



Salary/Benefits Information

Salary Negotiations: Visit our A-Z Index and go to 'Salary Negotiation' at <https://www.uis.edu/career-services/salary-negotiations>

Benefits: Visit page at: <https://www.uis.edu/career-services/benefits>

- 401(k) and 403(b) plans
- Pension
- Time off
- On-site Daycare
- Tuition Reimbursement
- Bonuses

Negotiating a Salary Package: <https://hbr.org/2014/04/15-rules-for-negotiating-a-job-offer>

- 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 employer 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.

Overview of Bureau of Labor Statistics (BLS) Wage Data by Area and Occupation:

www.bls.gov/bls/blswage.htm 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
- <https://www.forbes.com/advisor/mortgages/real-estate/cost-of-living-calculator/>

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' then 'Career Toolbox' on our homepage: uis.edu/career. 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>