

WVU COMPENSATION FAQs

BACKGROUND

Q. I thought West Virginia public employees were receiving 5% pay increase. Does this not apply to WVU employees?

A. In March 2018, the West Virginia House of Delegates and Senate passed legislation for a 5% pay increase for those who work in public K-12 education (including teachers and service personnel) and State Police. These employees have pay scales designated by state code.

Any pay increase for other State employees – including WVU personnel – would be based on a combination of available funding from the State's General Fund and funding generated by the institution.

Only approximately 16% to 18% of WVU's total operating costs are funded by the State. Therefore, the University's FY2019 compensation program reflects the available funding via the State's General Fund and other resources within WVU.

Q. I've heard a lot about "compensation ratio." What does this mean?

A. A compensation ratio (compa-ratio) is a comparison of an employee's pay versus the market rate or applicable range midpoint. An employee's compa-ratio is determined by dividing his/her salary by the market rate or applicable range midpoint.

EXAMPLE:

Base Salary	Market Rate/ Range Midpoint	Compa-Ratio
\$25,000	\$30,000	83.33%

$$\$25,000 \div 30,000 = 83.33\%$$

Market-competitive range for salary generally is defined as 90% – 110% of market. Further, a compa-ratio below 90% is identified as below market competitive pay. However, it should be noted there may be legitimate reasons (e.g., experience and performance) why some employees may be paid below 90% of market.

Q. How was the competitiveness of WVU's faculty and staff pay determined?

A. In 2017 and 2018, the University conducted faculty market surveys to assess the competitiveness of our faculty pay. These assessments primarily leveraged faculty survey data and compared faculty rank, discipline and tenure or non-tenure track to market match positions. WVU also benchmarked staff pay positioning relative to current ranges.

This analysis showed that a significant number of the University's faculty and staff are paid below 90% of market.

FY2018 PROGRAM

Q. What were the details behind WVU's FY2018 compensation program?

A. The University's FY2018 compensation program included market adjustments for selected employees who are paid below 90% of market value as well as critical retention increases for selected employees. WVU also adjusted staff pay ranges by 2% in FY2018.

Market adjustments were designed to bring employees who are paid below 90% of market value closer to their market pay rate based on experience, proficiency and performance for their position. Critical retention increases were designed to retain high-performing employees, difficult-to-fill positions or employees who ensure academic and/or business continuity.

The FY2018 pay increases were provided at the discretion of the dean or vice president for each unit.

Q. What were the results of the University's FY2018 compensation program?

More than one-third of WVU faculty and staff overall received a pay increase through the FY2018 program. The average pay increase for both faculty and staff who received pay increase was 6%.

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FY2019 PROGRAM

Q. What are the details behind the WVU's FY2019 compensation program?

A. The University's FY2019 compensation program is designed to continue to move both faculty and staff pay closer to market rates while also recognizing and rewarding high performance.

Through the program, eligible faculty and staff will receive a 2% pay increase (or a \$702 minimum increase for staff if it is greater than the 2% amount). Eligible faculty and staff also may qualify for an additional discretionary merit pay increase. WVU also is adjusting staff pay ranges by an additional 1% in FY2019.

Q. What are the eligibility requirements for the WVU's FY2019 compensation program?

A. Employees must be a benefits-eligible faculty, non-classified or faculty equivalent employee or a classified employee. Employees also need to be an active WVU employee before July 1, 2018, and have an overall rating higher than "Unsatisfactory" or "Development Needed" in their most recent performance review to be eligible. For staff employees, this means the performance review process currently underway. For faculty, this means the performance review process completed earlier this spring.

Q. When will pay increases from the FY2019 compensation program become effective?

A. Any salary increases as part of the FY2019 compensation program will become effective Sept. 30, 2018, and will be reflected on an employee's paycheck on Oct. 26, 2018.

Q. Whom should I contact with questions about the FY2019 compensation program?

A. Employees should meet with their supervisors in September to discuss their final 2018 performance rating and pay decisions. In the meantime, employees may contact the Compensation team at **304-293-5700 ext. 6** or **ClassComp-HR@mail.wvu.edu** with general questions about the FY2019 compensation program.

Q. Where can I find more information about compensation at WVU?

A. Employees should visit the **Classification and Compensation** section of the **WVU Talent and Culture** website for more information.