



DATE: April 7, 2025

TO: Tracy Klein, PhD
Chair, Faculty Senate

FROM: Ken Roberts, PhD
Chair, Committee on Committees

RE: Approval of the proposed membership for the new Faculty Senate Standing Committee on Faculty Compensation.

The Committee on Committees is requesting that the Faculty Senate vote to establish the membership composition of the new standing committee for Faculty Compensation.

The working group created to establish this new committee has finished their work relative to the membership composition. The working group has created the membership composition of the committee as stated below.

The committee will be comprised of 12 faculty voting members and include one member from each college and a member of the Library faculty. It will also include at least one member from each geographic campus and a non-campus location (i.e., Yakima, Seattle, Bremerton, a County Extension location, or a Research & Extension Center) with no more than 5 members from any one campus or location. The committee will strive for a balance of tenure-track and career-track faculty with no more than 7 from a single track. The committee will strive for a balance of faculty representing STEM related fields and of faculty representing the liberal arts (social sciences and humanities). The following will serve as ex officio (non-voting) members: 1) the EVP for Finance and Administration or their designee, 2) the VP for Human Resources or their designee, 3) the Executive Director of Institutional Research or their designee, and 4) a Vice Chancellor for Finance from a non-Pullman campus or their designee.

The working group has concluded that the committee charge needs to be finalized by the newly established committee.

Background and Current Status of Committee Development

A working group was established to create a new Faculty Senate standing committee for Faculty Compensation. The working group had two main objectives. The first objective was to establish the membership composition and criteria for the new committee. The second objective was to refine the committee charge. This directive to the working group is found in the accompanying memos from Faculty Senate Chair, Dr. Tracy Klein, dated November 20th, 2024 and September 26th, 2024.

The working group met three times and had robust discussion of both the proposed committee membership and its charge. The working group finalized language that delineated the committee membership (stated above in italics). The membership criteria prioritize college representation and faculty member location, track, and discipline.

The committee's deliberations brought to light the importance of membership criteria intentionally go beyond the traditional representation just by college and track. Core issues of compensation are rooted in WSU's geographic footprint in the state and the breadth of disciplines. As a land-grant university we not only have campus in several communities, but we have County Extension and Research and Extension Centers throughout the state, with several of them located in places with differing costs of living and costs of labor. Much like the Administrative / Professional classification has adopted a 3 tier, location based, salary matrix, we feel faculty compensation needs to account for the impact of geographic location on compensation. Additionally, we recognized the differences that exist between 'base' compensation as a function of discipline, while not passing judgement on value or worth, we recognized that medical faculty, STEM disciplines, social science and the fine arts all have different 'base' compensation expectations regardless of location or track. Therefore, we felt membership needed to be inclusive of these differences to ensure all voices are heard. We also felt it is important that when members are appointed to serve on this committee, they understand who they are representing – college, track, location, and discipline so they can adequately and appropriately connect with faculty they represent to ensure their voices and concerns are represented on the committee and its deliberations.

After much discussion of the charge for the Faculty Compensation committee, the working group concluded that the standing committee membership should be fully populated, and the full committee should then work to finalize the charge. The charge in the memo establishing the working group will be the preliminary charge.

The Committee on Committees has reviewed and given their approval of the proposed membership composition for the Faculty Compensation committee. The Committee on Committee also agrees that the charge should be finalized by the full committee.