Dear Staff Members,

Recognizing how important the University’s staff are to our continued success, I am pleased to announce that beginning on May 1 we will implement the first phase of an updated staff compensation program. Guided by a mission-centered compensation philosophy, the new program includes adjustments to a number of current positions based on market comparisons. As a demonstration of our ongoing commitment to providing employees with a living wage, I am especially glad to report that the new program also increases the minimum start rate for staff positions from $10.00/hour to $10.77.

More than a year ago, we partnered with Sibson Consulting, a nationally recognized human resources consulting firm with an excellent reputation in higher education to develop a program to attract, retain and engage talented individuals on our staff through a fair and competitive compensation program. The program we developed is based on market salaries at our peer institutions and also recognizes individual qualifications and experience.

I have made no secret about the fiscal constraints facing the University and all of higher education. We must, however, continue to invest in our people if we are to remain successful in offering students a transformational educational experience. For this reason, the University’s senior leadership, with encouragement from the Board of Trustees, worked to include initial funding for the program in the 2017-18 budget, reflecting our commitment to offering a fair and competitive compensation program.

Human Resources will notify staff members included in the initial phase by letter in the week of May 1, 2017. Future phases will be implemented over the coming years as finances permit. I wish to thank our Human Resources team for its great work in championing this project.

Because you may have many questions about the program, I have asked Patricia Tetreault, Associate Vice President for Human Resources, to host Information Sessions to review the updated staff compensation program and help you understand better what it means to you. If interested in attending an Information Session, please RSVP at the following link:

   www.regonline.com/UofSCompensation

May God bless you in your work on behalf of our students and may God continue to bless The University of Scranton.

Sincerely,

Kevin P. Quinn, S.J.
President