Salary/Benefits Information

Review CDC Webpage on Salary Negotiations:  Visit the CDC’s A-Z Index and go to ‘Salary Negotiation’
https://www.uis.edu/career/student-employment/career-goals/career-planning-goals-program/launch-your-career/job-strategies/salary-negotiations

Review CDC Webpage on Benefits:  https://www.uis.edu/career/student-employment/career-goals/career-planning-goals-program/launch-your-career/job-strategies/benefits
- 401(k) and 403(b) plans
- Time off
- Pension
- On-site Daycare
- Tuition Reimbursement
- Bonuses

- Defend the amount of compensation you are requesting by including a record of your contributions.
- Present a salary range that demonstrates your knowledge of the local market value.
- Demonstrate the benefit to the organization in paying you more.
- Be realistic in the amount requested and know the starting salary (entry-level) for your position.
- Be sure to include other types of compensation that would be valuable such as benefits.
- Know the interests of the boss and address those interests.
- Proposal should be grounded on objective criteria.

New Salary Negotiation
Better access to data improves the quality of salary negotiations by making it possible to start on common ground. The new salary negotiation is starting to look more like this:  www.salary.com/the-new-salary-negotiation/

You and the Prospective Employer:
1. Agree on a benchmark job.
2. Agree on your proficiency and performance level.
3. Agree on the market value of the job.
4. Agree on where your salary should fall.
5. Agree on what performance is necessary for future salary increases.

- BLS wage data are available by occupation for the Nation, Regions, States, and many metropolitan areas.

Salary/Benefits Calculators:
- Payscale.com
- Salary.com
- Salarylist.com
- Glassdoor.com

Paying Off Student Loans:
Compute the size of your monthly loan payments and the annual salary required to manage them without too much financial difficulty:  www.finaid.org/calculators/loanpayments.phtml

Helpful Resources:
- Watch CareerSpots Videos on Salary Negotiation under ‘Student Quicklinks’ on our homepage:  uis.edu/career
  o Click on CareerSpots and then ‘Salary & Negotiation’ to view related videos.
- Make a Career Counseling appointment to meet with a Career Counselor to practice Salary Negotiating:
  https://www.uis.edu/career/student-employment/services/career-counseling

UIS Career Development Center
Human Resources Building, Room 80
One University Plaza, MS HRB 80
Springfield, IL  62703-5407
phone: 217-206-6508
website:  www.uis.edu/career
email:  careerservices@uis.edu
YouTube  Facebook  X  Instagram
Snapchat  LinkedIn