

Compensation Philosophy

Employees – Human Resources

CWU Policy 301-27

Effective: January 18, 2019

Policy Review Date: YEAR

Policy Executive: Senior Vice President – Finance and Administration

Responsible Office/Unit: Human Resources

Policy Statement:

Applicability:

Content:

Policy

(1) In order to meet its mission and in accordance with its values, Central Washington University maintains a comprehensive compensation program (salary, benefits, retirement) to attract, retain, motivate and reward a talented and diverse workforce. While staying fiscally responsible within budget constraints, total compensation shall consider market based salaries, internal salary alignment, both internal and external equity, as well as personal qualifications and performance.

History:

*Responsibility: CFO/BFA; Authority: Cabinet/UPAC; Reviewed/Endorsed by: Cabinet/UPAC; Review/Effective Date: 02/11/2015; 01/18/2019 (reviewed); Approved by: James L. Gaudino, President
Reformatted and Assigned new Policy Number - Previous Policy CWUP 2-30-000, June 2025*