



WICHITA STATE  
UNIVERSITY

# FY26 Market Based Compensation Goals

*April 2025*

In FY23, WSU implemented the first pay adjustments using the new market-based compensation (MBC) model adopted by the university in 2020.

The MBC model is a cornerstone strategy of the University's Inclusive Excellence Plan to ensure equity in our pay practices.

The purpose of this update is to share:

- Overview of annual pay cycle
- FY26 compensation goals
- Next steps

# Agenda

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Definitions & Roles

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Prior Year Outcomes

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Pay Variables and Pay Analysis Process

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FY26 Compensation Goals

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Next Steps

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- **Benefit Eligible** – Employees who accrue sick leave.
- **Equity** – internal review comparing employees in same job code or rank & discipline using the pay analysis variables.
- **Market** – external review comparing salary data collected from annual surveys\* taking into consideration strength of job match, university size, industry, geographic location, and university type, as appropriate.
- **Pay Analysis Variables** – the data used to review equity.

\*Salary surveys WSU uses: College & University Professional Association  
“CUPA” (faculty & staff), TowersWatson (staff only), and Payfactors (staff only)

# Roles & Responsibilities

|  | Responsible<br>(Decision Maker) | Accountable<br>(Implementer) | Consulted<br>(Provides Input)                          | Informed<br>(Those Impacted)   |
|--|---------------------------------|------------------------------|--|--|
| Determines pay variables used in equity analysis | Divisional Leaders              | Human Resources              | Human Resources, Leaders of People                     | Employees in compensation plan   |
| Conducts annual equity & market reviews          | Human Resources                 | Human Resources              | Pay Survey Data, Divisional Leaders, Leaders of People | Employees in compensation plan   |
| Determines FY compensation priorities            | Divisional Leaders              | Human Resources              | Human Resources, Budget Office, Leaders of People      | Budget Review Officers, Leaders of People, Employees in compensation plan                  |
| Determines FY compensation budget                | Divisional Leaders              | Budget Office                | State of Kansas, KBOR, Budget Office, Human Resources  | Human Resources, Budget Review Officers, Leaders of People, Employees in compensation plan |

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FY26 Compensation Goals

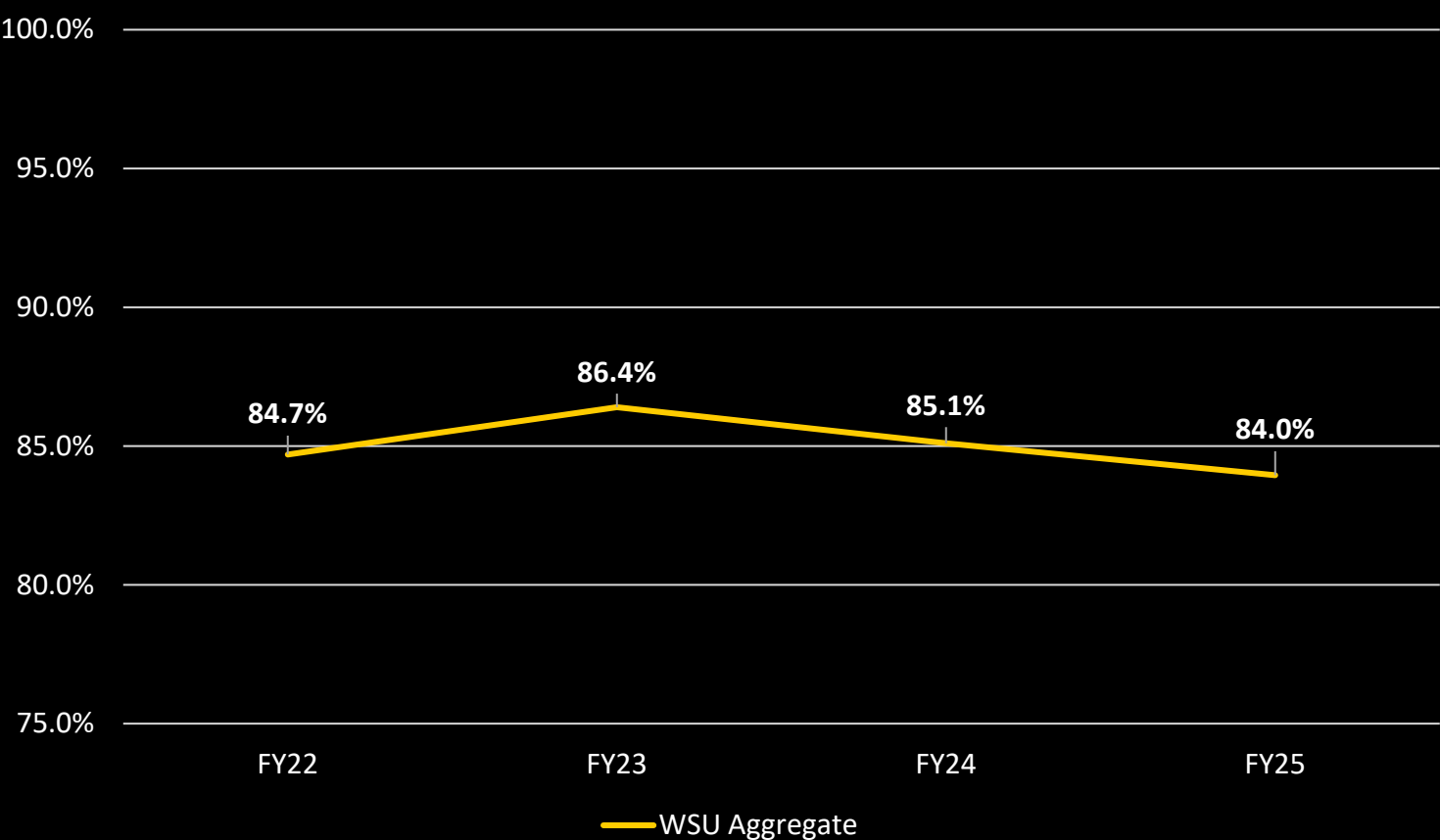
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Next Steps



