

WSU WEEK

Friday, December 4, 1992

For the Faculty and Staff of Washington State University

VOLUME 4, NUMBER 15

REGENTS OKAY ELEMENT OF FACULTY SALARY SYSTEM UPDATE

A first step in updating the university's faculty salary step system was approved by the Board of Regents at its Nov. 20 meeting held at WSU Spokane.

Also at that meeting, the regents approved a change in the tenure clock system as it relates to faculty on leave.

The steps in the faculty salary system have been changed to \$216 increments as calculated on an annual basis. (See chart.) Formerly the steps were 2.9 percent increments.

REGENTS APPROVE STUDENT SERVICES BUILDING PLANS

Regents have authorized the development of design and construction documents for a \$16 million student services building for the Pullman campus.

The project is to be constructed adjacent to the French Administration Building and will allow consolidation of Student Affairs Office programs which are now in several scattered locations. The building is expected to be ready for occupancy in mid-1995. The architect for the facility is McKinley Gordon of Seattle.

In other construction matters, the board approved contract completions with Ace Elliott Landscaping, Pullman, for parking lot development, \$124,241; and S.G. Morin & Son Inc., Spokane, for remodeling in Commons Hall, \$145,087.

Amendments to the WSU Foundation-University agreement and changes in the faculty salary step schedule also received regents' approval.

The university's attorney general was given authority to represent former WSU police officer David Sexton who is named a defendant in a civil false-arrest suit filed in Kitsap County.

"Under the old system, the dollar value of the steps increased from the bottom to the top of the scale," Provost Tom George explained. This made the system restrictive and limited the number of people who could be awarded merit and equity/market adjustments.

"The system we're updating was based on the hope that the Legislature would fund both an upward shift in the salary step system (as done for classified staff) and a healthy merit pool," George said. "This has not happened."

The next step in improving the salary system is adapting it to the varying sizes of salary increases that typically have been awarded by the Legislature. Increases typically have been 3-5 percent per year, while the current salary step system was based on expectations of 8 percent increases.

The Faculty Senate is working with the Provost's Office on determining the proportion of any year's increase to be used for merit, for across-the-board (cost of living) and for equity/market factors. Because of the mismatch between the envisioned raises and actual ones, WSU has frequently been unable to give raises for all three of those reasons.

For the Jan. 1 faculty salary increase, all faculty will be moved onto the new steps, with salary adjustments of up to \$215. The rest of the salary funds will be used for merit increases.

The regents also approved a change to Section IV of the 1992 Faculty Manual, allowing a faculty member to request inclusion or exclusion of time on leave as applicable toward tenure, depending on leave activities. The current policy, intended to prevent faculty from being penalized, specifically excludes time on leave from the pre-tenure consideration period. The new policy requires a decision to include or exclude at the time the leave is approved.

