



## Office of Human Resource Management

### Compensation Philosophy, Objective, and Guiding Principles

LSU Health Sciences Center – New Orleans (LSUHSC-NO) recognizes that our employees are one of our primary assets and our principal source of competitive advantage. Human Resources will maintain a compensation program focused on attracting, retaining, and motivating a qualified and diverse workforce. Within the boundaries of financial responsibility, employee compensation will be externally competitive and internally equitable.

The objective of the philosophy is to establish a compensation program that:

- Reflects the relationships among positions within the University as measured by market factors and internal equity considerations.
- Recognizes responsibilities, qualifications, and the value of individual contributions in determining individual employee salaries.
- Provides salary growth opportunities based on available funding and individual performance.
- Provides a management tool for attracting and retaining the caliber of employees necessary to meet the current and future needs of the university.
- Takes a systematic approach to aligning all salaries with the appropriate placement in the salary range based on experience and performance.

The guiding principles of our salary administration program are:

- LSUHSC-NO does not practice or tolerate discrimination in employee pay.
- Responsibility for determining employee pay rests both with the department management and the HR Compensation Department.
- LSUHSC-NO's pay practices will be administered consistently, responsibly, and in alignment with industry practice.
- Pay practices will be administered in accordance with all local, state, and federal laws.
- Pay and salary increases are based on job worth, merit, work performance and economic conditions.