

# BUTLER UNIVERSITY

## HUMAN RESOURCES



Dear Valued Colleagues,

Thank you to everyone for completing the performance evaluation process for the 2016–2017 fiscal year. The University has approved funding for performance-based merit increases averaging 2 percent to take effect January 1, 2018 for eligible employees. You can expect to access your electronic merit notification through My.butler by mid-December. Please keep an eye on the *Connection* in the coming weeks for directions on accessing your merit notification.

Employee compensation is a key component of the Butler 2020 strategic priority to attract and retain high-quality faculty and staff. This is why we partnered with Conduent, a third-party Compensation consulting firm, to complete a Compensation and Classification study to compare pay at Butler to 49 peer institutions and the applicable employment market.

**Conduent's analysis confirmed that base salaries, for both faculty and staff, are generally competitive overall.** Despite the overall positive analysis, Conduent helped identify some faculty and staff whose pay falls below the 25th percentile of the mid-point of their pay grade. To address this gap, University leadership has set aside funds to move these individuals to the 25 percent mark of their respective pay grade mid-points.

The University has also set aside an additional pool of funds for divisions and colleges to use to further address salary inequities and to reward exceptional performance. Additional information about this process, the results of the compensation and classification study, and implementation timelines will be communicated mid-January 2018.

As always, thank you for your continued dedication to Butler University.

Best regards,

***Anila Din***

Associate Vice President for Human Resources