

**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 50<sup>th</sup> 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.