

Western  
Carolina  
UNIVERSITY

# WCU Salary Guidelines and Historical Allocations

# Current Salary Review Practices

- **All Salaries are determined based upon the following factors:**
  - **Comparison to External Market Data**
  - **Internal Equity Comparisons**
  - **Qualifications of the Employee/Candidate**
  - **Availability of Funding**

# Workforce Salary Analysis

- Salaries of existing faculty and staff are reviewed at minimum annually as well as in conjunction with any UNC Annual Raise Process or Campus initiated salary adjustment process
- This process is designed to help campus leadership identify potential salary/equity concerns and allow for informed decision-making when making salary allocation decisions.

# Salary Methodology

- For SHRA, salary ranges are established by the NC Office of State Human Resources. The 100% market rate equates to the median of the range.
- For EHRA Non-Faculty, salary ranges are established by the UNC System Office.
- Faculty salary ranges are established utilizing CUPA National Salary survey data for WCU's national peer group.
- Per UNC System Office guidance, salaries for Faculty and EHRA NF should be established between the 25<sup>th</sup> and 75<sup>th</sup> percentiles of the respective range when possible.

# Factors Impacting Salaries:

- **Geographic Location**
- **Regulatory/Compliance Guidelines**
- **Economic Conditions**
- **State Funding/Allocations**
- **Enrollment Growth/Decline**
- **Cost of Living**

# Historical Legislative Increase Allocations



Year	Permanent Increase Amount	Bonus
2019	TBD	TBD
2018	2% (SHRA Only)	0%
2017	1.5%	0.5%
2016	0%	\$750 bonus
2015	\$1,000 (SHRA only)*	0%
2014	0%	0%
2013	1.2%	0%
2012	0%	0%
2011	0%	0%
2010	0%	0%
*WCU funded \$1,000 for EHRA NF and Faculty at a cost of approximately \$930,000		

# University Salary Plans

- WCU formally implemented the “University 5-Step Salary Plan” in 2013
- Originated out of the University Salary taskforce (which evolved into a standing committee.
- Market-based plan designed to provide the most benefit to those salaries that were least competitive/greatest distance from their respective market.
- The plan established minimum salary floors and provided significant increases for many WCU faculty and staff.
- Strictly a market based plan (no merit or service component)

# University Salary Plans

- More recent campus initiated salary adjustment processes have been allocated to each respective division based upon total FTE and personnel budget.
- Salary adjustments through this process have been designed to address critical business need and have been allowed for the following reasons:
  - Job Change/Additional Duties
  - Labor Market
  - Equity
  - Retention
  - Merit

# Historical Campus-Based Salary Activity

	Faculty	EHRA NF	SHRA	Total
May 2014	\$151,000 (33)	\$213,000 (38)	\$216,000 (140)	\$580,000 (211)
Oct 2014	\$125,000 (280)	\$110,000 (180)	\$190,000 (419)	\$425,000 (879)
Oct 2015	\$651,000 (490)	\$279,000 (210)	\$0	\$930,000 (700)
Nov 2015	\$490,000 (341)	\$245,000 (172)	\$265,000 (441)	\$1,000,000 (954)
March 2018	\$640,000 (396)	221,000 (92)	\$445,000 (239)	\$1,306,000 (727)
<b>Total:</b>	<b>\$2,057,000 (1540)</b>	<b>\$1,068,000 (692)</b>	<b>\$1,116,000 (1239)</b>	<b>\$4,241,000 (3471)</b>

# Critical Priorities for Future Plans

- Faculty Compression and Inversion
- Staff Compression created by \$31,200 Salary Floor
- Faculty Rank Promotion
- Market Competitiveness (in relation to UNC System – SHRA/National Peers – EHRA)
- Cost of Living Factors

**QUESTIONS?**