



UUP Fights and Wins for Contingent Faculty!

UUP's new Contract contains many provisions that address the needs of full-time and part-time contingent faculty.

Compensation

In addition to the across-the-board salary increases, contingent faculty will benefit from negotiated compensation gains such as:

- Per-course minimum salaries (based on 3 credits) will increase as follows:
 - 2026: \$5500 (Comps/Techs)/\$6000 (University Centers).
 - 2027: \$5750 (Comps/Techs)/\$6250 (University Centers).
 - 2028: \$6000 (Comps/Techs)/\$6500 (University Centers).
 - 2029: \$6250 (Comps/Techs)/\$6750 (University Centers).
 - 2030: \$6500 (Comps/Techs)/\$7000 (University Centers).
- Higher Education Stipend for all employees with a master's degree or higher: \$600/year for FT employees, \$300/year for .5 FTE PT employees.
- Cost of Living Adjustment in 2030: \$500 to base for FT, \$250 lump-sum for PT employees.
- Retention Awards
 - Full-Time Contingent Faculty earn on-base Retention Awards after consecutive years of campus service. By the end of the Agreement, those rates will be:
 - \$1750 after 7 years.
 - \$1500 after 12 years.
 - \$750 after 17 years.
 - Part-Time Contingent Faculty will now also benefit from annual lump-sum Retention Awards. They will receive:
 - \$500/year after 7 years.
 - \$1000/year after 12 years.
- Discretionary Salary Increase distribution in 2027: \$450 to base for all FT employees, \$225 lump-sum for all PT employees.

Job Security and Professional Advancement for Full-Time Contingent Faculty

- Full-Time Contingent Faculty (excluding Clinical Faculty at the HSCs) will now earn 4-year term appointments after 10 years of consecutive service.
- Full-Time Lecturer Rank Sequence: We have created two new state titles—Senior Lecturer and Advanced Senior Lecturer. Campuses will establish guidelines and procedures for promotion, including guaranteed salary increases. FT Lecturers can apply for promotion to Senior Lecturer after 6 years, and to Advanced Senior Lecturer after 9 years.
- Student "evaluations of teaching" can no longer be used as the sole or primary criteria for determining teaching effectiveness. This win is particularly important for contingent faculty who lack the protections of permanency.

Health Benefits

- Employees making below \$67,990 (escalating by the ATBs in each year of the contract) will now pay the lower tier of employee share of health benefits premiums.
- Adjunct faculty will have the cost of summer health insurance spread over their spring semester paychecks rather than facing a large bill at the end of the term.