

IV.12 SALARY POLICY AND PROCEDURES

First-rate instruction is fundamental to carrying out the mission of Linfield and no element in the instruction process is more vital than individual faculty members who are knowledgeable about their areas, sensitive to the needs of students, and enthusiastic and stimulated by what they are doing.

The University recognizes that competitive remuneration must be accorded a high priority in the budget process and will continually monitor competitiveness against salaries paid to faculty at other institutions using designated comparison groups and benchmarks to be determined within the 2024-25 academic year.

The demonstrable fact that adequate salary assists the university in retaining and securing outstanding professionals is a key reason for according this high priority to salary.

Linfield University faculty are organized in various units, including the School of Business, School of Nursing, College of Arts and Sciences, and the University Library, that are governed by their own sets of bylaws, with the Faculty Senate serving as the overall governing body for all faculty across units.

To be fair, predictable, and transparent, Linfield's salary policy is based on consideration of identified comparison group for faculty in each unit. Faculty in each academic unit are compared within that unit in terms of salaries. Within units, compensation must reflect established bona-fide criteria, including education, experience, and location as defined by the unit. Standard salary amounts based on equitable and lawful criteria are determined by the Director of Human Resources, the Deans of the academic units, CFO, and Provost. Modifications to salaries within a particular unit are subject to review by Human Resources and approval of the Provost and President.

With respect to faculty salaries, the University prioritizes funding promotions and cost-of-living increases. As funding allows, the University then aims to increase the competitiveness of salaries

Upon promotion, faculty will receive an increase up to the established minimum compensation for recently promoted faculty at the new rank.

Faculty will be considered each year for merit awards based on objective criteria determined by department chairs and Deans of the academic units.

The salary for new faculty positions at levels that would create a need for equity adjustments requires review by Human Resources, the CFO, and Provost.

Note that any increases are contingent on the University's funding availability.