

September 19, 2024

Dear Faculty Colleagues,

In recognition of the incredible contribution Creighton's faculty make to the mission of the university, I am very pleased to be able to share this message with you about our next steps forward in market-competitive faculty compensation.

In October 2022, Creighton University partnered with Lockton Companies to conduct a [Total Rewards Survey](#) to better understand the compensation and benefits programs that faculty and staff most value. Survey topics included: compensation, benefits and retirement, paid time off, workplace experience, and more. More than 50% of all faculty and staff participated.

Results from the survey informed efforts for a market review of base pay for both staff and faculty. Beginning in the spring 2023 semester, a thorough assessment of various methodologies for evaluating faculty base pay was initiated. Similar to the staff review, there was a desire to determine a comprehensive and thoughtful process that could be conducted internally and allow for future replication.

In December 2023, having worked with the Office of Analytics and Institutional Research and also in collaboration with University Faculty President – Dr. Mary Ann Danielson, I provided the methodology that had been selected and adapted for the review. Both Dr. Kristin Buscher – Director of the Office of Analytics and Institutional Research and I were invited to answer questions regarding the methodology at the December 14, 2023 Faculty Council meeting. I also discussed the circulated methodology the following hour on that same date at Academic Council. As announced at both Faculty and Academic Councils, the [methodology](#) has been posted on the Office of the Provost intranet site since the December meetings.

The Office of Analytics and Institutional Research completed the analysis using the following parameters for the population file: a) all eligible full-time, Creighton employed faculty hired on or before June 30, 2023, b) all full-time faculty categories and ranks were included.

Like staff, faculty base pay was categorized as Above Market, At Market, Slightly Below Market, Below Market. Faculty identified as Below Market or Slightly Below Market pay will be eligible for one of the following market adjustments:

- 5% pay increase for those faculty categories and ranks identified as Below Market.
- 3% pay increase for those for those faculty categories and ranks identified as Slightly Below market.

In addition, following any applied market adjustments, if tenured faculty remained slightly below market or below market and the faculty member had earned promotion to associate professor and/or professor before the 2013-2014 academic year they were awarded the current promotion increases of \$5000 for associate professor and \$7000 for professor.

As with staff, not all faculty will receive a market adjustment. This indicates that the university has worked both to hire at market appropriate rates and has been committed to awarding market competitive promotion increases as well as opportunities to earn merit raises. Among the 385 eligible tenured or tenure track faculty evaluated, 211 qualified for market adjustments. Among the 184 eligible non-tenure track faculty evaluated, 47 qualified for market adjustment.

Due to the financial impact on the university's budget, market adjustments will be implemented across two merit cycles over the next 12 months with 50% being implemented on October 1, 2024, and the remaining 50% to be implemented on October 1, 2025. The implementation plan aligns with what was announced last week for the Phase 3 review of staff base pay.

In collaboration with the deans and Human Resources, an FAQ document is under development and will be made available soon.

In conclusion, I would like to specifically express my gratitude to Dr. Kristin Buscher, Ms. Tara McGuire – Finance, Ms. Kristy Christensen – Human Resources, and the deans for their commitment to this process and contributions in conducting the analysis and validating the data. I am also appreciative to Dr. Mary Ann Danielson for her collaboration, questions, and faculty advocacy to ensure and support a process that aligns with the staff review and any subsequent equity adjustment allocation while also considering any unique factors that may pertain to faculty only.

Finally, as we read almost daily about the financial challenges facing so many institutions of higher education, I am thankful to all who continue to contribute to Creighton University's mission and exceptional student experience, enabling us to lead from a position of strength and allowing us this opportunity to provide the various *Total Rewards* enhancements to our faculty and staff.

Kind regards,

A handwritten signature in cursive script, appearing to read "Mardell A. Wilson".

Mardell A. Wilson, EdD, RDN  
Provost