

Academics Start Package 2026

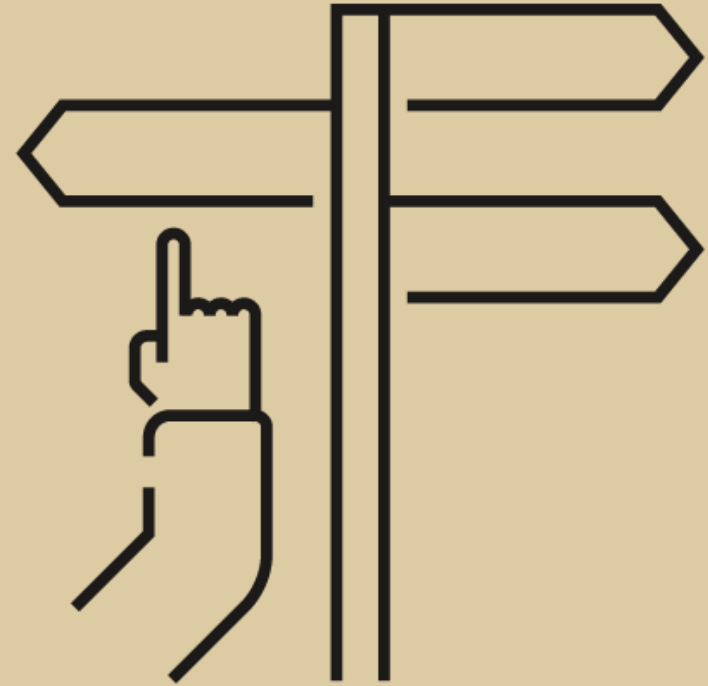


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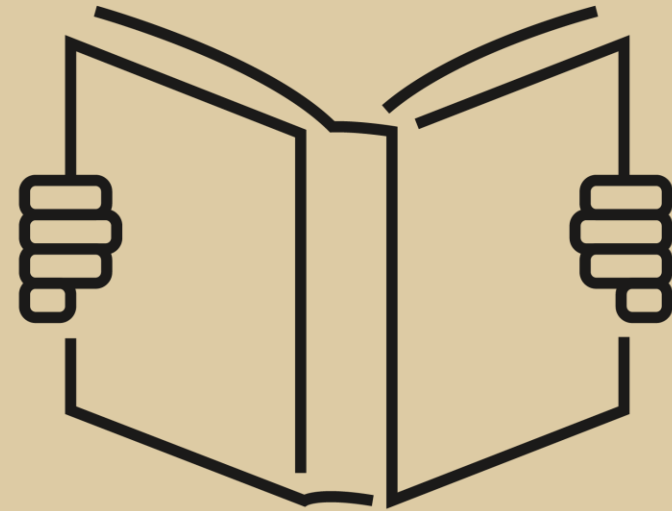
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Purpose of the annual salary negotiation



The salary policy for employees at SDU is established based on the personnel policy guidelines of SDU. The general aim of the salary policy is to support the university's mission, core tasks, and long-term strategy.

The salary policy aims to ensure that the specific salary always reflects the content of the specific position as well as the requirements it places on the employee's educational background and specialized knowledge. At the same time, the policy must ensure that the remuneration of each employee considers work effort, qualifications, and flexibility.

The salary policy must ensure that SDU can attract, motivate, develop, and retain qualified employees across all areas so the university is well-prepared to compete for students, research funding, and commercial contracts both nationally and internationally.

The salary policy serves as the overall framework for local salary policies established at the faculties and within the central administration and is implemented through salary negotiations between management, employees, and the trade unions.

About salary negotiations – in brief



In general

- At SDU, salaries are negotiated for all employees once a year
- The negotiation round for 2026 will be conducted in level as of 1 November 2025

The salary negotiation

- Salary negotiations usually take place in the following way:
 - The employee (B party) enters their wishes into the salary negotiation system
 - Management (A party) enters recommendations into the salary negotiation system
 - After the deadline, the parties can see each other's wishes and recommendations
 - Negotiations are planned and held

Agreement conclusion

- An agreement on salary improvement is normally concluded between the union representative and manager
- Specialist consultants, senior consultants (without personnel responsibilities), and professors can negotiate and agree on salary increases themselves. Self-negotiators can also choose to let their union representative/trade union negotiate/agree on a salary increase
- You can find your union representative [here](#)
 - If you do not have a local representative at SDU, your negotiations will be handled centrally by the trade union

Who are involved in salary negotiations?



The negotiations can be carried out when the following people are present:

- One or more managerial representatives (A party)
 - NB! The head of the secretariat is responsible for the process at the management level of the faculties. This also applies in cases where someone else has submitted the recommendations. The dean/head of the secretariat has the right to negotiate
- The union representative (B party)
 - In most cases, the negotiation is handled for the employee by the union representative
 - The union representative negotiates salaries for all employees covered by the collective agreement/organizational agreement
 - Professors, specialist consultants, and senior consultants (without personnel responsibilities) may choose to conduct the negotiations themselves
- An employee from SDU HR
 - SDU HR's task is to assist with rules, previous practice, system use, salary calculation and provide secretarial assistance

Negotiations can be conducted in person or online. This is agreed between the parties

If no agreement can be reached about conducting the negotiations online, they will take place in person

What can be negotiated?

Qualification supplement

Awarded as individual supplements based on the employee's professional and/or personal qualifications within comparable areas, internally and externally.

Function-based supplement

Relates to the performance of specific functions that usually are not part of the originally agreed job description.

Typically, temporary and limited to specific tasks. Can be permanent if the additional function has been integrated into the position.

Supplement expires without notice when the function ends or when the employee leaves the function.

