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## WSU Workforce Trends

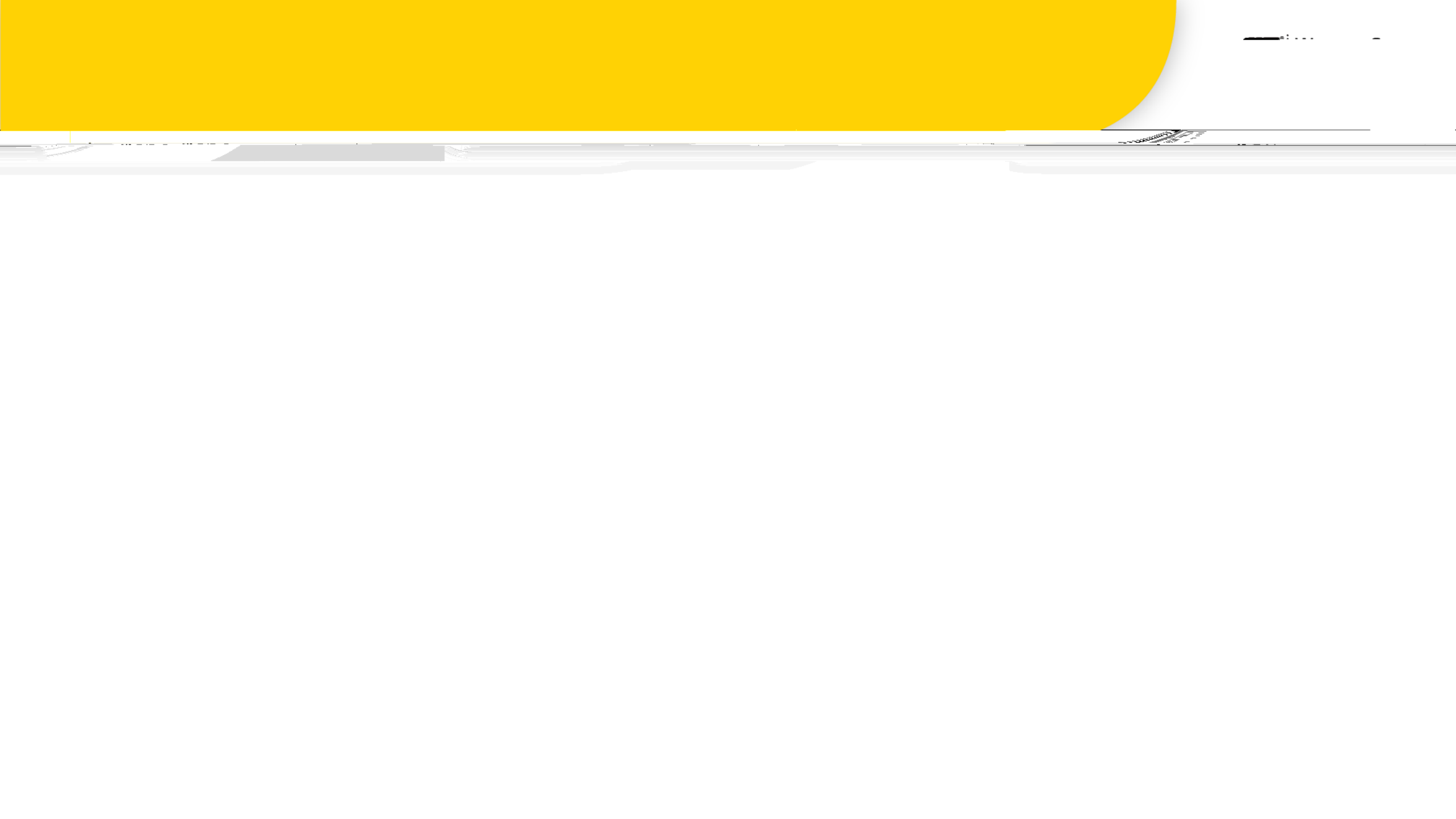
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## FY24 MBC Outcomes

