

Q. Why did Loyola conduct a compensation study?

A. As part of Loyola’s strategic plan, within our focus to thrive by investing in and supporting our team, we have a goal of making measurable advances in compensation for our workforce. In Loyola’s commitment to offer fair, equitable, competitive compensation that takes into account the scope of job responsibilities, relevant experience, appropriate comparison markets, and the budgetary framework of the overall institution, we participate in periodic, independent evaluation of our compensation program.

Q. What is a salary structure?

A. A salary structure defines ranges of pay for jobs within an organization. This also serves as a guideline for consistent and fair decisions about pay by providing:

- The minimum, midpoint, and maximum pay for jobs
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