

WesternU's Institutional Compensation Philosophy

Introduction Statement

At Western University of Health Sciences (WesternU), we believe our greatest strength lies in our team members—our faculty, staff, and administrators—who bring our University's mission to life each day. We are defined by our dedication to fostering a supportive and caring environment for our students. Our philosophy is grounded in humanism, honoring the dignity, worth, and potential of all members of our community. We view each individual as a team member, not defined by a role or a title, and we celebrate their unique contributions to our core values of humanism, scholarship, and integrity.

Our total compensation philosophy is designed to attract, motivate, and retain exceptional talent who contributes to the success of our core values. We achieve this by aligning our compensation plans to the academic, clinical, and financial/administrative strategies that drive the University's success.

Our Guiding Principles-

Our compensation program is built upon the following core principles, ensuring a comprehensive, equitable, competitive, and fair approach to rewarding our valued employees:

Positive Work Environment

- We are committed to creating a workplace culture that attracts and retains the highest caliber of employees and values compassion, fairness, collaboration, and respect.

Competitive Compensation

- We are committed to offering market-competitive total compensation for all WesternU employees (including faculty, staff, administrators, and, where applicable, part-time and temporary positions), which aligns with strategic long-term goals. Our aim is to utilize a market-aligned compensation structure where every classification is anchored to a defined salary range. Each range features a specific minimum and maximum calibrated against current industry data to ensure our pay remains competitive with comparable roles of other peer institutions. We may also consider other select employers with comparable size, mission, and financial resources, particularly for specialized roles where direct higher education comparisons are limited.

Market Definition

- WesternU competes for talent across diverse markets, locations, industry sectors, and employer types. The relevant market for any specific position is determined by the skills required and the availability of talent necessary for the university's success in recruitment and retention, and the availability of salary data for a specific position.

Transparency

- We foster a transparent compensation environment. We will regularly monitor compensation practices for various employee groups or categories to detect and address potential internal pay discrepancies. This aspiration promotes fairness and ensures our compensation decisions are consistently applied.

Total Rewards Approach

- Beyond base salary, our total rewards package encompasses comprehensive employee health, wellness, retirement benefits, and programs. These are designed to provide a level of protection from unexpected health, life, and disability risks, offer an attractive retirement after a full career, and promote overall well-being to foster healthy community engagement.

Professional Growth and Development

- We believe in affording all employees the opportunity for professional growth through skill development. Our compensation philosophy supports investments in training and development, recognizing that enhancing individual capabilities contributes to both personal and institutional success.

Fiscal Responsibility

- We balance fiscal responsibility with the flexibility to compensate competitively. While aiming for average salaries that are market competitive for all employee groups, we retain the ability to compensate at a strategic premium to the market for appropriate market comparison groups when it is of strategic long-term value to the University and its students.

Review and Maintenance

- To maintain a competitive position in the higher education and healthcare labor markets, the University is committed to the long-term sustainability and effectiveness of its compensation program. To ensure continued alignment with institutional goals and fiscal stewardship, the University intends to revisit and evaluate this Compensation Philosophy every three to five years. This periodic review will enable the Institutional Compensation Committee and University leadership to assess the impact of our compensation strategy on internal equity and institutional culture, making necessary updates to meet the changing needs of our faculty and staff.