



MEMORANDUM

To: Ken Roberts, Chair, Faculty Senate

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

Subject: Fall 2026 Faculty Salary Increase Process

Date: May 26, 2026

As previously discussed, the salary pool for Fall 2026 increases for faculty and administrative professional employees is 1% and will be effective October 1, 2026. Given the limited size of this pool, and in accordance with Section III.D.10 (Salary) of the *Faculty Manual*, we are writing under the "Alternative Allocation" provision. President Cantwell and I do not believe it is in the university's best interest to follow the prescribed allocation process under these circumstances. Accordingly, we have outlined our proposed approach below and appreciate the Faculty Senate's review and advice.

Alternative Allocation

Faculty meeting the eligibility criteria will receive a 1%, across the board, general salary increase effective October 1, 2027.

Eligibility Criteria

- Faculty on an appointment equal to or great than 50% and employed on or before December 31, 2025, are eligible
- Faculty with an annual review of satisfactory or higher. Faculty members with an annual review below satisfactory are ineligible. The following parameters will be utilized:
 - For recently appointed faculty members who do not yet have two annual review reports, the rating will be based on the single available annual review report.
 - For all other faculty members, the rating will be based on the last two annual review reports.
- For positions that have a faculty title code (e.g., Associate In), but do not participate in the annual review process, and otherwise meet the eligibility criteria, will receive the general salary increase.

Thank you in advance for your consideration. We sincerely appreciate your partnership and look forward to developing a thoughtful faculty salary increase process for Fall 2026.

Cc: Elizabeth Cantwell, President, WSU System
Jennifer Klein, Vice President for Human Resource Services
Kristina Peterson-Wilson, Vice Provost for Academic Administration & Chief of Staff