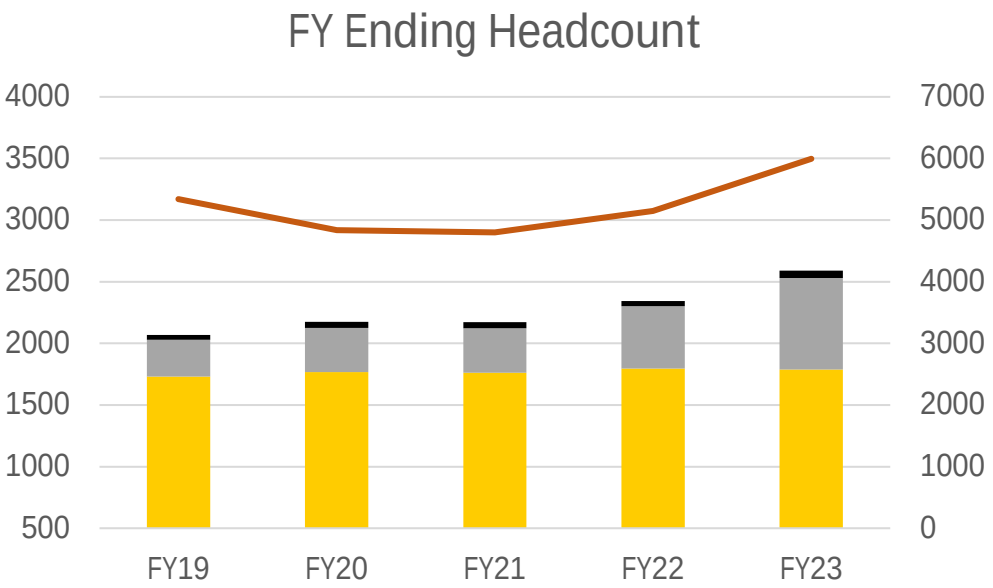
WSU Workforce Trends

FY24 MBC Outcomes

FY24 HR Priorities



**Non-Benefit Eligible Employees (students, lecturers)*

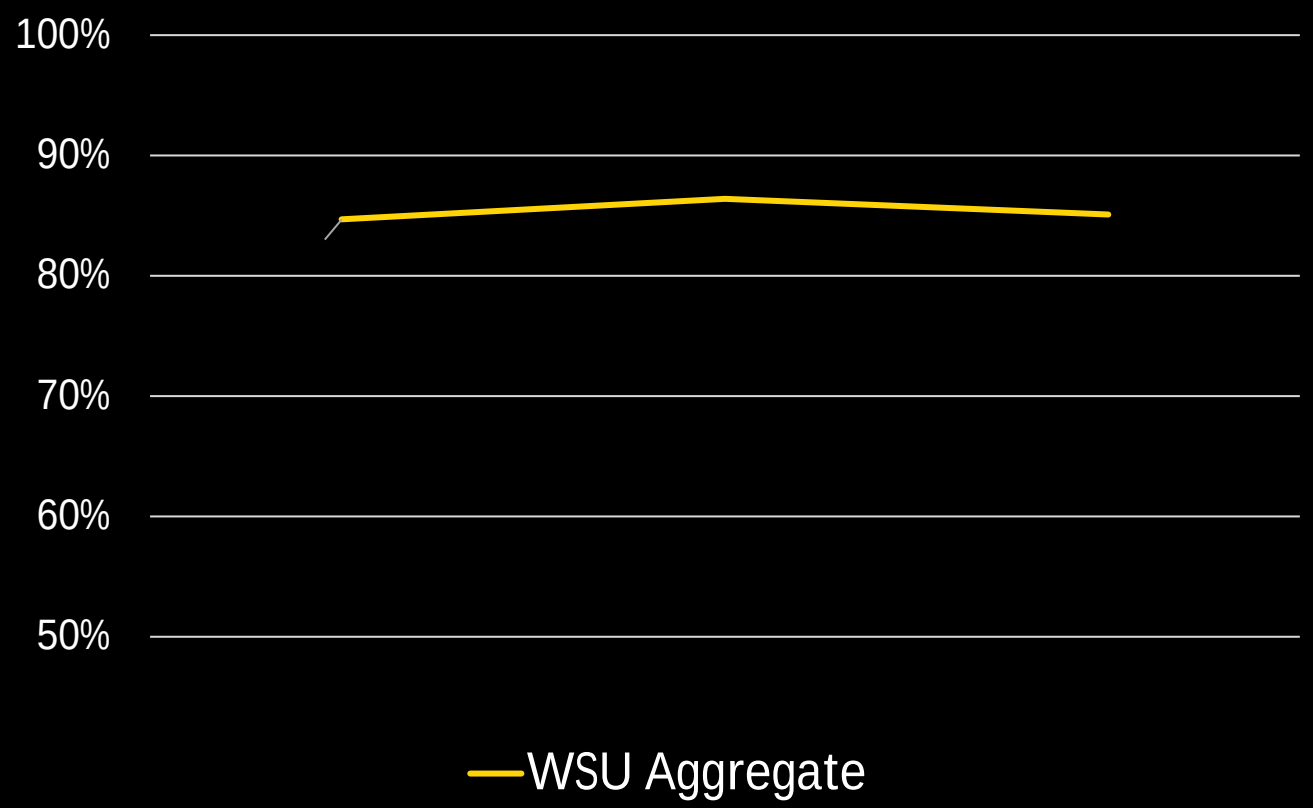
25% increase in headcount over past 5 years due to IDP growth

