

**Considerations Regarding Appropriate Raise Pool Policy Principles for  
Inflation and Market Adjustment**

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**WHEREAS**, Faculty and Staff at UW have not been allocated general raises in compensation since 2022.

**WHEREAS**, the 2026 Legislative Session resulted in the appropriation of state funds to adjust state employee compensation for market and inflationary adjustments consistent with those occurring over the period 2022 to 2024, and that UW employees were included in this request.

**WHEREAS**, it is understood based on the justification of the request made to the Governor and passed by the Legislature that the request was to address salaries becoming uncompetitive due to inflation and specific labor market changes in specific occupations.

**WHEREAS**, the justification for the funds was also to make state agencies (which includes UW) more competitive in levels of compensation in a changing labor market.

**WHEREAS**, without appropriate compensation adjustments for each employee based on inflation and market wage changes in their specific occupations, we risk losing talent to higher paying competitors.

**WHEREAS**, general faculty and staff morale depends upon the perception that any compensation changes intended to address inflation and market changes are made in a clear, transparent and fair manner regarding each individual, and are not preferential to some individuals over others, and instead based only on inflation and market competitiveness metrics.

**WHEREAS**, the compensation adjustment funds made available by the Legislature did not address merit as a primary criteria for the distribution of funds.

**WHEREAS**, inflation affects all employees – for example a 10% rate of inflation reduces the purchasing power of wages paid by 10% regardless of pre-existing salary level.

**WHEREAS**, prices have risen (or total inflation) statewide between July 1, 2022 and June 30, 2024 by 8.7% in Wyoming, according to state numbers. Since 2022, prices have risen 12.7% to the end of 2025.

**WHEREAS**, specific job descriptions and occupations have not all been affected identically by labor market changes, and that market competitiveness differs by individual based on their own characteristics, areas of expertise, and job description.

**WHEREAS**, compression and inversion of salaries are serious threats to morale on campus and should be considered in the development of a raise policy.

**THEREFORE BE IT RESOLVED**, by the Faculty Senate of the University of Wyoming that Faculty Senate requests an open, transparent and clear process for the distribution of the raise pool funds based on the above principles, specifically that wages be adjusted in a fair manner, implying wage adjustments by individual are based ONLY on 1) data regarding inflation that has occurred since the last wage increase, and 2) data that describes how current wages compare to competitive market wages in an individual's specific occupation and 3) data that describes how compression and inversion have occurred across the University.

**BE IT FURTHER RESOLVED**, the appropriate manner to consider such adjustments based on inflation and market wage changes is to use percentage adjustments based on documented changes in inflation and market wage. Previously used methods of wage adjustment that utilize a flat increase of a specified dollar amount across employees or class of employees results in unequal relative increases in wage across classes of employees affected. Such adjustments are inappropriate when addressing the effects of inflation and market changes by individual employee, as they are preferential to some employees over others without consideration of inflation and regardless of market changes. Preferential treatment that ignores the realities of inflation and specific competitive market wage changes, and how these factors affect every individual in similar fashion, undermines morale, trust and the sense of fairness imperative when making pay adjustments for inflation and changes in the levels of specific competitive market wages.

**Authentication:** *The foregoing Faculty Senate Resolution 520, duly adopted by the Faculty Senate of the University of Wyoming under date of May 4, 2026, is hereby transmitted to the President of the University of Wyoming for review in accordance with UW Regulations.*

*Beau Brown, Faculty Senate Coordinator  
May 5<sup>th</sup>, 2026*