Principles of Compensation

On an annual basis, we re-affirm the priorities for the compensation program. This program is intended to reward, retain, and attract the best faculty and staff. We will continue our pursuit of excellence and in doing so, advance the University’s vision to work collaboratively for positive transformation in the world through courageous leadership in teaching, research, scholarship, health care, and social action.

Compensation Program Principles

1. The rewards practices will support Emory’s intent to have competitive salaries that will reward, retain, and attract the best faculty and staff. The practices must be aligned with the University’s mission and its ongoing institutional needs.

2. Emory will seek to maintain its target position relative to the market of our peers, both annually and over the long-term. In doing so, we will evaluate our market position in the aggregate and for each segment of our faculty and staff, when market data are available.

3. Compensation increases should be based upon performance, competitive market, criticality of the incumbent contributor, a promotion, and other key strategic needs.

4. Compensation decisions must be applied in a non-discriminatory manner; metrics will be available to monitor this.

Process

- Managers must make salary decisions that are consistent with these principles.
- The university establishes an overall salary pool each year. The pool may be supplemented at the unit’s discretion if additional resources can be freed up and operationally absorbed through reallocation of expenses. All compensation increases must be based on the criteria outlined in #3 above.
- Managers must communicate the compensation principles to staff and faculty before and after decisions are made. Doing so reinforces the compensation decisions and strengthens the messages around the importance of performance, retention, market competitiveness, and rewards.