

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

