

Western Washington University  
 Historical Faculty Salary Increases  
 FY 1999-00 to FY 2008-09  
 (State and Local Sources)

PERCENT INCREASES	General			R&R (est)			Equity/Compression/Special Merit (est)			TOTAL ANNUAL INCREASES <sup>4</sup>			One Time Payments		
	State	WWU	Total	State	WWU	Total	State	WWU	Total	State	WWU	Total	State	WWU	Total
1999-00	3.00%	1.50%	4.50%	1.00%	0.00%	1.00%	0.00%	0.00%	0.00%	4.00%	1.50%	5.50%	0.00%	0.00%	0.00%
2000-01	3.00%	2.00%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.00%	2.00%	5.00%	0.00%	0.00%	0.00%
2001-02	3.70%	0.80%	4.50%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	3.70%	1.30%	5.00%	0.00%	0.00%	0.00%
2002-03	0.00%	1.00%	1.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.00%	1.00%	0.00%	0.00%	0.00%
2003-04	0.00%	0.00%	0.00%	0.50%	0.00%	0.50%	0.00%	0.00%	0.00%	0.50%	0.00%	0.50%	0.00%	0.00%	0.00%
2004-05	0.00%	2.00%	2.00%	0.50%	0.00%	0.50%	0.00%	0.00%	0.00%	0.50%	2.00%	2.50%	0.00%	0.00%	0.00%
2005-06	3.20%	1.30%	4.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.20%	1.30%	4.50%	0.00%	0.00%	0.00%
2006-07	1.60%	3.40%	5.00%	0.00%	0.20%	0.20%	0.00%	0.50%	0.50%	1.60%	4.10%	5.70%	0.00%	0.00%	0.00%
2007-08 <sup>1</sup>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.20%	0.80%	4.00%
2008-09 <sup>2,3</sup>	5.20%	5.30%	10.50%	0.00%	0.00%	0.00%	0.00%	1.00%	1.00%	5.20%	6.30%	11.50%	0.00%	0.00%	0.00%
<b>TOTAL</b>	<b>19.70%</b>	<b>17.30%</b>	<b>37.00%</b>	<b>2.00%</b>	<b>0.70%</b>	<b>2.70%</b>	<b>0.00%</b>	<b>1.50%</b>	<b>0.50%</b>	<b>21.70%</b>	<b>19.50%</b>	<b>41.20%</b>	<b>3.20%</b>	<b>0.80%</b>	<b>4.00%</b>
<b>Compounded Average Total</b>	<b>21.54%</b>	<b>18.71%</b>	<b>43.81%</b>	<b>2.02%</b>	<b>0.70%</b>	<b>2.73%</b>	<b>0.00%</b>	<b>1.51%</b>	<b>0.50%</b>	<b>23.95%</b>	<b>21.30%</b>	<b>49.74%</b>	<b>3.20%</b>	<b>0.80%</b>	<b>4.00%</b>

1. A one time payment of 4% was paid to faculty in 2007-08 from state and local funds accumulated during contract negotiations.

2. The 5.2% state funds increase in 2008-09 consists of 3.2% appropriated in 2007-08 plus 2% appropriated in 2008-09 for faculty increases.

3. An estimated 1% increase for 2008-09 consists of a special merit pay increase of \$4,000 to be provided to 9% of the T/TT faculty.

4. For all contracted faculty compensation in 2007-2009 please see approved faculty contract at: [http://www.wvu.edu/depts/bargainingnews/faculty/documents/FINAL\\_CONTRACT\\_001.pdf](http://www.wvu.edu/depts/bargainingnews/faculty/documents/FINAL_CONTRACT_001.pdf)