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## FY24 HR Priorities

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FY24 MBC Outcomes

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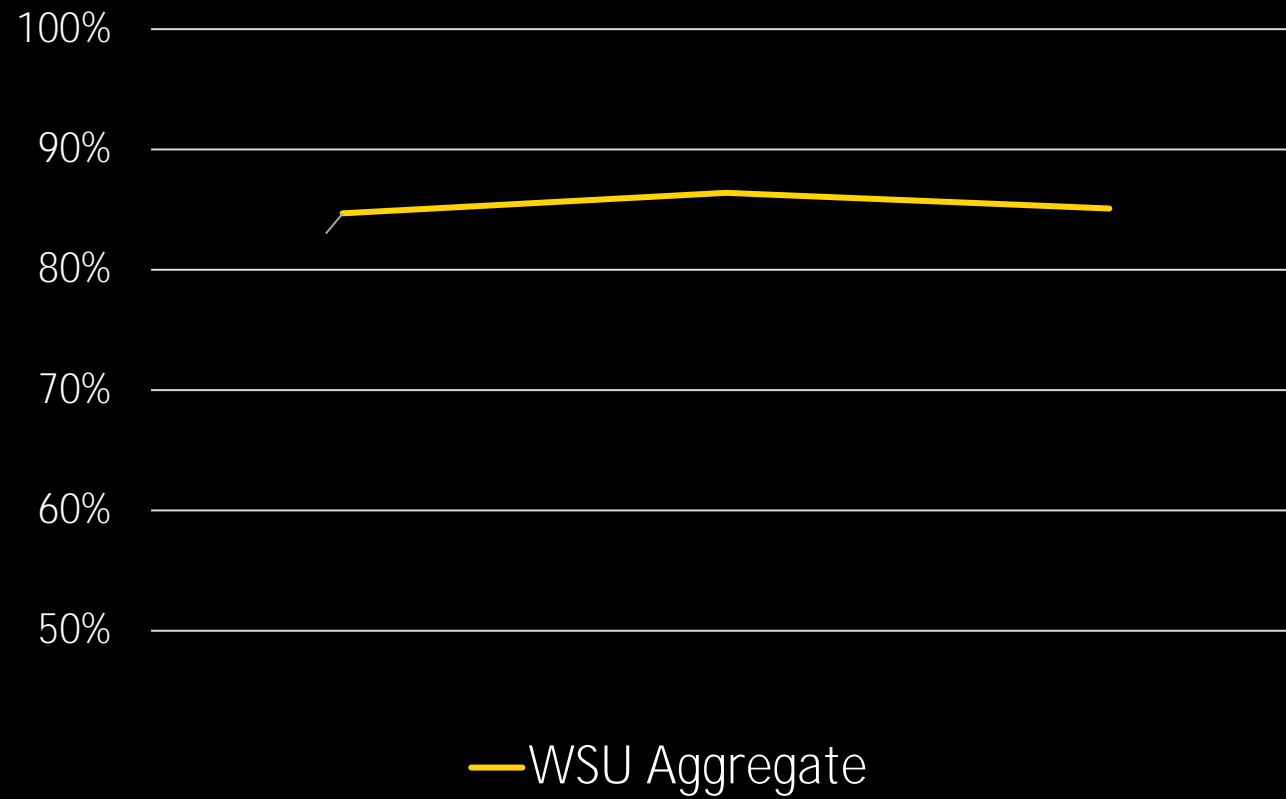
FY24 HR Priorities

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1. Move all employees to at least the minimum of their respective pay range at the beginning of FY24.
2. Re-run FY23 pay analysis for faculty who have earned one or more Professor Incentive Review (PIR) to account for the prior PIR in their analysis. Apply results of that analysis and provide increases, as needed, based on results at the beginning of FY24.
3. Apply an across-the-board pay increase at the beginning of FY24

1. 211 staff received pay adjustments to the minimum of their respective pay range, BEFORE the 2.5% increase was applied.
2. 42 faculty received pay adjustments after the FY23 pay analysis was re-run to account for PIRs. These increases were applied BEFORE the 2.5% increase was applied.
3. 1,706 faculty and staff received a 2.5% increase.



Our long-



Our long-term goal at the University is to pay at the middle of the market (on average) within each respective job or rank & discipline; not leading or not lagging the market. We establish goals for each fiscal year to make progress year over year.



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