Compensation Philosophy

In order to fulfill our mission, the University of Cincinnati shall maintain a compensation program directed toward attracting, retaining and rewarding a qualified, performing, and diverse workforce. Within the boundaries of financial feasibility, employee compensation shall be externally competitive and internally equitable, and shall be based upon performance as recognized within the work unit.

UC Compensation Objectives

External Equity:

- External competitiveness; refers to how the University positions pay relative to what our competitors are paying for targeted jobs. Average salaries may meet or exceed the average of the particular labor market in order to recognize exceptional recruiting and retention needs, or for purposes of attracting and retaining employees in areas where the university is or aspires to be a national or international leader.

Internal Equity:

- Internal consistency; comparing both internal positions and salaries of incumbents within positions in terms of their relative worth and contributions to the organization's objectives. In short, another term for “equity” is ‘fairness’.

Administering compensation to reflect this philosophy and these objectives means that:

- Salaries will be reviewed on an on-going basis by the University.
- As funding permits, salary increases shall focus on recognizing performance, maintaining market alignment, supporting internal equity, and retaining key personnel.
- Compensation should be based on the results of performance reviews as required by University policy.
- Consideration should be given to recognition for team/unit as well as individual efforts as part of a performance-based pay program.
- Salaries for new employees should be established at levels that recognize the individual’s skills while considering the salary levels of current employees within the same position title.

Communication:

- The University of Cincinnati and the Compensation department will ensure transparency in regards to its compensation programs and administrative practices

Pay Governance:

- Compensation issues the final determination in collaboration with business units on all issues regarding new-hire salary requests, potential salary adjustments, reclassification requests, position creation and maintenance requests, and any changes or additional organizational units.