

URI/AAUP/PTFU

Part-Time Faculty United



URI PTFU Executive Committee

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PRO-RATA SALARY COMPENSATION FOR URI ADJUNCT FACULTY

“From 1975 to 2011, the number of tenure-track and tenured professors increased by only 35.6 percent nationwide, while the number of part-time professors increased by 305.3 percent.” (*Equality for Contingent Faculty: The Two-Tier System*, ed. by Keith Hoeller. Vanderbilt U Press, 2014)

Almost all of the advocacy groups speaking on behalf of part-time/adjunct faculty have long argued that the only fair compensation for part-time faculty appointments is a pro-rated compensation based upon the salary of full-time faculty. As the AAUP has long recommended, “compensation for part-time appointments should be the applicable fraction of the compensation (including benefits) for a comparable full-time position.” (*Background Facts on Contingent Faculty*, AAUP, 2012.)

In support of our pro-rata salary increase proposal we further reference the recent report, *An Update Analysis of the Financial Statements of the University of Rhode Island: Academic Years 2004-2010*, which concludes: “While it may be the case that the State of Rhode Island is in a fiscal crisis, there is no financial crisis at the University of Rhode Island. . . . Although a great deal of uncertainty surrounding the state budgets and the economy in general remains, as long as there is no substantial decline in enrollment, the University of Rhode Island remains in good financial condition and is certainly in a position to offer competitive salaries and benefits to its faculty.” (Rudy Fichtenbaum, Wright State University, Dayton: OH, p. 41.)

It is the goal of the URI PTFU to improve the conditions of employment of URI’s part-time faculty and to become the model upon which other comparable research institutions of higher education should support their part-time faculty--the largest group of teaching faculty currently employed in public higher education research institutions and whose employment is integral to the successful achievement of the goals and purposes of these educational institutions, including the University of Rhode Island.

JOIN US!

Join your colleagues today to promote and protect your rights as a member of the URI/Part-Time Faculty United union. The URI/PTFU continuously works toward our mission and commitment of addressing matters that directly impact both individual and collective areas of concern to URI part-time adjunct faculty. The Union goals include giving a voice to URI’s Part-Time Faculty, empowering them as equal members of URI’s teaching community, ensuring that members’ rights and entitlements gained from collective bargaining negotiations are respected and enforced. We will continuously work toward enhancing the work experience and environment for the Part-Time Faculty and continue to seek employment necessities, including salary, equity, and time in service rights. We strive to achieve these goals by leading and growing a sustainable and united union group with a view towards advancing the status of URI’s Part-Time Faculty.

CONTRACT GAINS

2017-2020 AGREEMENT

- * SUBSTANTIAL ACROSS THE BOARD SALARY INCREASES
- * DOUBLED THE INCREASE IN SALARY FOR ADVANCEMENT TO LEVELS II & III
- * CHANGED NUMBER OF COURSES TO STEP II FROM 20 COURSES TO 15
- * CHANGED NUMBER OF COURSES TO STEP III FROM 30 COURSES TO 22
- * INCLUSION IN TIME IN SERVICE SENIORITY OF ALL COURSES TAUGHT
 - * NEW PROVISION FOR COURSES TAUGHT IN 2 DEPARTMENTS
 - * INCREASE IN SALARY PAID FOR LARGE CLASSES
- * STIPULATION FOR PTF INTELLECTUAL PROPERTY OWNERSHIP
 - * IMPROVEMENT IN LANGUAGE THROUGHOUT AGREEMENT
 - * SALARY FOR INDEPENDENT STUDY
 - * TEACHING EXCELLENCE AWARD
 - * 2018 SALARY RE-OPENER
 - * 2019 SALARY RE-OPENER

SALARY RE-OPENER

As noted, the current contract (June 30, 2017-July 1, 2020) called for wage re-openers in years 2018 & 2019. We have successfully negotiated a salary increase of 5% over the 2 -year period as noted in the following:

EFFECTIVE	LEVEL I	LEVEL II	LEVEL III
Spring 2019	\$1401/cr x 3= \$4203	\$1503/cr x 3 = \$4509	\$1614/cr x 3= \$4842
Fall 2019	\$1436/cr x 3 = \$4308	\$1541/cr x 3 = \$4623	\$1654/cr x 3= \$4962

The ratification vote by the URI PTFU took place on January 22, 2019 and approved by URI and the CPE (Council on Post-Secondary Education) on January 23, 2019.

