

Marquette University

Total Compensation Philosophy

Marquette University is a Catholic, Jesuit university dedicated to serving God by serving our students and contributing to the advancement of knowledge. Our mission, therefore, is the search for truth, the discovery and sharing of knowledge, the fostering of personal and professional excellence, the promotion of a life of faith, and the development of leadership expressed in service to others. Marquette University is committed unreservedly to open and free inquiry and to the development of the student as a total human person.

The total compensation program is designed to meet the following key objectives:

- ***Mission Driven***

The total compensation system is driven by the mission of Marquette University. Marquette University's primary goals focus on the development of our students and establishing a commitment to the pursuit of excellence in all things as a life-long endeavor. We take seriously our responsibility to foster and support excellence in teaching and research, to keep a Marquette education accessible to a diverse population of students, and to offer personal attention and care to each member of the Marquette community. Our total compensation system is designed to recognize the contribution that each employee makes to this mission.

- ***Internally Equitable & Externally Competitive***

We believe that each employee is an investment in our future. Fair and equitable treatment for all employees is an important objective of our total compensation system. The organization recognizes that the labor market functions like any other market and in order to recruit and retain staff, external market forces need to be acknowledged in the design of pay and benefit offerings. The emphasis, however, is on internal equity. We also believe that the benefits provided by Marquette University (comprehensive benefit package, tuition remission programs, training and development opportunities) add significant value in establishing a competitive total compensation package.

- ***Performance Based***

Marquette University encourages pay for performance through the use of a merit pay system. This is an important component of our employees' salary progression and is dependent upon his/her role and performance in furthering our mission. This feature of our compensation system provides the capability to recognize outstanding performers.

- ***Valid & Reliable***

Marquette University strives to ensure that pay decisions are made as objectively as possible. Our compensation system relies on formal mechanisms to reconcile reliable market data with internal equity.

- ***Consistent***

Our total compensation system is designed to encourage consistent administration of pay practices across the entire organization. Our commitment to consistent pay administration is demonstrated through annual training programs provided by the Human Resources Department, ***and adherence to uniform and equitable pay practices by all departments, units and divisions on campus.***