, spring/summer) will be given a **two-year** appointment **if there are classes available in their course pool**. Courses are assigned first to PTF3, in order of their seniority at the PTF3 level.

Merit Pay

In their 6th semester as a PTF3, a PTF can request an evaluation for Merit Pay. Should they be successful, this will move them to the next higher pay rate.

Departments set their own criteria for a Merit Pay raise, but they often expect a PTF to have gone above the minimum criteria for promotion.

Course Pools

All of the classes that Part-Time Faculty at WSU can teach are divided into Course Pools. The Pools should be a group of classes that are similar in content and pedagogy. Once a department recognizes that a PTF is qualified to teach one course in a Pool, they are considered qualified to teach **all of the courses in that Pool**. (It is worth noting that some Course Pools contain a single class.) Each semester that we teach a class in a Course Pool, we earn a semester toward promotion.

Track your Course Pool status on the Course Pool Seniority List here: <https://bit.ly/CBAandPools>

Time to Promotion

In order to be promoted in a timely fashion, PTF need to keep track of their semesters earned in each Course Pool. They should follow this calendar, which applies to each rank:

- Semesters 1-4: Concentrate on excellent teaching and building a good CV (attend conferences using our PD fund!) and teaching portfolio.
- Semester 5 (or later) : **Request a Promotion** Evaluation from one's department chair or Unit Head. Evaluation will occur in the following semester.
- Semester 6 (or later): If one has not already done so, **request an evaluation**. If requested before Week 8, the evaluation will occur that semester.
- Semester 7: If you passed your evaluation, it should be your first semester of your new rank, complete with **pay raise to either the new minimum for your rank or the next step, whichever is higher**.