



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

Definitions & Roles

Prior Year Outcomes

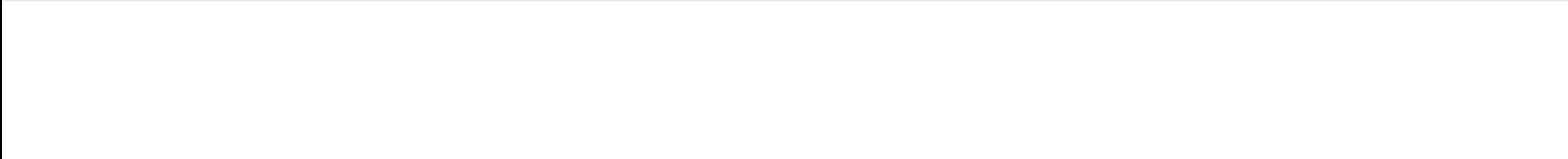
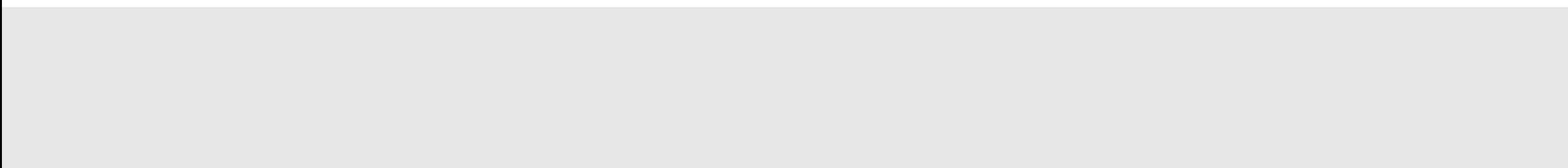
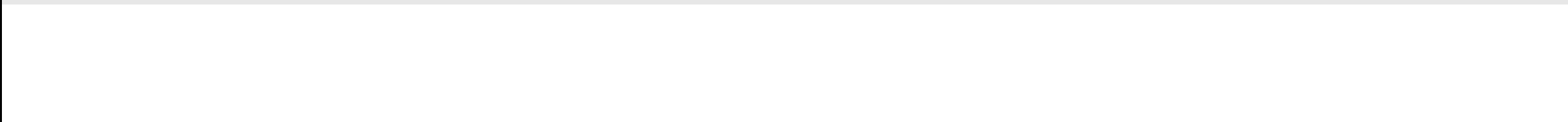
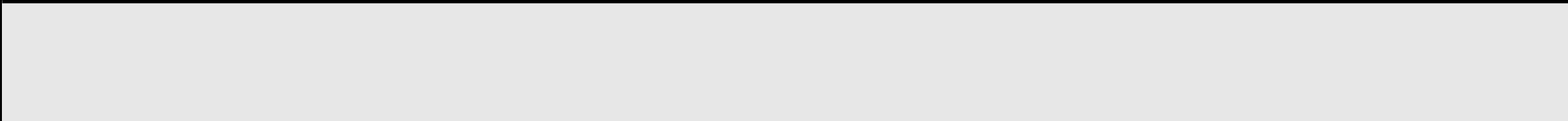
Changes to Pay Variables and Pay
Analysis Process

FY25 Compensation Goals

Next Steps

- Employees who accrue sick leave.
- internal review comparing employees in same job code or rank & discipline using the pay analysis variables.
- external review comparing salary data collected from annual surveys* taking into consideration strength of job match, university size, industry, geographic location, and university type, as appropriate.
- the data used to review equity.

*Salary surveys WSU uses: College & University Professional Association
"CUPA" (faculty & staff), TowersWatson (staff only), and Payfactors (staff only)



