

Motion on Market-Based Compensation:

The Faculty Senate charges the Academic Planning and Budget Committee to review WSU's current Market-Based Compensation plan, with the following goals:

1. Request further data from Human Resources about the number of faculty below the 25th percentile in their rank, discipline, years in position and performance, and the dollar amount needed to bring all faculty to that target in the current and next fiscal year. This should include disaggregating by TT, NTT and Deans from the data previously provided by Human Resources.
2. Propose a target for salary increases for faculty, such as to the "80% of Median" target used in 2019.
3. Request further clarification from WSU Central Administration about strategies for funding salary increases to bring all teaching faculty to the chosen Market-Based Compensation target.