



## Office of Human Resource Management

### LSU Health New Orleans Compensation Philosophy

As a preeminent leader in health care education, 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. In accordance with LSU Health New Orleans' shared vision, Human Resources will maintain a comprehensive compensation program directed toward attracting, retaining, and rewarding a qualified and diverse workforce. Within the boundaries of financial responsibility, employee compensation will be externally competitive and internally equitable and based on individual performance as recognized within the work unit.

The purpose and objectives of the compensation philosophy are to establish a compensation program that:

- Reflects the relationships among positions within the University as measured by market factors and internal equity considerations.
- Recognizes exceptional performance, professional development, qualifications and the value of individual contributions in determining individual employee salaries.
- Provides salary growth opportunities based on 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.

The guiding principles of our salary administration program are:

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

By focusing on our Core Values and Beliefs, LSUHSC – NO believes in a pay program that recognizes the value of each employee and is committed to a consistent and fair administration of the program.