A salary structure is the way UW System defines how employees are paid. UW System’s salary structure uses salary grades to represent a combination of the job in the external market and the internal organization of work in our university system.

UW System’s new salary structure updates current salary ranges to:

- Help the university attract, retain, and reward employees
- Reflect pay in the external market – our peers and competitors
- Consider internal organizational structure

**Salary Grade:** A salary structure is made up of salary grades. Each salary grade includes jobs that have similar salary ranges.

**Salary Range:** Each salary grade has a salary range that includes a minimum, midpoint, and maximum.

wiscconsin.edu/ohrwd/title-and-total-compensation-study/