42% increase in turnover; trending slightly below the national average for our industry per CUPA-HR

WSU Workforce Trends

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.


100%
90%
80%
70%
60%
50%
WSU Aggregate

10

WSU Workforce Trends

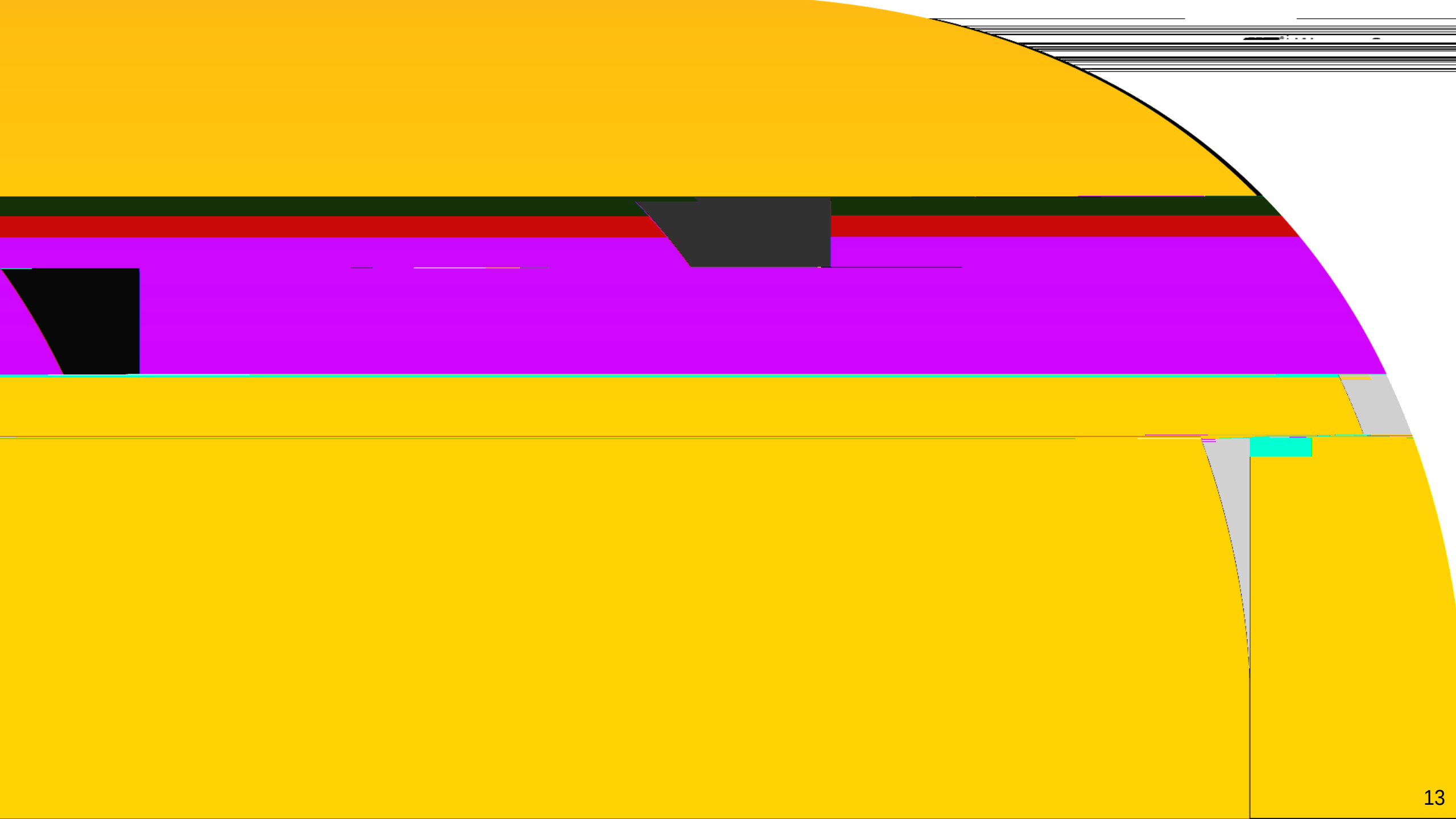
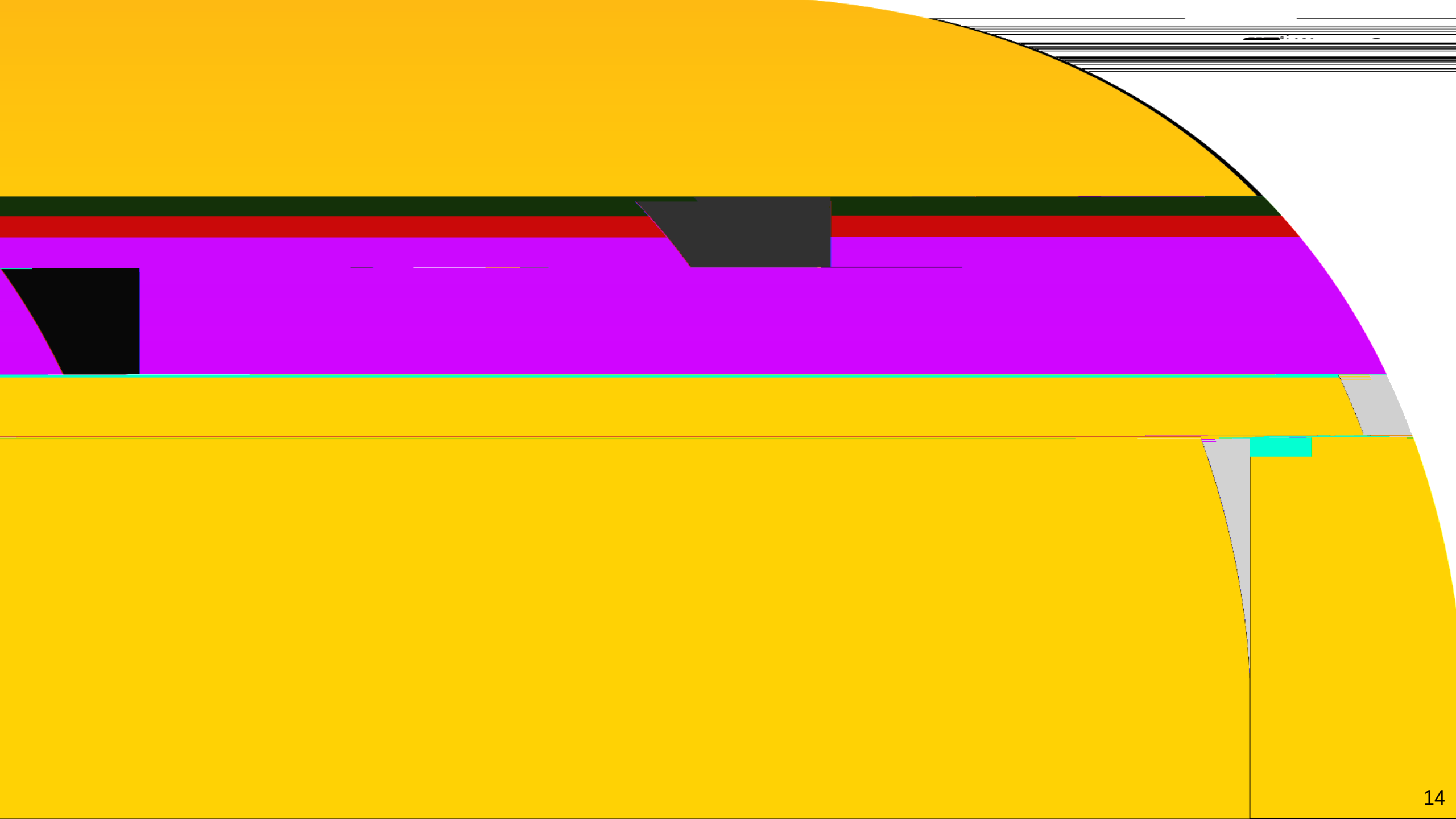
FY24 MBC Outcomes

FY24 HR Priorities

Student Centeredness • Research & Scholarship • Campus Culture • Inclusive Excellence • Partnerships & Engagement

- Implement strategy-focused, professional development
  - Onboard Learning Specialist
  - Pilot 1-2 leadership dev programs
- Close compliance gaps
  - Leave/ADA outsourcing
  - Implement DOL regs, if applicable
  - Remote Work
- Advance diversity, equity, inclusion and belonging
  - Continue integrating DEI&B into policies, processes & programs
  - Employee listening forums

- Transform hiring and onboarding experience
  - Implement Page Up & support
- Refine market-based compensation program
  - Hone pay variables
  - Provide leader education
- Stabilize ICAA support
  - Execute transition plan
  - Onboard additional HRBP
- Easier employee access to HR information
  - Website/Intranet updates

- Continue team coaching
- Invest in professional development
  - Quarterly team training
  - Targeted training for individuals
- Establish HR metrics
  - HR Dashboard

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