

# Compensation Goals

April 2024

In FY23, WSU implemented the first pay adjustments using the new market based compensation (MBC) model adopted by the university in 2020.

The MBC model is a cornerstone strategy of the University's DEI Plan to ensure equity in our pay practices.

The purpose of this update is to share:

- Changes to the pay variables and pay analysis process for FY25, based on stakeholder feedback
- Our FY25 compensation goals
- Next steps

# Agenda

---

Definitions & Roles

---

Prior Year Outcomes

---

Changes to Pay Variables and Pay  
Analysis Process

---

FY25 Compensation Goals

---

Next Steps

- Benefit Eligible– Employees who accrue sick leave.
- Equity– internal review comparing employees in same job code or rank & discipline using the pay analysis variables.
- Market – external review comparing salary data collected from annual surveys\* taking into consideration strength of job match, university size, industry, geographic location, and scale

# Roles & Responsibilities



|  | Responsible<br>(Decision Maker) | Accountable<br>(Implementer) | Consulted<br>(Provides Input)                          | Informed<br>(Those Impacted)  |
|--|---------------------------------|------------------------------|--|---|
| Determines pay variables used in equity analysis | Divisional Leaders              | Human Resources              | Human Resources, Leaders of People                     | Employee's compensation plan  |
| Conducts annual equity & market reviews          | Human Resources                 | Human Resources              | Pay Survey Data, Divisional Leaders, Leaders of People | Employee's compensation plan  |
| Determines FY compensation priorities            | Divisional Leaders              | Human Resources              | Human Resources, Budget Office, Leaders of People      | Budget Review Officers, Leaders of People, Employee's compensation plan |
| Determines FY compensation budget                | Divisional Leaders              | Budget Office                | State of Kansas, KBOR,                                 |   |

