



TO:	Faculty Senate
SUBJECT:	Proposed revisions to Faculty Compensation Committee reporting and ex-officio membership
SUBMITTED BY:	Committee on Committees
DATE:	October 23, 2026

The Committee on Committees recommend the following revisions to the reporting structure and ex-officio membership of the Faculty Compensation Committee.

Committee on Committees

Proposed action	To strengthen the Faculty Compensation Committee (FCC) by providing it with additional institutional resources and clearer pathways for advancing its recommendations, the Faculty Senate Executive Committee recommends: • Designating FCC as a subcommittee of the Faculty Affairs Committee (FAC) and adding a member of FAC as an ex-officio member of FCC. • Adding the Vice Provost for Faculty Affairs and Development as an ex-officio member. • Adding a representative from Institutional Research as an ex-officio member.
Redlined version	Faculty Compensation <u>Sub</u>Committee • Composition ○ Ex-officio Non-voting Members: ▪ <u>Representative, Faculty Affairs Committee</u>~~TBD~~. ▪ <u>Representative, Institutional Research</u> ▪ <u>Vice Provost for Faculty Affairs and Development</u> [...] • Additional notes ○ Chair or co-chairs are elected by the Committee. ○ ~~Has representation on the Steering Committee.~~ ○ Responsible to: Faculty <u>Senate Affairs Committee</u>. ○ Reports to: Faculty <u>Senate, the president, and the provost Affairs Committee</u>.
Clean version	Faculty Compensation Subcommittee • Composition ○ Ex-officio Non-voting Members: ▪ Representative, Faculty Affairs Committee



	▪ Representative, Institutional Research ▪ Vice Provost for Faculty Affairs and Development [...] • Additional notes ○ Chair or co-chairs are elected by the Committee. ○ Responsible to: Faculty Affairs Committee. ○ Reports to: Faculty Affairs Committee.
Rationale	FCC serves an essential role in faculty governance. Its current charge includes investigating, monitoring, and advising on changes to faculty compensation; developing specific recommendations concerning compensation policies for tenure-track and career-track faculty throughout the WSU system; coordinating with FAC on amendments to the Faculty Manual; and maintaining compensation-related resources for the faculty. FAC's charge includes making recommendations concerning faculty compensation and addressing broader policy matters affecting faculty. FAC also oversees all proposed revisions to the Faculty Manual. Consequently, compensation-policy proposals, particularly those requiring changes to the Faculty Manual, already call for coordination between FCC and FAC. Establishing FCC as a subcommittee of FAC would formalize this relationship. It would create a clear and predictable pathway through which FCC's recommendations could be advanced, particularly when implementation requires Faculty Manual revisions. The proposed structure would also help the two committees share relevant information and avoid duplication of effort, while preserving FCC's specialized focus and expertise. Under the proposed arrangement, FCC would remain the Senate's principal body for sustained examination of faculty compensation. Its voting members would continue to identify issues and develop recommendations concerning faculty compensation. In addition, recommend the FCC's work be supported by strengthening its ex-officio membership, in line with every other Senate committee. Because ex-officio members are designated as nonvoting, they do not displace the authority or judgment of the Senate-elected faculty members. Instead, they contribute information, institutional knowledge, and perspectives that can strengthen committee deliberations and improve the quality and feasibility of resulting recommendations. For FCC, we view these changes as beneficial for the following reasons: • A representative from Institutional Research can help FCC identify, understand, and appropriately use relevant institutional data. Compensation issues frequently require careful analysis of salary patterns, faculty classifications, comparison groups, historical trends, and



differences across campuses, colleges, disciplines, ranks, and appointment types. Regular access to appropriate data expertise would enhance FCC's ability to frame questions, assess available evidence, and develop well-supported recommendations.

- A representative from the Office of the Provost can provide relevant administrative context, help the committee understand current practices and implementation considerations, and identify appropriate institutional contacts or sources of information. The logical appointee for this role from the Provost's Office would be the Vice Provost for Faculty Affairs and Development.
- An FAC representative would provide a direct liaison between the two committees. This is a common and useful feature of committee-subcommittee relationships (e.g., AAC and Catalog). The representative could keep each committee informed of the other's relevant work, help coordinate the timing and movement of proposals, and facilitate the review of any FCC recommendation that implicates FAC's responsibilities or requires a revision to the Faculty Manual.

If the proposal is adopted, FCC would report to FAC as its parent committee rather than maintaining representation on the Faculty Senate Steering Committee. FAC would provide the principal route for bringing FCC policy recommendations and proposed Faculty Manual changes into the Senate's established review process.

Faculty compensation warrants sustained attention by a committee with specialized knowledge, broad faculty representation, access to reliable information, and an effective route for moving recommendations through the governance process. The proposed structure is designed to supply those conditions.