

WEBSTER UNIVERSITY
FACULTY AND STAFF COMPENSATION PHILOSOPHY

To support the Mission, Vision and Values of Webster University and the educational purpose for which it exists, the University's compensation programs are designed and administered to:

- Ensure that Webster University can attract and retain highly talented faculty and staff who are committed to advancing Webster University's mission and vision
- Target regional and national universities of comparable size, scope, structure and program offerings to assess the competitive market faculty and staff compensation practices
- Use the 50th percentile of benchmark data as a target for establishing salary ranges for faculty and staff positions
- Set each employee's base salary at an appropriate level based on:
 - The employee's discipline and rank, or classification,
 - The employee's experience and length of service in total and with Webster University,
 - The employee's performance,
 - Internal equity considerations, and
 - The financial resources available.
- Provide appropriate and competitive benefits based on Webster university's mission, vision and business needs
- Ensure that employee total compensation is appropriate and competitive.