# Agenda

---

Definitions & Roles

---

Prior Year Outcomes

---

Changes to Pay Variables and Pay  
Analysis Process

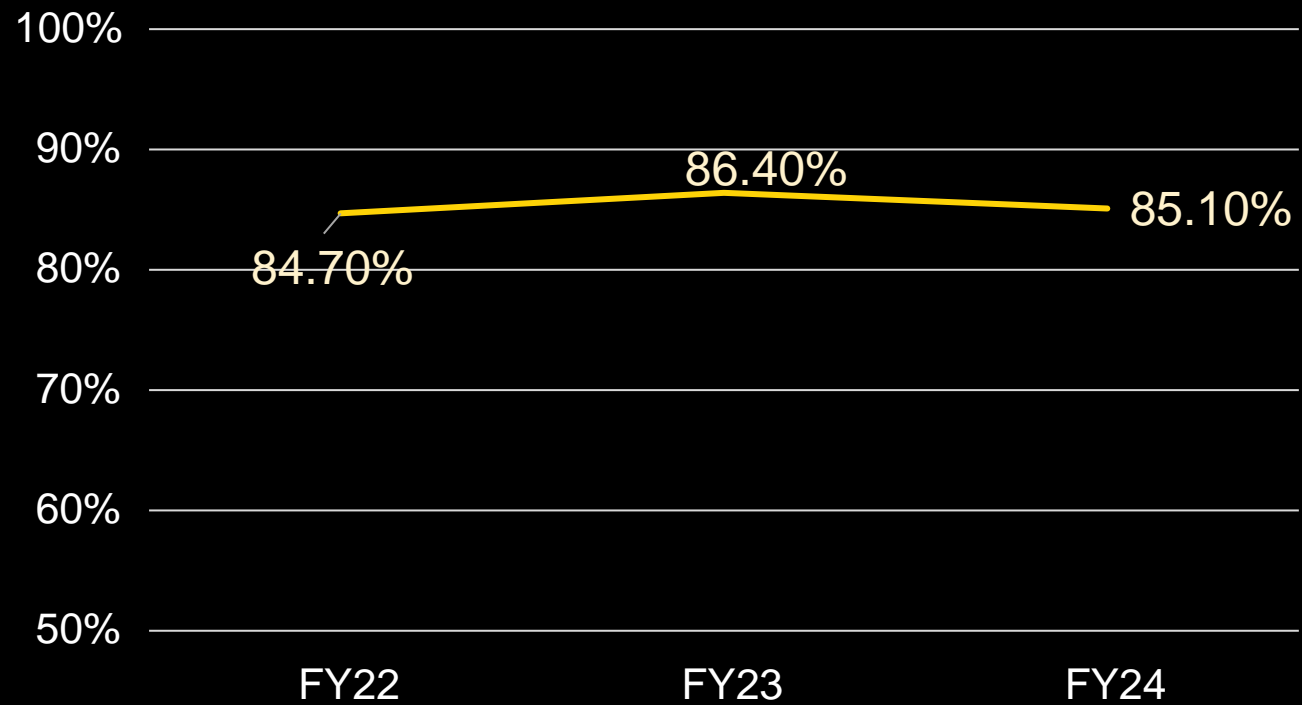
---

FY25 Compensation Goals

---

Next Steps

# MBC Outcomes Overall



Our longterm goal at the University is to pay the middle of the market (on average) within each respective job or rank & discipline; not leading or not lagging the market. We establish goals for each fiscal year to make progress year over year.



# Agenda

---

Definitions & Roles

---

Prior Year Outcomes

---

Changes to Pay Variables and Pay  
Analysis Process

---

FY25 Compensation Goals

---

Next Steps



WICHITA STATE  
UNIVERSITY

# Staff Pay Variables

| Staff FY23/FY24                             | Staff FY25 Recommendation  |
|---|--|
| Pay Grade                                   | Pay Grade- no change   |
| FLSA Status                                 | FLSA Status <b>remove from analysis; no impact to outcome</b>                        |
| Years in Current Job weighting .5% per year | Years in Current Job <b>increase weighting to 2% per year (best practice)</b> 40Yeng |
|   |  |
|   |  |
|   |  |
|   |  |
|   |  |
|   |  |
|   |  |

# Market Data Surveys

FY25 Determination:

Continue with the current market data sources.

During CY2024, HR will identify potential surveys through Dean feedback and other sources, analyze the surveys for statistical soundness, cost to purchase and any resources needed to manage. HR will make recommendations based on this analysis for FY26 implementation.

# Autonomy for Externally Funded Depts

Stakeholder Feedback: Request the ability to move employees towards median on an accelerated or delayed pace from the university, if funding is available, and in adherence to university pay practices.

FY25 Determination:

Allow Externally Funded Departments to fund M&C a different pace.

Update Compensation Administration Guideline with the following language:

*Department leaders whose programs generate most of their revenue from external sources (i.e., non-tuition or General Use funds) can decide, in conjunction with divisional officer approval, to accelerate or delay progress of their department's compensation utilizing the current University methodology at a different ratio or pace while maintaining consistent application among their workforce during the annual pay analysis process, as it relates to the University goal of being at the market median (50<sup>th</sup> percentile), in aggregate. The Compensation Team, in conjunction with the divisional officers, maintains a record of departments eligible in this paragraph.*

# FY25 Budget/Compensation Cycle

Stakeholder Feedback: Need to minimize the number of changes that occur during the pay analysis period - creates too many errors and confusion for leaders

## FY25 Determination:

Anyone promoted, hired or receiving a pay increase on or before April 13, 2024 (60 days prior to the final FY pay period of June 8, 2024) would be eligible for University compensation goals.

For anyone promoted, hired or receiving a pay increase after April 13, 2024 (starting 60 days prior to the final FY pay period of June 8, 2024) their new pay and/or position would be analyzed in subsequent reviews.



WICHITA STATE  
UNIVERSITY

Staff Senate recommends providing a 1% bonus for completing a degree while working at the university, whether it is required for the job the employee currently holds or not. Estimated cost of \$680/employee\* in addition to tuition assistance.

FY25 Determination:



# Agenda

---

Definitions & Roles

---

Prior Year Outcomes

---

Changes to Pay Variables and Pay  
Analysis Process

---

**FY25 Compensation Goals**

---

Next Steps



# Agenda

---

Definitions & Roles

---

Prior Year Outcomes

---

Changes to Pay Variables and Pay  
Analysis Process

---

FY25 Compensation Goals

---

Next Steps

# FY25 Annual Pay Analysis Cycle

Stakeholder  
Feedback



# Next Steps

- Stakeholder Updates
  - PET– March 26
  - Budget Advisory Committee April 11
  - Staff– April 16
  - Faculty– April 22
- Communication to Leaders / Employees
  - Changes to Pay Ranges