WASHINGTON STATE UNIVERSITY FACULTY SALARY SCHEDULE EFFECTIVE JAN. 1, 1993

Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary
1	12,000	51	22,000	101	32,000	151	44,000	201	56,000	251	68,000	301	80,000
2	12,912	52	23,112	102	33,912	152	44,712	202	56,912	252	68,912	302	80,912
3	13,824	53	24,224	103	35,824	153	45,424	203	57,824	253	69,824	303	81,824
4	14,736	54	25,336	104	37,736	154	46,136	204	58,736	254	70,736	304	82,736
5	15,648	55	26,448	105	39,648	155	46,848	205	59,648	255	71,648	305	83,648
6	16,560	56	27,560	106	41,560	156	47,560	206	60,560	256	72,560	306	84,560
7	17,472	57	28,672	107	43,472	157	48,272	207	61,472	257	73,472	307	85,472
8	18,384	58	29,784	108	45,384	158	48,984	208	62,384	258	74,384	308	86,384
9	19,296	59	30,896	109	47,296	159	49,696	209	63,296	259	75,296	309	87,296
10	20,208	60	32,008	110	49,208	160	50,408	210	64,208	260	76,208	310	88,208
11	21,120	61	33,120	111	51,120	161	51,120	211	65,120	261	77,120	311	89,120
12	22,032	62	34,232	112	53,032	162	51,832	212	66,032	262	78,032	312	90,032
13	22,944	63	35,344	113	54,944	163	52,544	213	66,944	263	78,944	313	90,944
14	23,856	64	36,456	114	56,856	164	53,256	214	67,856	264	79,856	314	91,856
15	24,768	65	37,568	115	58,768	165	53,968	215	68,768	265	80,768	315	92,768
16	25,680	66	38,680	116	60,680	166	54,680	216	69,680	266	81,680	316	93,680
17	26,592	67	39,792	117	62,592	167	55,392	217	70,592	267	82,592	317	94,592
18	27,504	68	40,904	118	64,504	168	56,104	218	71,504	268	83,504	318	95,504
19	28,416	69	42,016	119	66,416	169	56,816	219	72,416	269	84,416	319	96,416
20	29,328	70	43,128	120	68,328	170	57,528	220	73,328	270	85,328	320	97,328
21	30,240	71	44,240	121	70,240	171	58,240	221	74,240	271	86,240	321	98,240
22	31,152	72	45,352	122	72,152	172	58,952	222	75,152	272	87,152	322	99,152
23	32,064	73	46,464	123	74,064	173	59,664	223	76,064	273	88,064	323	100,064
24	32,976	74	47,576	124	75,976	174	60,376	224	76,976	274	88,976	324	100,976
25	33,888	75	48,688	125	77,888	175	61,088	225	77,888	275	89,888	325	101,888
26	34,800	76	49,800	126	79,800	176	61,800	226	78,800	276	90,800	326	102,800
27	35,712	77	50,912	127	81,712	177	62,512	227	79,712	277	91,712	327	103,712
28	36,624	78	52,024	128	83,624	178	63,224	228	80,624	278	92,624	328	104,624
29	37,536	79	53,136	129	85,536	179	63,936	229	81,536	279	93,536	329	105,536
30	38,448	80	54,248	130	87,448	180	64,648	230	82,448	280	94,448	330	106,448
31	39,360	81	55,360	131	89,360	181	65,360	231	83,360	281	95,360	331	107,360
32	40,272	82	56,472	132	91,272	182	66,072	232	84,272	282	96,272	332	108,272
33	41,184	83	57,584	133	93,184	183	66,784	233	85,184	283	97,184	333	109,184
34	42,096	84	58,696	134	95,096	184	67,496	234	86,096	284	98,096	334	110,096
35	43,008	85	59,808	135	97,008	185	68,208	235	87,008	285	99,008	335	111,008
36	43,920	86	60,920	136	98,920	186	68,920	236	87,920	286	100,920	336	111,920
37	44,832	87	62,032	137	100,832	187	69,632	237	88,832	287	101,832	337	112,832
38	45,744	88	63,144	138	102,744	188	70,344	238	89,744	288	102,744	338	113,744
39	46,656	89	64,256	139	104,656	189	71,056	239	90,656	289	103,656	339	114,656
40	47,568	90	65,368	140	106,568	190	71,768	240	91,568	290	104,568	340	115,568
41	48,480	91	66,480	141	108,480	191	72,480	241	92,480	291	105,480	341	116,480
42	49,392	92	67,592	142	110,392	192	73,192	242	93,392	292	106,392	342	117,392
43	50,304	93	68,704	143	112,304	193	73,904	243	94,304	293	107,304	343	118,304
44	51,216	94	69,816	144	114,216	194	74,616	244	95,216	294	108,216	344	119,216
45	52,128	95	70,928	145	116,128	195	75,328	245	96,128	295	109,128	345	120,128
46	53,040	96	72,040	146	118,040	196	76,040	246	97,040	296	110,040	346	121,040
47	53,952	97	73,152	147	119,952	197	76,752	247	97,952	297	110,952	347	121,952
48	54,864	98	74,264	148	121,864	198	77,464	248	98,864	298	111,864	348	122,864
49	55,776	99	75,376	149	123,776	199	78,176	249	99,776	299	112,776	349	123,776
50	56,688	100	76,488	150	125,688	200	78,888	250	100,688	300	113,688	350	124,688

HEC BOARD RECOMMENDS DESIGNS FOR SPOKANE, VANCOUVER CAMPUSES

EMPLOYEE EXCELLENCE AWARD NOMINATIONS DUE DEC. 11

Nominations have been received and more are invited before the Friday, Dec. 11 deadline, for the 1993 WSU President's Employee Excellence Awards.

Eligible are classified staff, administrative professional, and faculty exempt employees across the state.

on which WSU was founded more than 100 years ago. Each winner receives \$1,000 cash provided by the WSU Foundation and a small plaque.

Names of winners are engraved on a large plaque displayed in a French Administration Building third floor showcase.