

UPTF per Credit hour Salary Scale: 2007 (before UPTF) through 2020

		First Contract				Second Contract				Third Contract				
2007 (Pre- UPTF)	Salary Level	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	Changed from Alpha to Numeric	2016-17	2017-18	2018-19	2019-20
\$582	PTF-1 Minimum	\$700	\$718	\$735	\$754	\$769	\$788	\$808	\$828	collapsed ↓	N/A	N/A	N/A	N/A
\$641	B	\$729	\$747	\$766	\$785	\$800	\$820	\$841	\$862	1/ PTF 1	\$915	\$938	\$961	\$985
\$699	C	\$788	\$808	\$828	\$849	\$865	\$887	\$909	\$932	2	\$987	\$1,012	\$1,037	\$1,063
\$757	D	\$847	\$868	\$890	\$912	\$930	\$953	\$977	\$1,001	3/PTF 2	\$1,062	\$1,088	\$1,116	\$1,144
N/A	PTF-2 Minimum	\$850	\$871	\$893	\$915	\$933	\$956	\$980	\$1,005	collapsed ↓	N/A	N/A	N/A	N/A
\$816	E	\$907	\$930	\$953	\$977	\$996	\$1,021	\$1,047	\$1,073	4	\$1,133	\$1,161	\$1,190	\$1,220
\$874	F	\$966	\$990	\$1,015	\$1,040	\$1,061	\$1,088	\$1,115	\$1,143	5	\$1,206	\$1,236	\$1,267	\$1,299
N/A	PTF-3 Minimum	\$1,000	\$1,025	\$1,051	\$1,077	\$1,098	\$1,125	\$1,153	\$1,182	6/ PTF 3	\$1,251	\$1,282	\$1,314	\$1,347
\$931	G	\$1,025	\$1,051	\$1,077	\$1,104	\$1,125	\$1,153	\$1,182	\$1,212	7	\$1,285	\$1,317	\$1,350	\$1,384
\$991	H	\$1,086	\$1,113	\$1,141	\$1,170	\$1,192	\$1,222	\$1,253	\$1,284	8	\$1,357	\$1,390	\$1,425	\$1,461
\$1,048	I	\$1,144	\$1,173	\$1,202	\$1,232	\$1,256	\$1,287	\$1,319	\$1,352	9	\$1,428	\$1,463	\$1,500	\$1,537
\$1,108	J	\$1,205	\$1,235	\$1,266	\$1,298	\$1,323	\$1,356	\$1,390	\$1,425	10	\$1,503	\$1,541	\$1,579	\$1,619
\$1,165	K	\$1,263	\$1,295	\$1,327	\$1,360	\$1,387	\$1,422	\$1,458	\$1,494	11	\$1,574	\$1,614	\$1,654	\$1,695
\$1,223	L	\$1,322	\$1,355	\$1,389	\$1,424	\$1,451	\$1,487	\$1,524	\$1,562	12	\$1,648	\$1,690	\$1,732	\$1,775
\$1,282	M	\$1,383	\$1,418	\$1,453	\$1,489	\$1,518	\$1,556	\$1,595	\$1,635	13	\$1,723	\$1,766	\$1,810	\$1,855
\$1,340	N	\$1,442	\$1,478	\$1,515	\$1,553	\$1,583	\$1,623	\$1,664	\$1,706	14	\$1,798	\$1,843	\$1,889	\$1,936
\$1,398	O	\$1,501	\$1,539	\$1,577	\$1,616	\$1,648	\$1,689	\$1,731	\$1,774	15	\$1,869	\$1,916	\$1,964	\$2,013
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	New/16	\$1,943	\$1,991	\$2,041	\$2,092

The fall before the first UPTF contract (2007) the lowest paid part-time faculty members at Wayne State were being paid \$582 per credit hour. In Fall, 2018, the corresponding salary per credit hour is \$961 per credit hour, a **65.1% increase since 2007**.

All bargaining unit members' pay—not just that of the lowest-paid—increased significantly under the UPTF contract. For instance, someone near the middle of the scale would have moved from \$991 per credit hour in 2007 to \$1,425 per credit hour in Fall 2018, a **43.8% increase**.

The existence of a promotional ladder for part-time faculty—another innovation of the UPTF contract—makes employment at WSU more predictable and ensures a higher salary for PTF 2s and PTF 3s; because of the evaluation requirements of the promotion system, it also ensures higher-quality instruction for Wayne State students.

Since PTF currently can hold different statuses in different pools (PTF 1, PTF 2, PTF 3), the credit hour rate a ptf earns **must always be equal to at least to the highest per credit hour rate the individual has ever earned under the contract**. Any annual increase or promotional raise will be in addition to the highest previous rate.

Accomplishments of the UPTF since 2008

	Pre-UPTF	Since UPTF
Salary	\$582 per credit hour minimum. Many had not had a raise in 5 years or more.	Significant raises in the first year of each contract, and 2.5% in all other years. See flip side for percentage increases since 2007.
Merit Pay increases	not available	Potentially available every three years once one has become a PTF 3.
Promotion	not available	A path to advance from PTF 1, to PTF 2 and PTF 3 after passing performance evaluations. PTF 2 and PTF 3 status bring some job security.
Job Security	Semester to semester	Not an ironclad obligation due to the contingent nature of the job, but PTF 2s receive a Letter of Offer stating a second semester appointment will be forthcoming while PTF 3s receive one stating additional contracts for 3 more semesters (two years) will be forthcoming.
Voluntary Dental & Vision Insurance	not available	For PTF with two years of service, either or both can be purchased with 12 months coverage paid by payroll deduction in fall & winter semester.
Tuition Reimbursement	Not Available	50% Tuition reimbursement for spouse and eligible dependents of a member for up to the same number of credit hours in a semester that the part-time faculty member is teaching.
Retirement Match	Not available	Part-time faculty can also sign up for the defined contribution retirement program that is open to other WSU employees. The current academic year (2016-17) is the last one without a partial university match. The new contract calls for a .75% university match if the individual contributes at least 5% of salary beginning in Fall 2017.
Leave of Absence	Not available	Up to one year for PTF 2s & PTF 3s every 5 years.
Professional Development: conference travel support and professional memberships	Nothing specially for part-time faculty	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 \$1,000) and 2 memberships in 2 academic organizations over two years (up to \$100 each).
Professional Development: Grants	Nothing specially for part-time faculty	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."
Protections	All PTF were employees "at will"	Formal grievance procedure ending in binding arbitration. Termination for only Just cause after progressive discipline for PTF 2s and PTF 3s.