



University Staff Senate

Loyola University New Orleans

Resolution approved by a two-thirds majority vote of the University Staff Senate on September 9, 2025. Sponsored by Senators: Sydney Reynolds, Angel Steele, Elizabeth Henning; and as brought forth by Alysse Arceneaux, staff member and Staff Senate Chair.

A RESOLUTION

TO

Advocate for the institutional prioritization of staff compensation and retirement benefits, aligning with Loyola's mission and the Cura Apostolica priority of the Mission Priority Examen (MPE), and to establish a sustainable framework for annual salary increases and benefit improvements.

WHEREAS,

- Loyola's mission to educate the "whole student...through teaching, research, creative activities, and service" depends on the dedication and stability of its staff;
- The University Staff Senate is charged with advocating for the recognition and support of staff employees;
- Competitive compensation and benefits are essential to attract and retain high-quality staff;
- The FY 22–23 Institutional Goal #4 committed to "creating a pathway forward for investing in staff through improved compensation and benefits," including permanent adjustments and cost-of-living increases;
- The University has not fulfilled the fourth priority of the 2020 Mission Priority Examen (MPE), Cura Apostolica, which calls for "Care for the Work"—specifically, financial support for staff;

- Compensation is also the number one pillar of Loyola's new strategic plan, further underscoring the institutional priority to invest in staff;
- Staff have not received consistent merit or inflation-based raises over the past decade (except in 2016), despite inflation averaging 2.75% over the last 10 years and 4.18% over the last 5 years (see Exhibits I and II);
- The 2023 Benefits Preference Survey identified retirement contributions as one of the top five most valued benefits and a major concern, with frustration over the current 2% employer contribution;
- The erosion of compensation and retirement benefits has contributed to high turnover and difficulty recruiting for key positions (see Exhibit III);
- Staff appreciated the mid-year liberal leave break from June 30 through July 3, 2025, but recognize that meaningful compensation reform is essential for long-term morale and retention; and
- Dr. Xavier A. Cole, President of Loyola University New Orleans, has expressed a strong commitment to implementing raises, presenting a timely opportunity to institutionalize a culture of annual compensation growth.

NOW, THEREFORE, BE IT RESOLVED,

- That the University Staff Senate calls for an immediate cost-of-living adjustment of 3% for staff earning less than \$200,000, effective October 1, 2025;
- That the University increase its retirement contribution from 2% to 4%, effective October 1, 2025, as a first step toward restoring previous levels;
- That the University commit to annual salary increases for staff, with a formal plan developed and presented to the Board of Trustees by October 1, 2026;
- That this plan include short- and long-term strategies to bring staff compensation to at least the 50th percentile of the market value for their position and years of service;
- That the administration provide semesterly updates to the Staff Senate beginning October 2025 on the progress of the compensation and retirement plan;

- That the administration publish salary bands and pay structure tiers annually to promote transparency and equity; and
- That Dr. Xavier A. Cole, President of Loyola University New Orleans, establishes a Compensation Committee composed of representatives from the Staff Senate, Human Resources, and administration to ensure equity and accountability in compensation practices.

Committee Responsibilities:

- Evaluate the impact of 10 years without raises and reduced retirement contributions.
- Conduct an annual equity study.
- Ensure transparency in compensation structures.
- Review and update job descriptions to match actual roles and responsibilities.
- Develop compensation models that incorporate years of service.

BE IT FURTHER RESOLVED,

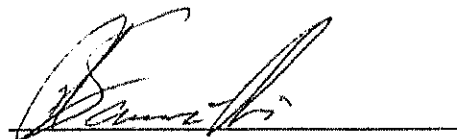
That upon passage, copies of this resolution be sent to Dr. Xavier A. Cole, President of Loyola University New Orleans; the Board of Trustees; and the President's Cabinet.

Signed,



Alysse Arceneaux

**Chair, University Staff Senate
Senate**



Paula Ruiz

Senator-at-Large, University Staff

Exhibits

- Exhibit I: US Inflation Calculator
- Exhibit II: Cost of Living in New Orleans
- Exhibit III: Inside Higher Ed: Higher Ed Pay Trends