



Office of the President

Stevens FY27 Compensation Program

From: Nariman Farvardin, President

To: Faculty and Staff

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As we are all aware, the recent past has presented significant challenges for higher education nationally and for Stevens, as colleges and universities continue to navigate a complex and evolving environment. Yet, despite these headwinds, Stevens has continued to make meaningful progress across our most important priorities. We have advanced our research enterprise, attracted talented and accomplished students, strengthened engagement with our alumni and friends and secured significant philanthropic support, while continuing to deliver strong graduate outcomes and build momentum in national rankings.

These achievements speak to the resilience, ambition and collective commitment of our university community. They also underscore the importance of investing in the people whose talent and dedication make Stevens' continued progress possible.

As we developed our FY27 compensation program, we aimed to balance the need to recognize individual performance and contributions with the responsibility to carefully manage university resources. The FY27 compensation program represents a total annualized investment of 3.01% of current estimated base salaries. This total pool allows for merit-based increases for eligible employees as well as the ability to address necessary, specific compensation adjustments and to recognize exceptional performance. Our goal remains to support a talented, motivated workforce and ensure that Stevens continues to attract and retain the outstanding people who drive our mission forward.

Stevens FY27 Compensation Program

Our approach to compensation continues to reflect Stevens' commitment to performance, fairness and recognition, consistent with [Stevens' Compensation Philosophy](#). Individual increases will be informed by performance evaluations for staff and administration and Faculty Activity Reports (FAR) for faculty. The proposed program includes three elements:

1. **Merit-based salary increases:** This pool is equal to 2.00% of eligible base salaries and recognizes individual performance and contributions. It is important to note that the 2.00% pool is the average

amount available. Based on actual performance, some colleagues may receive more than 2.00%, and some may receive less.

2. **Special salary adjustments:** This pool of 0.75% will address targeted compensation priorities, including significant salary equity considerations, as appropriate.
3. **One-time incentive awards:** This pool of 0.26% is to recognize exemplary performance and exceptional contributions.

The combined merit and special adjustment pools provide for an average of **2.75% year-over-year increase in recurring salaries**, with **one-time incentives of 0.26%** offering an additional means of recognizing outstanding work. The total proposed investment is approximately \$2.96 million on an annualized basis, including approximately \$257,000 in one-time incentive awards.

Once the compensation process is complete, supervisors will communicate individual merit decisions to eligible employees. As in prior years, the program has defined eligibility criteria. Exclusions include: employees hired on or after July 1, 2026; employees who have received a promotion or compensation change on or after August 1, 2026; faculty with promotion or tenure actions effective September 1, 2026; and campus police employees covered by the separate STEP increase program. Part-time and fixed-term employees, union employees, postdoctoral researchers and adjuncts, visiting scholars and researchers and SERC employees are also excluded.

The strength of Stevens rests on the people who teach, conduct research, support our students and keep the university operating effectively. We are grateful for your continued commitment and the many contributions you make to our community. We will continue to evaluate our compensation practices in light of market conditions and institutional priorities, with the goal of recognizing your work while positioning Stevens for sustained success. Thank you for all you do on behalf of our students and the university.