

DATE: October 6, 2014

TO: Chancellors, Deans and Vice-Presidents

FROM: President Elson S. Floyd and Provost and EVP Dan Bernardo

COPY: Area Finance Officers, Budget Office, Human Resource Services

SUBJECT: Self-funded salary increases

As we have said publicly and privately, it is critically important that our faculty, staff and graduate students receive compensation at competitive levels. The state of Washington has not provided increases that are sufficient to ensure that our best and brightest remain here at Washington State University. In order to acknowledge the excellent work of our faculty, our staff and our graduate students, WSU will be granting permanent, self-funded salary increases, effective 1/1/2015. Details regarding these increases follow.

- For all faculty, a 4% increase, to be awarded per the faculty manual.
- For all instructors and graduate students, a 4% increase, to be awarded across-the-board.
- For all A/P staff, a 3% increase, to be awarded across-the-board.
- Each academic, vice-presidential or campus unit will pay, on a one-time basis, the cost of the increase for its faculty, graduate students and A/P staff, for the period of January 1, 2015 to June 30, 2015.
- Permanent funding for this increase will be covered centrally for positions on PBL funds, for Pullman and Spokane units, beginning July 1, 2015.
- Areas may not augment increases by adding area funds.
- Stipends will not be a part of the increase calculations. Areas that desire to make changes on stipends will need to do so in separate transactions.

Additional information, timelines and FAQs will be available soon on the Budget Office website.

Thank you for your continued support of Washington State University.