

March 2, 2023

To: Faculty Senate
From: Allan Felsot, Faculty Senator for CAHNRS units Entomology & Food Science
Re: Proposal for a Faculty Senate Ad Hoc Step Salary Structure Committee

Background and Rationale:

In late January, a constituent concern about WSU's current salary structure was posted to the FS forum website with notation of a possible solution similar to a step salary process used at other universities (reference URL: <https://facsen.wsu.edu/2023/01/26/a-compensation-strategy-for-faculty-is-needed-at-wsu/>). In particular, the step salary structure is used by the University of California system. The step salary structure has an advantage of awarding salary increments more regularly than the mass salary increase system that we are currently under. When this issue was raised at the FS meeting two weeks ago, one senator commented in the Chat space that a step system is used by the University of Washington. Although a system that more regularly awards faculty with salary increases that are based on merit is likely to be considered more beneficial and desirable than our current system, it may also have some downsides. Thus, to explore the benefits and costs (or risks) to implementation of a step salary structure, we propose that the FS consider establishing an ad hoc committee to explore the feasibility, benefits, and risks of such a system.

The objectives of the proposed ad hoc committee are...

1. Investigate how step salary systems at other universities are set up and implemented.
2. Characterize faculty perspectives in those universities with a step salary system.
3. Investigate advantages and disadvantages of such systems.
4. Determine the existence of any legal barriers to implementing a step salary system.
5. Any other objectives that an ad hoc committee might determine as relevant to implementing a step salary system.

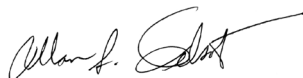
Proposed membership of an ad hoc committee:

The members of the ad hoc committee will be resident faculty in the tenure track or career track position.

Term of the Proposed Ad Hoc Committee:

The committee will automatically terminate May 15, 2024, unless Senate acts to extend it.

Respectfully submitted for consideration by,



Allan Felsot
Faculty Senator for CAHNRS
Entomology and Food Science



Nelmi Devarie
Faculty Senator for WSU-Tri-Cities