

OUR UNION ON CAMPUS

**Working together as PSU-AAUP,
Faculty and Academic Professionals have secured:**



Living Wages and Benefits for You & Your Colleagues

- ✓ **ANNUAL COST-OF-LIVING ADJUSTMENTS**
 - In 2025, graduated increases were applied averaging over 4.6%. More than one-third of our members received a COLA of 5%.
 - In 2026, members will receive a 3% pay increase across the board
- ✓ **BRIDGE FUNDING POOL FOR RESEARCHERS AND IMPROVED LAYOFF NOTICES FOR FACULTY AND ACADEMIC PROFESSIONALS**
- ✓ **INCREASED RATES OF PAY FOR FACULTY SABBATICALS**
- ✓ **INDIVIDUAL PROFESSIONAL DEVELOPMENT ACCOUNTS (IPDA)**
 - Tenure-track and tenured faculty receive \$1,100 annually; non-tenure-track faculty and researchers receive \$600 annually; APs receive \$500 annually.
- ✓ **SALARY POOLS FOR FACULTY AND ACADEMIC PROFESSIONALS TO ADDRESS MARKET INEQUITIES**
- ✓ **INCREASED SALARY RANGES FOR ALL ACADEMIC PROFESSIONAL JOB FAMILIES AND DIFFERENTIAL PAY FOR BILINGUAL SERVICES**
- ✓ **PSU TUITION REMISSION FOR A SECOND DEPENDENT**



Employment Stability & Promotion Pathways

- ✓ **TRANSPARENT AND FAIR EVALUATION AND PROMOTION PROCESS**
- ✓ **CONTINUOUS APPOINTMENTS FOR NON-TENURE TRACK FACULTY**



Workload & Health Protections

- ✓ **DONATED SICK LEAVE BANK**
 - 6 hours annual donation and max 60 days benefit, for AY25-26
- ✓ **CAREGIVERS RECOGNITION & SUPPORT**
- ✓ **PAID LEAVE BENEFITS BEYOND STATE REQUIREMENTS**
 - Most members could receive up to 24 weeks of fully paid medical, family, or safe leave

Need more info?
View our
Contract Guide:
bit.ly/guide2021-25



Not a member yet?
Join here:
psuaaup.net/membership

