

Process for Faculty Equity Adjustments

The request for an equity review of a faculty salary may be made by the faculty member, chair, or dean. Requests from the faculty member or department chair must be received in the dean's office by March 31. The dean must submit all requests for equity reviews to the provost's office no later than April 30. The recommendation from the dean to the provost will include a dollar amount for the equity adjustment. The dean also notifies the faculty member of their recommendation at the time the dean's recommendation is sent to the Provost (April 30).

In evaluating equity, the salaries within the same department (and same discipline if applicable) are reviewed along with the rank, years in rank, and years in service to WMU. The equity review does account for expected changes in salary as a result of promotions and/or other merit or market based adjustments to be effective with the start of the new fiscal or academic year or that may have been received in prior years.

The provost reviews all requests received for equity adjustments and notifies the faculty and deans no later than June 15. All adjustments are effective July 1 of the following fiscal year for fiscal year faculty or August 15 of the following academic year for academic year faculty.

The cost of equity adjustments will be borne by the colleges. There is no "central fund" in academic affairs to pay for these changes to faculty salaries.

Approved by Provost Council October 11, 2022.