

# COMPENSATION PHILOSOPHY

POLICY NUMBER: RESERVED FOR FUTURE USE  
RESPONSIBLE OFFICIAL TITLE: DIRECTOR OF HUMAN RESOURCES  
RESPONSIBLE OFFICE: HUMAN RESOURCES

## I. POLICY STATEMENT

NKU's policy is to maintain a competitive structure, through the use of relevant salary ranges and pay practices, in an effort to attract, retain and reward top talented employees. Within the confines of its budget, employee compensation at NKU will be externally competitive and internally equitable, and will also be based on individual competency and performance level. In pursuit of this objective, the Department of Human Resources will conduct periodic salary surveys, in relevant job markets, and maintain a classification system for all non-exempt and exempt positions.

The policies and procedures of this section apply to all regular, part-time and full-time classified positions, and grant part-time and full-time classified positions recommended by the Director of Human Resources and approved by the President.

## II. ENTITIES AFFECTED

Faculty and Staff

### REVISION HISTORY

REVISION TYPE	MONTH/YEAR APPROVED
Choose an item.	
Choose an item.	
Choose an item.	
Choose an item.	
Choose an item.	
Choose an item.	
Choose an item.	