URI PART-TIME FACULTY TEACHING EXCELLENCE AWARD

The **first annual** Teaching Excellence Award was awarded to Niels-Viggo Hobbs in May 2018. Hobbs teaches in the Biology department. All of those that nominated Hobbs referred to his talent as a teacher and his commitment to his students. He was recognized in the Commencement Program and sat alongside the URI Foundation award-winners at Commencement. He was presented with a plaque and honorarium by the University at a luncheon in his honor.

Congratulations to our colleague Niels-Viggo Hobbs.



L-R: Matthew Bodah, Vice Provost; Niels-Viggo Hobbs, Award Recipient; Donald DeHayes, Provost

MEMBERSHIP / NON-MEMBERSHIP

URI/PTFU UNION MEMBER

When you sign a URI/PTFU Membership Authorization Card, you join with other Part-Time Faculty (PTF) members for a stronger voice in achieving higher wages and improved working conditions. As a member in good standing, you will have the right to attend union meetings, serve on union committees, vote for union officers, use union assistance in the Level Advancement Evaluation process and use Union support provided by the Grievance procedure, vote on the collective bargaining agreement, participate in conferences. You fully understand that the dues required for membership in the URI/PTFU are subject to periodic change by the Union and you hereby request and voluntarily authorize your employer to deduct from your earnings and to pay over to URI/PTFU an amount equal to the regular dues uniformly applicable to members of URI/PTFU. You voluntarily agree to this deduction unless you revoke this authorization in a signed written statement submitted to URI Part-Time Faculty United, Rodman Hall, Rm 119, 94 West Alumni Ave, University of Rhode Island, Kingston, RI 02881 between May 20 and June 30 in the year preceding the year in which Union membership is to be cancelled.

URI/PTFU UNION NON-MEMBER

As a non-member not paying union dues to URI/PTFU, you understand you do not have the right to attend union meetings, serve on union committees, vote for union officers, vote on the collective bargaining agreement, or participate in URI/PTFU conferences. Moreover, non-union members must personally fund the use of PTFU personnel for the following Collective Bargaining provisions: 1) Article IX: Level Advancement Evaluation process; 2) Article XI Salaries; and 3) Article XIII: Grievance and Arbitration protocol. The Union services provided for the use of these options are to be self-funded by PTF who hold non-membership status in the URI/PTFU. The amount to be paid to the Union for assistance in using these shall be determined and agreed upon by the PTF and the URI/PTFU Union prior to the implementation of these Union services. The use of the Grievance and Arbitration process may also involve possible legal assistance which is to be paid by the non-union PTF member. All financial agreements between non-union PTF and the URI/PTFU shall be confirmed in writing and signed by the Union and PTF member.

GENERAL MEMBERSHIP MEETING / ELECTIONS

Our next General Membership meeting for members of URI/PTFU is scheduled for Wednesday, May 1, 2019. At this meeting we will vote on officers for the Executive Committee and will also vote on proposed changes to the *Constitution & By-Laws*. There will be additional items to be taken under consideration. The full list of items to be discussed will be placed on the Agenda for the meeting. The Agenda will be sent out to all members at least seven days before the General Membership meeting.

Membership Authorization Card

UNIVERSITY OF RHODE ISLAND

PART-TIME FACULTY UNITED

MEMBERSHIP AUTHORIZATION

I hereby affirm my membership in the *URI Part-Time Faculty United/AAUP* and authorize my employer to withhold from my salary dues as established by the PTFU. This authorization shall remain in effect until further notice.

Name : _____ Date: _____
(PRINT)

Address: _____

Signature: _____
(Do Not Print)

CONTACT INFORMATION:

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**URI/PTFU NEEDS YOUR SUPPORT!!
SHOW YOUR SUPPORT THROUGH MEMBERSHIP**