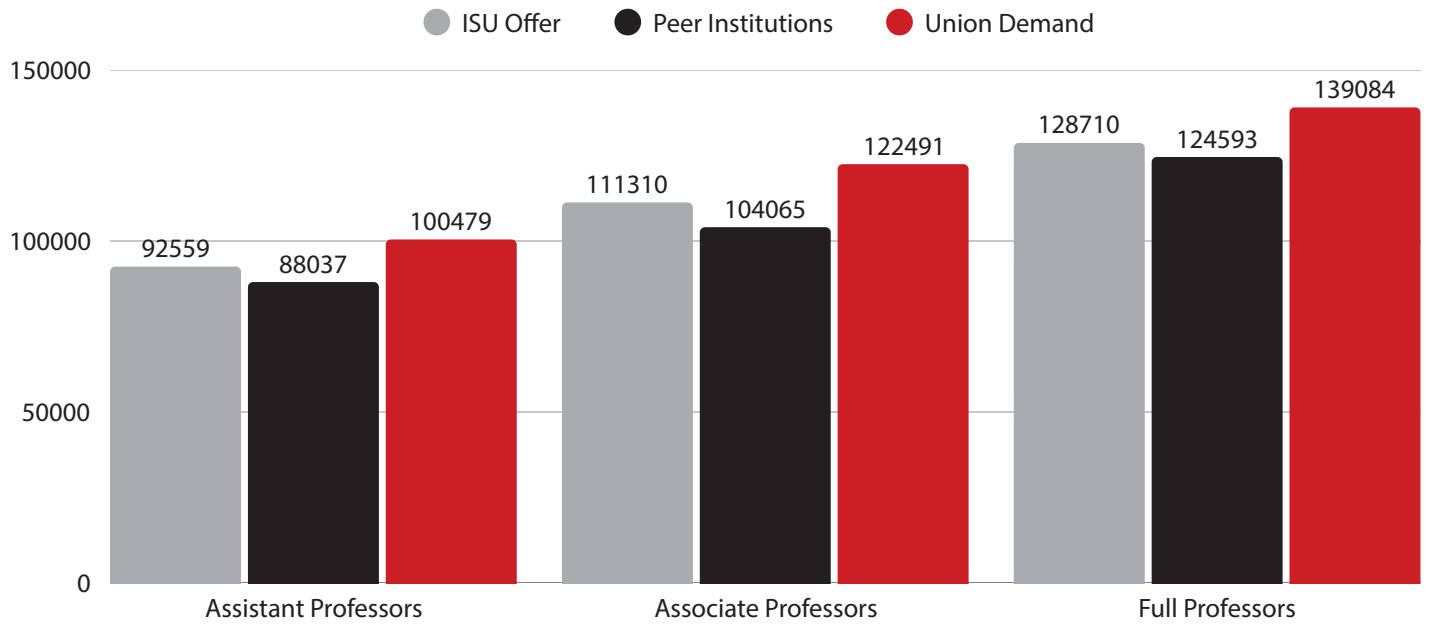


ISU PROPOSAL VS. UNITED FACULTY OF ISU PROPOSALS

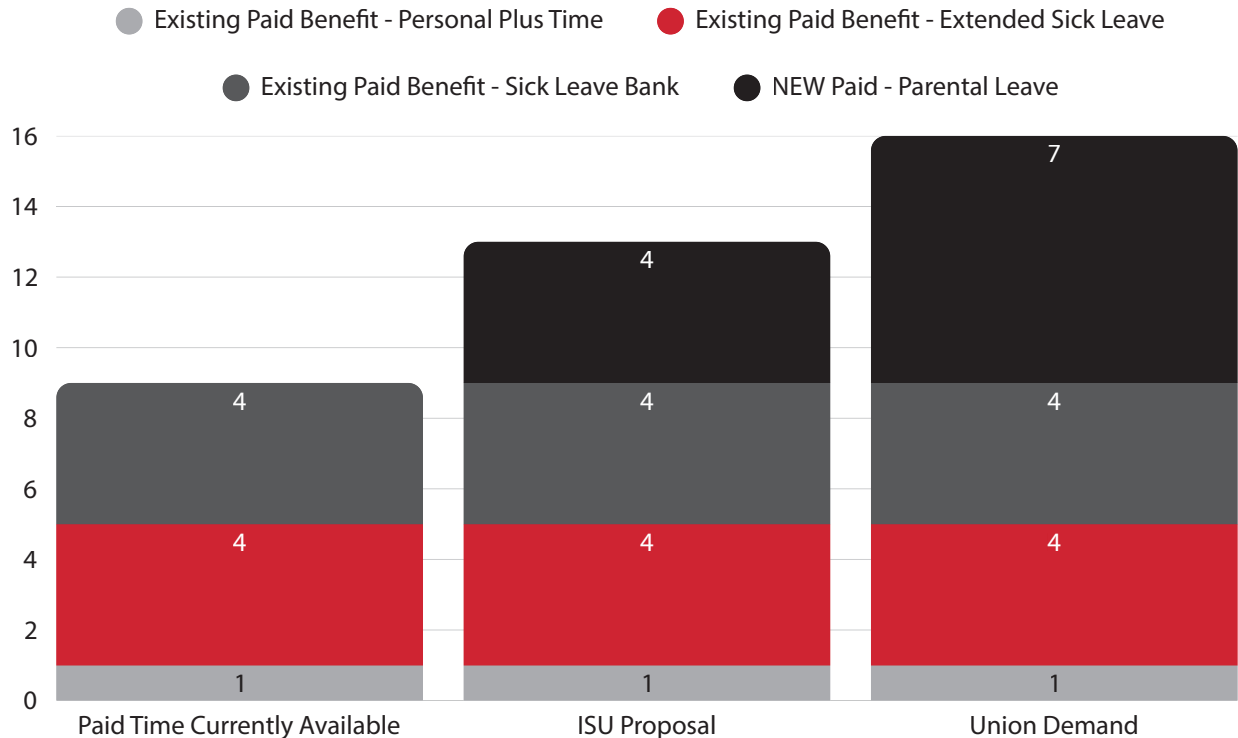
Data reflects the last on-the-record proposals as of 03/24/2025

SALARY PROPOSALS (in \$)



Data reflects estimated average salary rates as of 01/01/2028. Peer institution data reflects annual salary increase of 2.7% (the average increase over the past 10 years according to AAUP) and an adjustment for the local cost of living.

PAID PARENTAL LEAVE PROPOSALS (in Weeks)



The above does not include any accrued personal sick time that can also be used for parental leave. Faculty earn 12 days of sick leave per year with no limit on the balance they can carry to the next year. This accrued personal sick time is also paid and usage deducts from the faculty member's accrued sick leave balance.

