

Metric 8.2

AY 2024 - 2025



Saint Louis University

promotes sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



8 DECENT WORK AND
ECONOMIC GROWTH



AY 2024 - 2025



Indicator 8.2.7

Saint Louis University

Gender pay equity monitoring system



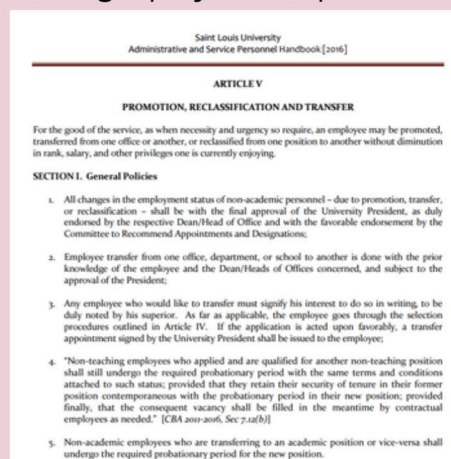
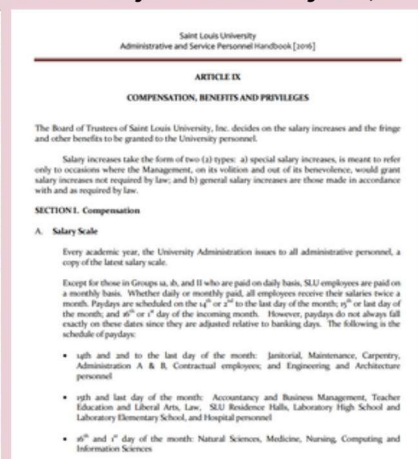
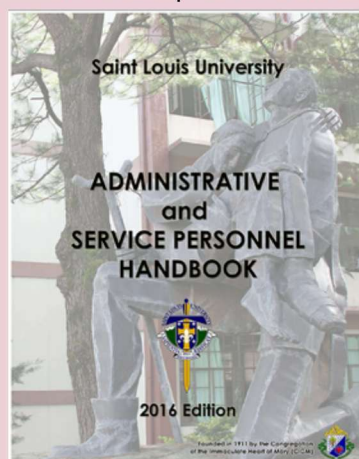
8 DECENT WORK AND
ECONOMIC GROWTH



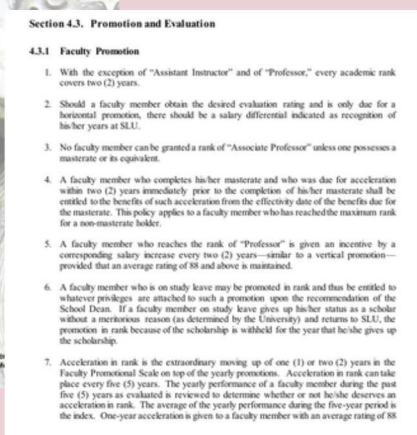
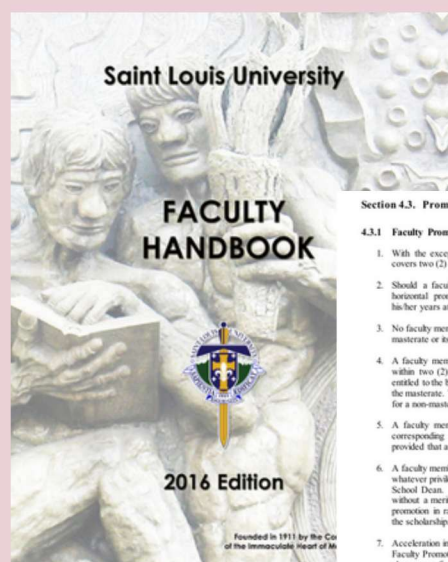
SLU's Framework for Tracking Gender-Equitable Pay

Saint Louis University (SLU) promotes gender-equitable compensation through a standardized and transparent salary system applied uniformly across all academic and administrative ranks. This is evidenced from the SLU's Administrative and Service Personnel Handbook (2016) and the SLU Faculty Handbook (2016).

The University issues annual salary scales for non-faculty personnel, ensuring that compensation follows a fixed table that applies consistently to all employees within the same classification, preventing pay variations unrelated to rank or merit. These institutional salary tables explicitly guide how compensation is set and adjusted each year, reinforcing equity across positions.



For faculty members, compensation progression is based on merit-driven and qualification-based promotion criteria, including performance, academic credentials, and institutional contributions. These criteria ensure that advancement and the accompanying salary adjustments are grounded in professional achievement rather than personal characteristics.



Supporting this uniformity, University policy also states that employees cannot experience any reduction of salary when promoted or reclassified, guaranteeing consistent upward movement and eliminating potential disparities during rank transitions. The Human Resources and Finance Departments further strengthen gender pay equity by reviewing salary scales, monitoring payroll implementation, and applying these standardized compensation policies across all units. Because salary grids apply equally to all personnel within the same rank—and merit-based systems govern faculty advancement—the University minimizes opportunities for gender-based discrepancies while maintaining transparent oversight of compensation trends.

Through these well-established mechanisms—annual pay tables, merit-based promotional standards, and policies safeguarding consistent salary progression—SLU effectively tracks and upholds gender pay equity. This structured approach ensures that all personnel, regardless of gender, receive fair and consistent compensation aligned with their roles, qualifications, and professional standing.

