

Staff Compensation Study

Frequently Asked Questions

1. Why did ODU conduct this study?

President Brian O. Hemphill, Ph.D. requested the first comprehensive compensation study in Old Dominion University's history to ensure salaries are competitive in the higher education and surrounding markets.

2. Who was included in the study?

Most classified staff and administrative & professional (A/P) faculty, as well as teaching & research staff (T/R) faculty were included in the study. EVMS legacy positions were not included as the study was initiated before the 2024 integration. However, the study provides a foundation for future compensation actions.

3. Will anyone's salary be reduced?

No. The study did not result in any pay reductions, job losses, or structural changes.

4. Why didn't everyone receive an increase?

Adjustments were made where the data showed market gaps. Not all positions require changes, but the study provides a foundation for future compensation decisions.

5. What happens next?

- Another **full study of this scale** is not anticipated, and the University will continue to monitor market competitiveness, especially for hard-to-fill positions.
- Pay compression between supervisors and staff is being reviewed.

6. Where can inquiries about the Staff Compensation Study be directed?

Please email inquiries about the Staff Compensation Study to the Division of Talent Management and Culture at hrcompclass@odu.edu.