# FY25 MBC Outcomes - Overall

## Movement towards Middle of Market (100%)





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---

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FY26 Compensation Goals

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Next Steps





# Pay Variables

## FACULTY

Rank

Tenure Track Status

Highest Degree Earned – account for terminal degree below PhD

Years in Current Rank - capped at 9 yrs

College

Department within College

Professor Incentive Review (PIR) accounted for

Associate Deans - Two analysis models determined by the Dean for each college: 1) Compare to faculty discipline data or 2) Compare to Assoc Dean data

Multiple-Unit Departments use multiple CIPs for analysis

## STAFF

Pay Grade

Years in Current Job

Prior Related Work Experience – above job requirements

Job Family

# Market Data Surveys

**Stakeholder Feedback:** Colleges requested the ability to use additional salary survey sources. Historically only CUPA-HR, Towers Watson and PayFactors salary data have been utilized.

One salary survey was submitted from the College of Engineering.

HR is currently analyzing the surveys for statistical soundness, cost to purchase and any resources needed to manage.

# FY26 Eligibility

**Anyone promoted, hired or receiving a pay increase on or before March 29, 2025 will be eligible for the FY26 University compensation goals.**

For anyone promoted, hired or receiving a pay increase *after* March 29, 2025, their new pay and/or position will be analyzed during the next fiscal year.

- Cross-functional committee established Fall 2024 – work now completed
- Purpose was to recommend ways to reduce / reallocate expenses or increase revenues to fund the university pay gap.
- Short- and long-term recommendations were shared with leadership.
- Divisional officers will determine which recommendations to implement within their divisions, as well as implement additional methods not included in the original recommendations.

WSU will strategically optimize our resources to ensure the university is fiscally healthy. This is not a 'one and done' initiative, this is a cultural shift that will require engagement from all of us going forward.

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---

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---

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---

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# FY26 Compensation Goals

- Move staff pay to the minimum of the respective FY26 pay range, where applicable.
- Move faculty pay within prioritized departments towards pay analysis results for their respective rank and discipline.
- Move staff pay within prioritized jobs towards their respective quartiles.

These goals are not a guarantee of funding. Rather these goals will be used to prioritize compensation funding for FY26.

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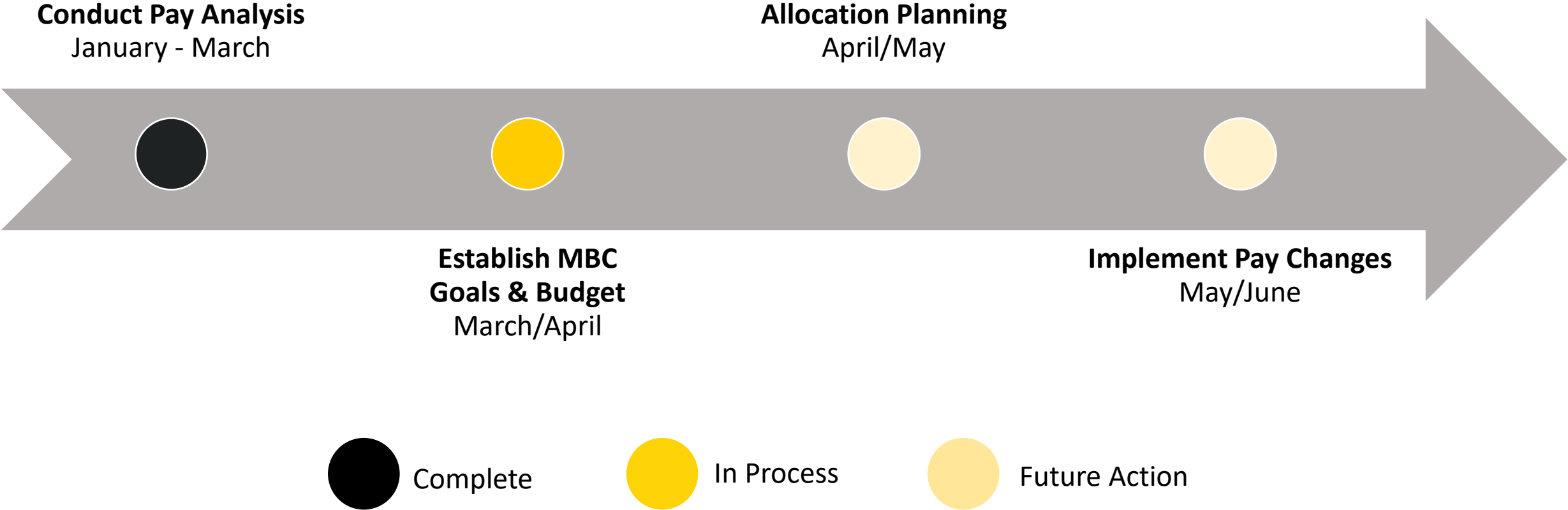
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Next Steps





# FY26 Annual Pay Analysis Cycle



# Next Steps

- Stakeholder Updates
  - PET – March 25
  - Budget Advisory Committee – March 28
  - Faculty – April 14
  - Staff – April 15
- Communication to Leaders / Employees
  - Changes to Pay Ranges (for planning only – March)
  - Pay Analysis Results (April/May)
  - Pay Changes (if applicable – June)
- Fall 2025 – MBC Annual Update of Outcomes



# Questions / Comments?