



Office of the President

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September 28, 2022

To All Faculty and Staff:

The past year has — by any measure — been a remarkably successful one at Stevens.

Not only have we surpassed many of the goals we set in our 2012-2022 strategic plan, [The Future. Ours to Create.](#), but we have also set an ambitious course for our next decade, described in our new strategic plan, [Inspired by Humanity, Powered by Technology.](#)[™]

In the first year of implementation of our new strategic plan, we are already off to a strong start, having surpassed undergraduate and graduate enrollment targets for Fall 2022 while increasing student selectivity, academic profile and diversity of incoming student cohorts. We have opened the University Center Complex (on time and on budget) and completed 10 new classrooms and dozens of campus and IT upgrades. We have set a new record in research awards and appointed three new, highly accomplished vice presidents and a new Vice Provost for Research and Innovation. We've launched a new brand strategy and will soon launch a new website. We have exceeded fundraising targets, established our first living-learning communities, held our first Fall Festival community-wide celebration and much more.

All of these accomplishments are solely and exclusively due to the commitment, perseverance and focused dedication of you — our faculty and staff colleagues who make this university what it is — a university on the rise. During a period when many universities are facing serious enrollment and related financial challenges — and a number have closed or merged since the onset of the pandemic — Stevens is thriving. You are working hard and working smart — making sound decisions for the benefit of our students and our university and selflessly pursuing our collective goals.

Special One-Time Employee Appreciation Award of \$2,500 or \$2,000

In recognition of your extraordinary efforts and the results they have generated, I am delighted to announce a new, one-time employee appreciation award program that will benefit approximately 1,000 full-time employees. This special payment program is an expression of our gratitude for the remarkable progress made by our collective community. It is also intended to help mitigate the

economic impact of inflationary pressures that many have experienced over the past several months.

Eligible employees with salaries up to \$100,000 will receive a one-time payment of \$2,500. Eligible employees with salaries greater than \$100,000 will receive a one-time payment of \$2,000.

All current full-time faculty and staff who were hired on or before September 30, 2022 are eligible for this one-time distribution. Employees who are on a Performance Improvement Plan (PIP), who recently received poor and/or written performance warnings or who are currently on an extended paid or unpaid leave of absence, including a sabbatical, are ineligible for the distribution.

Eligible full-time faculty and staff can expect to receive this one-time distribution on October 31. Please note that these one-time payments will be subject to all applicable payroll tax withholdings.

Stevens FY23 Compensation Program Augmented

In addition, I am pleased to announce that Stevens has augmented the pool of funds originally budgeted for its FY23 compensation program.

Stevens will fund our overall total FY23 compensation increase pool at 4.79% of total salaries for FY23. This percentage is based on input from our outside compensation consultant and is consistent with the market outlook for higher education increases this year.

Consistent with past practice, this year's compensation program consists of three components:

1. A merit-based salary increase for eligible employees, this year using an overall 3.81% merit pool. Individual salary increases will vary depending on performance assessments.
2. A special adjustment pool of 0.61% designed to address significant salary equity matters or to reward extraordinary performance.
3. A one-time incentive award pool of 0.37% to reward exemplary performance.

As in years past, following the completion of the compensation planning process, eligible employees will be notified of their FY23 merit increase by their supervisor, and the new pay rates will be effective January 1, 2023.

The compensation program at Stevens is based on merit, and [Stevens' Compensation Philosophy](#) provides guidance on compensation allocations. Individual compensation increases will be determined based on performance evaluations for staff and administration and on Faculty Activity Reports (FAR) for faculty. The salary increase (for merit and special adjustments) for all eligible employees will be effective on January 1, 2023. One-time incentive awards will be payable on the final payment date of 2022.

The special one-time payment combined with the increases in the regular compensation program result in an overall average increase in Stevens' total FY23 compensation pool of 7.35%. Like the investments Stevens has made to improve the support services and the physical and IT campus infrastructure for students and faculty, our compensation programs are an investment in Stevens' talent management strategy, a critical element of Stevens' continued upward trajectory.

Changes in Payroll Schedule

Finally, in response to numerous requests from employees over the years, all faculty and staff who are currently paid on a salaried basis will be paid bi-monthly (over 24 pay periods) effective January 1, 2023. This includes faculty and staff who are currently being paid monthly or paid bi-weekly (over 26 pay periods). More information will be communicated in the coming months about this payroll change. Employees who are currently paid on an hourly basis will continue to receive their pay bi-weekly (over 26 pay periods).

I am very grateful to our outstanding staff and faculty for your ongoing contributions to Stevens' upward trajectory. I am hopeful about what we will accomplish together in the future to continue advancing the university's mission. Thank you again for your continued dedication and contributions.

Per aspera ad astra,



Nariman Farvardin
President