Saint Louis University
FACULTY COMPENSATION PHILOSOPHY AND GUIDELINES

(Revised October 21, 2023; September 13, 2022; May 20, 2022; January 4, 2016)

Philosophy Statement

Inherent to the mission of Saint Louis University (SLU), and central to its vision to be the top Catholic University in the United States, is an effective, creative, and committed faculty. To support Saint Louis University's strategic intention to improve academic and research performance, the University shall maintain a compensation program directed at attracting, retaining, and rewarding faculty members within the guidelines of its fiduciary responsibility.

Overall Strategy

The overall compensation strategy at SLU is to provide a total compensation package (pay and benefits) which is competitive in the external market and is consistent with the collegial values of the institution.

The base pay and benefits must work together to attract, retain, and motivate highly productive and highly valued faculty. The policies will be reasonable, competitive and will support the financial and strategic goals of the institution. Using salary ranges by rank, the University strives within its commitment to a balanced budget to equitably manage base pay and pay compression issues by ensuring that the ranges are consistently applied using the applicable factors (experience, academic discipline, faculty productivity, faculty performance, etc.).

Faculty compensation will consist of faculty base salary, administrative stipends, and other employment benefits as stated or referred to in the Faculty Manual.

The term "faculty" as used herein shall mean all St. Louis University faculty, as that term is defined in Section III of the St. Louis University Faculty Manual; provided, however, that the provisions of this Philosophy statement shall not apply to: (i) Visiting Faculty, Artists-in-Residence, Retired Faculty or Emeriti/ae Faculty, as defined Section III of the Saint Louis University Faculty Manual; (ii) individuals who choose to volunteer at Saint Louis University without significant compensation; (iii) faculty members covered by a compensation agreement or agreements between Saint Louis University and the University Medical Group (or its successor or assigns); and (iv) non-permanent faculty who have no reasonable expectation of renewal of their contract of employment or of employment that lasts longer than one (1) year. To the extent any faculty member shall receive a portion of their salary from a non-Saint Louis University grant or from recovery of such a grant, the portion of such faculty member's salary allocable to such grant shall not be covered by the provisions of this Philosophy statement.

Basis for Comparison

The University intends that a faculty member's base salary be "market competitive" based on the faculty member's performance, education, and years of applicable experience within the respective academic discipline and rank. To this end, SLU has defined the external competitive "markets" to be colleges and universities with comparable profile and characteristics as identified through a benchmarking process conducted yearly by the SLU Office of Institutional Research (OIR) using industry-specific indices, or both where the identified benchmarks inform the industry-specific indices. These comparable institutions are reviewed by the Deans and Provost's office. And then by each School/College/unit's Benchmarking Task Force comprised of faculty. (see appendix one for the process).

The comparable colleges and universities to Saint Louis University will be the foundation of the benchmarking process conducted by the and to determine "market competitiveness" of the base salary. In any event, if there is a large variance in the two comparison sources, the dean has the authority to approve the offered base salary to new hires and propose increases to faculty base salaries of existing faculty either upon annual review and approval by the Provost or for those units that report to the Vice President for Medical Affairs, upon annual review and approval of the Vice President of Medical Affairs. The dean will delineate to the faculty member when approved increases to salary are based upon "market competitiveness."

Market Positioning for Base Salary

The target compensation position for most faculty will be between the 40th – 60th percentiles within specific disciplines, years of applicable experience, ranks, tenure status, performance, and productivity level. Those below the target compensation position should be increased to the target compensation level consistent with the faculty member's productivity and/or performance. Such determinations will fall under the management purview of the deans in consultation with the Provost. If the faculty member's compensation is below the 25th percentile of their discipline/rank or above 75th percentile of their discipline/rank the rationale for level of compensation will have to be documented.

New hires will be targeted at a market competitive salary which may be greater than the market median if required by the academic discipline, and/or specific market demands. Specific compensation position within the target range will be based upon performance, experience and/or service to the institution.

Merit Increases

Faculty salaries, both faculty base and administrative stipends will be reviewed annually by the dean and Provost, or for those units reporting to the Vice President of Medical Affairs, by the dean and Vice President for Medical Affairs. Salary increase recommendations consistent with the annual faculty evaluations will be approved by the Provost, or Vice President for Medical Affairs for those units reporting to the Vice President for Medical Affairs, within the confines of the funded merit pool in a given fiscal year. The merit review process should occur in the early spring of each calendar year. Changes to the faculty members' base salary and administrative stipends which are based upon merit from the annual review process will be delineated to the faculty member.

Although the annual review process is intended to review faculty performance in the context of merit increases, the dean may, if allowable within the confines of their existing budget, address pressing market compensation, inversion, compression, or faculty retention pay. If changes in compensation are addressed which are prompted by market compensation, inversion, compression or faculty retention issues, the faculty member will be informed that these salary increase recommendations are explicitly defined as independent from the merit review process.

Tenure and Promotion in Rank

Faculty promoted from Assistant to Associate Professor and Associate to Full Professor will receive fixed percentage increases as based upon base salary or sufficient salary adjustment to ensure the faculty is at or above the 25th percentile of their new rank. Granting of tenure shifts the competitive market to the tenure market for their discipline and rank. There will be a set percentage increase to salary or sufficient salary adjustment to ensure the faculty is at or above the 25th percentile of the tenure market for their discipline and rank. (see appendix 2 for further information on this process)

These increases will be reviewed at a minimum of every 3 years by the Office of Institutional Research in consultation with the Benchmarking Task Force members (see above under *Basis of Comparison*). This review is necessary to reflect the overall step in grade between ranks such that faculty with long-standing service and progression through ranks are treated equally internally but also remain competitive with their markets based on discipline and rank. Faculty member's individual positioning targets will reflect their new rank at that time.

Additional Responsibilities

Administrative stipends and/or Course Load Reductions may be utilized to reflect administrative responsibilities within an academic unit, at the School/College or University-wide levels. As such, evaluation of administrative work will accompany the annual faculty evaluation and be considered for purposes of the annual salary review process.

Governance & Review

Market competitiveness will be comprehensively reviewed every one to two years internally, and guided by the Mercer-based methodology developed in the Spring of 2015. Input from each School/College/unit's faculty Benchmarking Task Force and input from the Dean to determine the comparative benchmarks will ensure shared governance. Individual and specific results of this comprehensive review will be disseminated to the Provost, pertinent members of the Office of Academic Affairs, and the deans. The deans will disseminate the information to the School/College. Overall results and/or results in aggregate of this process will be disseminated to the members of the Compensation & Fringe Benefit Committee of the Faculty Senate and the Faculty Senate Executive Committee. In years between comprehensive reviews, market data will be adjusted based on the overall change in compensation as reported by CUPA-HR, or industry-specific benchmark data where more appropriate, in their annual faculty salary survey.

It is an expectation that the outcomes demonstrated by the internal comprehensive review will result in modifications of this Philosophy to accommodate the progress of faculty members towards the targeted compensation range of 40 – 60th percentile. Changes to the Philosophy will be approved by the Provost in consultation with the Compensation & Fringe Benefit Committee of the Faculty Senate and in conjunction with the Chief Financial Officer, if additional university funding is requested, and the President.

Concluding Statement

It is the intent of the drafters of this document to create a Philosophy by which equitable and fair pay for faculty is an annual priority. It is our intent that the University community act in conjunction with the spirit and words of this document, acting in good faith for the advancement of our University.