

Wesleyan Staff Performance Review and Compensation FAQs – April 2024

- Why is the approach for staff performance reviews changing this year?

Results from the WesThrives survey and focus groups indicate that the annual performance review and compensation processes in their current forms are not adding as much value as we would like. In addition, Workday implementation including the incorporation of a new performance process, requires additional time. Our goal is to introduce a new process within Workday in Spring 2025

- Does this mean that my supervisor won't be expected to provide me with any feedback regarding my performance?

No. Supervisors are still expected to have a conversation with their staff to provide feedback on performance. Documentation of the feedback conversations is optional. Supervisors must complete the usual performance review for staff members who are not meeting expectations. Further, supervisors are expected to provide feedback to their teams regularly.

- What is the University's intention regarding performance reviews for next year?

Over the next several months, we will work with others to develop a new performance review process informed by the feedback from staff through the WesThrives survey and focus group sessions.

- What is the annual increase for this year?

All eligible staff who are meeting the expectations of their job will receive a 3.5% increase for fiscal year 2025. This amount will be pro-rated for eligible staff who have been employed at Wesleyan for fewer than 12 months. Staff who are not meeting job expectations may receive less than 3.5%.

- Who is eligible for the annual increase?

Staff who began work before April 1, 2024, in a regular, administrative position. The increase will be pro-rated for staff who worked less than the full 12-month period.

- Will there be an opportunity to recognize staff (above the general increase) who have exceeded performance expectations this past year?

Cabinet members will be given an additional budget for one-time monetary awards to recognize exceptional performance. These awards will be based on the tangible impact that staff has had on their division's priorities for the past year. These awards are one-time payments and will not be added to base salary.

- Is the one-time award taxable?

Yes, it is taxable. Please keep in mind the withholding rate for this award may be different than the withholding rate associated with your typical paycheck.

- Will retirement contributions be calculated on the one-time award?

No, this award is not eligible for retirement contributions.