



MEMORANDUM

To: Tracy Klein, Chair, Faculty Senate

From: T. Chris Riley-Tillman, Provost and Executive Vice President

Subject: October 2025 Faculty Merit-Based Salary Increases

Date: June 23, 2025

As the Provost's Office prepares to implement merit-based salary increases for WSU faculty system-wide, effective October 1, 2025, I am writing to ensure there is understanding of the two separate processes that will be implemented. Below is a brief overview of each process.

Process One: Faculty Merit-Based Salary Increases

On October 1, 2025, faculty may receive a merit-based salary increase following the process outlined in the *Faculty Manual*.

All faculty who are 0.5 FTE or greater and don't include any of the following exceptions will be eligible. Faculty must have been hired on or before December 31, 2024, and cannot have a base salary of \$250,000 or more. Faculty who are on retire-rehire appointments are ineligible. Administrative faculty above the level of chair or director are also not eligible.

Per the *Faculty Manual*, "salary-increase monies shall be allocated thirty percent (30%) to professional development, thirty percent (30%) to superior merit, and forty percent (40%) to equity. The professional development portion reflects professional growth and service to the University. Each faculty member will receive an equal amount of the professional development portion unless their annual reviews are below satisfactory (see Section III.C.4.i). The superior merit portion, a performance-based salary adjustment, reflects the degree of superior merit above a satisfactory rating on annual reviews (see Section III.C.4.i). The remaining portion will be allocated based on salary equity considerations."

Per the *Faculty Manual* and pending approval by the Faculty Senate's Executive Committee, it will be based on the four most recent annual review reports, unless a faculty member was recently appointed and does not yet have four annual review reports, the merit portion of their salary increase will then be based on the available reports.

Increases given from the faculty meritorious pool are not automatic and are not intended to be used as an across-the-board adjustment. The deans, chairs/directors, and vice chancellors for academic affairs (when applicable) will carefully consider merit and overall performance when determining the recommended distribution for the Provost's Office final review and approval.

Process Two: President's Excellence Fund for Faculty Merit Adjustments

The President's Excellence Fund is a separate program that will be managed by the Provost's Office and provide annual salary adjustments for faculty who have demonstrated exemplary work and made significant contributions to WSU, their academic unit, and their professional field. It is anticipated that at least \$500,000 will be available annually to support the President's Excellence Fund.

All full-time career and tenure-track faculty will be eligible. Career-track faculty are considered full-time at 1.0 FTE. Tenure-track faculty are considered full-time at 0.75 FTE and above. Faculty must have been hired on or before December 31, 2024. Administrative faculty above the level of chair or director are not eligible.

Similar to the above process, increases given from the President's Excellence Fund are not automatic and are not intended to be used as an across-the-board adjustment. The deans, chairs/directors, and vice chancellors for academic affairs (when applicable) will carefully consider merit and overall performance when determining the recommended distribution for the Provost's Office final review and approval.

A comprehensive set of Frequently Asked Questions and process timeline will be distributed to deans, chairs/directors, vice chancellors for academic affairs, and area finance officers by mid-August.

In the meantime, if you have any questions, please do not hesitate to contact me. We sincerely appreciate your partnership and look forward to operationalizing the merit-based salary increases this fall.

Cc: Leslie Brunelli, Executive Vice President for Finance and Administration & Chief
Financial Officer
Jennifer Klein, Interim Vice President for Human Resource Services
Kristina Peterson-Wilson, Vice Provost for Academic Administration & Chief of Staff