

UNDERSTANDING FACULTY SALARIES

What do I get paid?

- Full time faculty receive a salary for a total of 30 teaching weeks within an academic year.
 - 15 teaching weeks for the Fall semester and 15 teaching weeks for the Spring semester
 - This equates to 14 weeks and 1 week of finals. Breaks and holidays are excluded.
 - A full time workload is 24 workload hours (WLH) or 12 WLH per term
- Part time faculty are paid 1/24 of the full time academic year salary for each WLH taught.
- The current APSCUF contract can be found at [Union Information | PA State System of Higher Education \(passhe.edu\)](#).
 - Article 22 (pp 83; 86/202) covers SALARIES and includes the FACULTY PAY SCHEDULES (89-91/202) for each academic year covered in the current contract.
 - PAY RANGE refers to your “rank”
 - Q01 = Instructor
 - Q02 = Assistant Professor
 - Q03 = Associate Professor
 - Q04 = Professor
 - PAY STEP refers to your step or level

How often do I get paid?

Two payroll schedules are available, depending on a faculty’s status and Full-time equivalency (FTE):

- “20 Pay” = 20 biweekly payments per academic year
- “26 Pay” = 26 biweekly payments per academic year

Tenure-track faculty may choose between 20 and 26 biweekly payments per academic year.

Temporary faculty with an appointment of 12 credits for both semesters of the academic year may choose between 20 and 26 biweekly payments per academic year.

Temporary faculty with an appointment of less than 12 credits but at least six credits for both semesters of the academic year may choose between 20 and 26 biweekly payments per academic year.

Temporary faculty with an appointment of less than a full academic year, or, with an appointment of less than six credits for either semester of the academic year, are only provided with 20 biweekly payments per academic year.

APSCUF only allows changes between pay schedules ANNUALLY. Forms are distributed by APSCUF and must be sent to your local Payroll office during the month of April for the next academic year.

Article 22 SALARIES (above) provide the biweekly amounts for the 20 pay and 26 pay options as well as the overall annual salary.

When do I get paid?

The Pennsylvania State System of Higher Education (PASSHE) is pays employees on a biweekly “post-pay” schedule.

- Biweekly means you are paid every two weeks.
- Pay days are Fridays. Work weeks are Saturday through Friday.
- “Post-pay” means you receive pay for a pay period after the period has ended.

Faculty Pay Calendars can be found on the [Forms in the Office of Payroll Services - IUP](#) under General Payroll Documents.

Pay statements, which summarize your gross earnings, deductions and taxes in biweekly and annual figures, are available on the [PASSHE Employee Self Service \(ESS\) portal](#) on the Employee Self Service tab through the Payroll link.