

Agency 365 – Washington State University
2009-2011 Operating Budget Request

The Land Grant University for the 21st Century
Performance Level Decision Package – Policy Level “SA”

Salaries for Faculty, Staff and Graduate Students

Agency Recommendation Summary:

Washington State University strongly endorses an average salary increase of **five percent each year for all its employees**. Compensation must be set at a competitive level for higher education institutions to recruit and retain high-quality faculty, staff, and students.

Fiscal Details:

By Fund	2009-10		2010-11		2009-11 Biennium
	FTE	Dollars	FTE	Dollars	Dollars
General Fund State	-	13,526,000	-	27,729,000	41,255,000
Total	-	\$13,526,000	-	\$27,729,000	\$ 41,255,000

Narrative Justification and Impact Statement:

It is the people of Washington State University that produce a college-prepared workforce and the related research innovations essential to driving Washington’s globally competitive, knowledge-based economy. These faculty and staff form the foundation of success from which Washington State University will grow to become the land grant university for the 21st century.

However, that foundation of WSU’s success is under threat of erosion. Other states strategically seek to hire away faculty and staff from the state of Washington. Despite the great dedication and loyalty shown by WSU employees, the compensation packages offered by other states are often too competitive to pass up. WSU and the state of Washington must retain faculty and staff, stopping the flow of our talented employees to other states.

The problem intensifies as WSU seeks to attract the additional world-renowned faculty and research scientists needed to become the land grant university for the 21st century. WSU’s compensation level is often too low to be competitive in recruiting additional world-class faculty and staff. WSU and the state of Washington must recruit new employees to the state of Washington.

Over the last few years, WSU, the Governor and Legislature have worked to address the problem of retention and recruitment of faculty and staff; funding salaries increases of

3.2%, 1.6%, 3.2%, 2.0% from fiscal year 2006 to 2009, respectively. In addition, WSU has re-allocated funding internally to further augment salaries.

Even with these unprecedented combined efforts, WSU's compensation for faculty continues to lag far behind peer and Global Challenge States levels.

- WSU was more than \$6,000 per year behind the seventh-ranked school and nearly \$34,000 per year behind the top-paying schools.
- For associate professors, WSU was more than \$14,000 behind the peer average.
- For assistant professors, WSU trailed the peer average by \$7,000 per year.

WSU's compensation levels must become more competitive if WSU is to be the land grant university for the 21st century. This biennial budget is an opportunity to send a message to the national job market that the state of Washington values its higher education employees and it will protect and enhance its world-class universities by providing competitive compensation.

Instructional Faculty Salaries, Fall 2007 – Washington State University & Global Challenge State Peers

Rank		PROF	Rank		ASSOC PROF
1	Rutgers University	130,070	1	University of Maryland	89,546
2	University of Maryland	127,492	2	Rutgers University	89,430
3	University of Connecticut ¹	127,452	3	University of Connecticut ¹	87,912
4	University of California - Davis	121,490	4	University of Massachusetts	87,651
5	Virginia Polytechnic Inst & St Univ.	116,194	5	Virginia Polytechnic Inst & St Univ.	83,042
6	University of Massachusetts	112,946	6	University of California - Davis	81,475
7	Colorado State University	102,272	7	Colorado State University	76,415
8	Washington State University	96,119	8	Washington State University	71,353
Peer Weighted Average			Peer Weighted Average		
			121,020		
			85,587		

Rank		ASST PROF	Rank		TOP 3 RANKS
1	University of Maryland	78,771	1	Rutgers University	106,954
2	University of California - Davis	74,219	2	University of Maryland	105,501
3	University of Connecticut ¹	72,546	3	University of California - Davis	103,736
4	Rutgers University	72,499	4	University of Connecticut ¹	98,896
5	Virginia Polytechnic Inst & St Univ.	68,117	5	University of Massachusetts	93,891
6	University of Massachusetts	66,797	6	Virginia Polytechnic Inst & St Univ.	92,929
7	Colorado State University	65,558	7	Colorado State University	85,263
8	Washington State University	64,251	8	Washington State University	78,566
Peer Weighted Average			Peer Weighted Average		
			71,492		
			99,149		

¹ Includes Avery Point, Hartford, Stamford, Storrs, Torrington, and Waterbury campuses.

Note: All salary data except University of California-Davis were obtained from AAUP for 2007-08 Faculty Salary Survey; University of California-Davis information was obtained from University of California System Office.

Calculations:

FISCAL DETAIL TABLES - SALARIES FOR FACULTY, STAFF AND GRADUATE STUDENTS					
	2009-10		2010-11		2009-11 Biennium
By Program	FTE	Dollars	FTE	Dollars	Dollars
Instruction		6,814,000		13,957,000	20,771,000
Research		1,183,000		2,429,000	3,612,000
Public Service		952,000		1,953,000	2,905,000
Primary Support		1,227,000		2,522,000	3,749,000
Libraries		349,000		717,000	1,066,000
Student Services		716,000		1,466,000	2,182,000
Institutional Support		1,230,000		2,522,000	3,752,000
Plant		1,055,000		2,163,000	3,218,000
Total		\$ 13,526,000		\$ 27,729,000	\$ 41,255,000
By Object					
Salaries					
Faculty		5,591,000		11,462,000	17,053,000
A/P		3,033,000		6,218,000	9,251,000
Classified		2,286,000		4,686,000	6,972,000
TA/GA		687,000		1,409,000	2,096,000
Hourly		238,000		488,000	726,000
Benefits		1,691,000		3,466,000	5,157,000
Goods/Services		-		-	-
Travel		-		-	-
Equipment		-		-	-
Total	-	\$ 13,526,000	-	\$ 27,729,000	\$ 41,255,000

For more information, contact Larry Ganders, Assistant to the WSU President, Olympia at 360-534-2333