

WVU 2022 COMPENSATION PROGRAM FAQs

Q. Is West Virginia University going to implement a salary increase program this year?

A: Yes. WVU has approval to conduct a 2022 Compensation Program in the coming months, and salary increases for faculty and staff are targeted to be effective in July. This year's program will be merit-based and will incorporate feedback from recent performance reviews.

Q. What about the 5% pay increase Gov. Jim Justice announced for State employees? Aren't WVU faculty and staff simply getting a 5% raise?

A: The University is only partially funded by the State's general revenue (about 16% of our budget). As such, 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.

The State's budget, which will be effective **July 1, 2022**, includes the pool of funds related to the announced pay increase for State employees. However, this pool of funds was not based on each individual State employee's salary details. Rather, the pool of funds was determined by taking **5%** of the average salary (approximately **\$50,000**) for West Virginia State employees.

Q. What is the merit budget for WVU's 2022 Compensation Program?

A: The University has allocated approximately **\$16 million** to fund the 2022 Compensation Program. These funds will be distributed to college/unit leaders in the coming weeks to plan merit increases based on the program's guidelines and the salary priorities for faculty and staff within each college/unit.

WVU continues to review its market competitiveness with entry-level positions, therefore, as part of this program WVU will be adjusting its entry pay rate minimum to **\$13 an hour** for staff positions.

Q. What is the target effective date for WVU's 2022 Compensation Program?

A: The target effective date for the program will be **July 3, 2022**.

Q. When can WVU employees expect to know more?

A: More information around the program's guidelines and specific timeframes will be coming in May and June. Faculty and staff should stay tuned to MOUNTAINEER E-News and the Talent and Culture website (talentandculture.wvu.edu) for additional details.