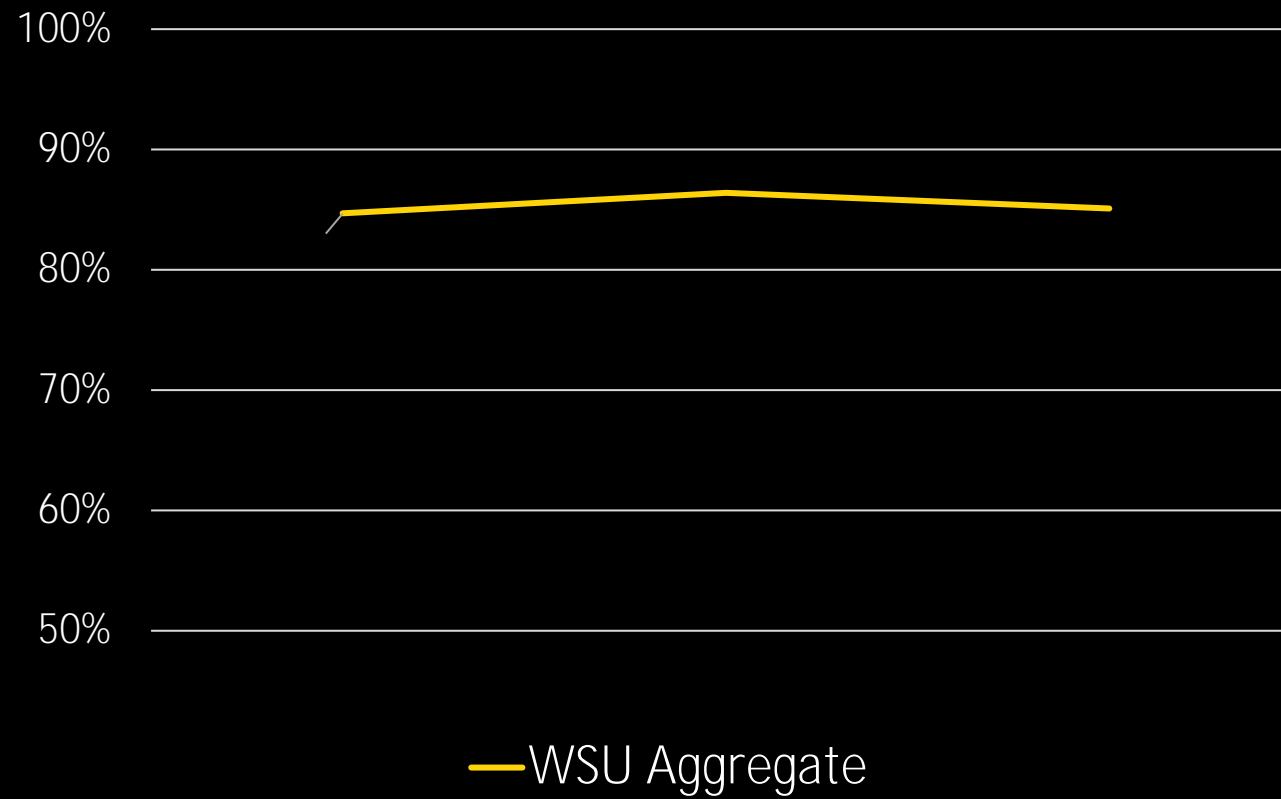
Definitions & Roles

Prior Year Outcomes

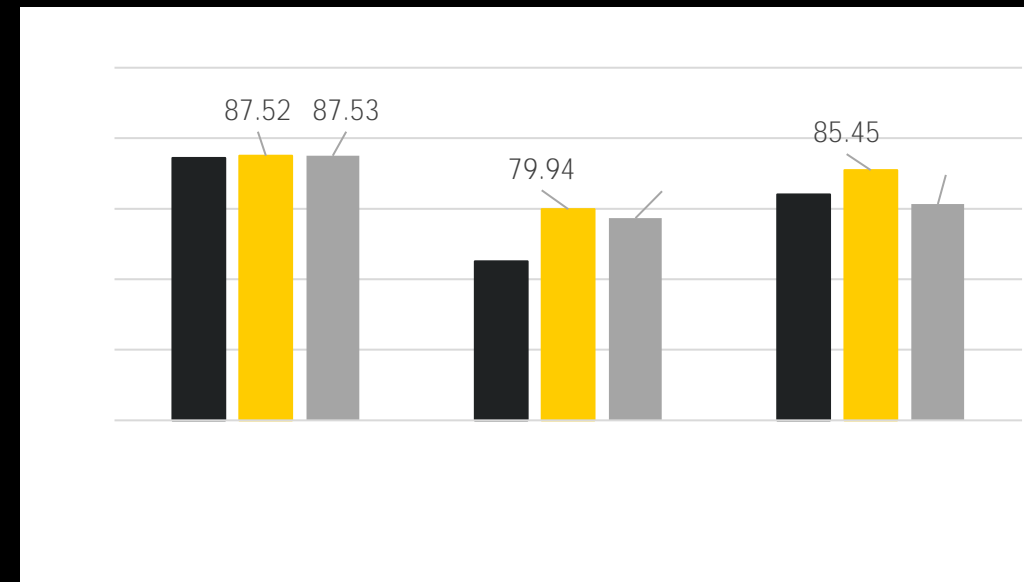
Changes to Pay Variables and Pay
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FY25 Compensation Goals

Next Steps



Our long-term goal at the University is to pay at 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.



We budgeted \$6.0 million for pay & benefit adjustments in FY24 (\$4.6m of GU and \$1.4m of RU).
*2022 was our baseline year

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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.

**The average staff salary at WSU was \$68k in FY2024.*

Definitions & Roles

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Next Steps

Continue moving employee pay towards the minimum of their respective pay range, where applicable.

Continue moving faculty pay towards pay analysis results for their respective rank and discipline.

Begin moving staff employee pay towards their respective quartiles.

These goals are not a guarantee of funding. Rather these goals will be used to prioritize any funding that becomes available for compensation in FY25.

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Stakeholder Updates

PET – March 26

Budget Advisory Committee – April 11

Staff – April 16

Faculty – April 22

Communication to Leaders / Employees

Changes to Pay Ranges (for planning only – March)

Pay Analysis Results (quartile placement – April/May)

Pay Changes (if applicable – June)

Fall 2024 – MBC Annual Update of Outcomes