One-off payment

Awarded as remuneration for an extraordinary effort in connection with solving major time-limited tasks.

Reclassifications

Administrative officer → Specialist consultant

Specialist consultant → Senior consultant (without personnel responsibilities)

Timeline for academic salary negotiations

5 January 2026

Recommendations/salary wishes can be entered from 5 January 2026

→ Enter into the system at loen.sdu.dk



2 February 2026

The deadline for entries expires on 2 February



4 February 2026

Recommendations/requests are exchanged

→ NOTE: Proposals between the A party and B party cannot be exchanged until **ALL** parties have provided their approval



12 February 2026 - 31 August 2026

Negotiations must be completed no later than **31 August 2026**

As a general rule, agreements are concluded and approved at the negotiation meeting



After the negotiation

No later than 3 weeks after a negotiation has been completed, the employee will be informed of the outcome of the salary negotiation



What should management do?

The division of tasks is agreed internally at the faculty

Before the submission period opens

- Be well-prepared by understanding salary policies, the overall process, and key deadlines etc.
- Consider and determine which employees should be nominated for a salary improvement

Submission period is open

- Enter the recommendations in loen.sdu.dk

After the submission deadline has passed

- The manager authorized to negotiate must approve the recommendations submitted by the managers of the relevant faculty, department, or area during the submission period

Negotiation period

- Management is responsible for inviting self-negotiators to a salary negotiation – read more about the process for self-negotiators [here](#)
- Management is encouraged to reserve one or more days in the calendar dedicated to negotiations with self-negotiators
- Agreements are generally concluded and approved at the negotiation meeting
- The negotiation is not considered complete until both the union representative and the manager have signed the negotiation result in the salary negotiation system
- Negotiations must be completed no later than **31 August 2026**

What should the union representative do?

Before the submission period opens

- Inform employees that the system for entering salary wishes will open on 5 January 2026
- It is recommended that this information should be communicated to all employees represented by the union representative

Submission period is open

- Inform employees that the salary negotiation round has opened, and that they may now enter their salary wishes via loen.sdu.dk

After the submission deadline has passed

- The union representative approves the submitted salary wishes

Negotiation period

- Agreements are generally concluded and approved at the negotiation meeting
- The negotiation is not considered complete until both the union representative and the manager have signed the negotiation result in the salary negotiation system
- Negotiations must be completed no later than **31 August 2026**

Invitation to negotiation meetings

- A 'booking responsible' will be appointed at each faculty, who SDU HR can contact and who has access to the relevant calendars
 - To book times for the negotiations, the faculties must inform SDU HR **no later than 5 January 2026**, at ny-loen@sdu.dk about who will be the faculty's booking responsible
- SDU HR will send out invitations to the negotiation meetings
 - Invitations to the negotiation meetings will be sent at the beginning of January 2026 and can be held no earlier than one week after the exchange
- SDU HR will only schedule negotiation meetings where there is availability in the calendar. Therefore, ensure your calendar is updated and that any vacation is entered
- Managers who are invited to salary negotiations must quickly respond to reservations with acceptance. If you are unable to attend, please contact ny-loen@sdu.dk directly so SDU HR can schedule a new negotiation meeting
- SDU HR will record missing recommendations, cancellations, etc., for use in the 2026 evaluation



Guidelines for the salary negotiation system ‘SDU Løn’

See navigation sheets for more information. The system collects personal data from HCM and salary data from the State’s salary system (ØSLDV)

Managers

Navigationsseddel

Nyt lønforhandlingssystem - ‘SDU Løn’

Chefer - A-siden

SDU

Fase	Forklaring	Navigation
Log på systemet	Gå til websiden sdu.dk/loen og log på med dit SDU-login	
Skift rolle	Brug knappen i topmenuen til at skifte mellem din rolle som ansat og Chef	
Udvalg de ansatte, du vil have vist	Brug drop-down menuerne i toppen af siden til at indsnævre visningen efter Personalkategori, Enhed, By eller Chef.	
Begræns visningen yderligere	Med de to nederste felter kan du begrænse visningen til en given forhandlingsrunde; og til kun at vise ansatte, der har lønkrav.	
Sortér listen	Med klik på kolonne-overskrifterne kan du sortere listen.	
Vis løn-oplysninger	Klik på knappen 'Vis' ud for den ansattes navn	
Vis forhandlingsoplysninger	Klik på knappen 'Åbn' under emnet Forhandling	
Skriv noter om den ansatte	Brug skrivefeltet under 'Chef note' til at gemme notater i forbindelse med den ansatte. Disse noter kan ikke ses af andre end dig selv, og er relateret til den specifikke person.	
Indgiv tilbud til den ansatte	Sæt flueben ved typen under emnet 'Tilbud'	
Begrund tilbuddet	Skriv i skrivefeltet	
Angiv startdato	Brug kalenderknappen til at vælge dato for ønsket ikrafttræden af lønreguleringen. Som standard er datoen altid 01.04. i forhandlingsåret	
Gem tilbuddet	Klik på knappen 'Gem' nederst på siden	

[Link](#)



Union representatives

Navigationsseddel

Nyt lønforhandlingssystem - ‘SDU Løn’

Tillidsrepræsentanter

SDU

Fase	Forklaring	Navigation
Log på systemet	Gå til websiden sdu.dk/loen og log på med dit SDU-login	
Skift rolle	Brug knappen i topmenuen til at skifte mellem din rolle som ansat og TR	
Udvalg de ansatte, du vil have vist	Brug drop-down menuerne i toppen af siden til at indsnævre visningen efter Personalkategori, Enhed, By eller Chef.	
Begræns visningen yderligere	Med de to nederste felter kan du begrænse visningen til en given forhandlingsrunde; og til kun at vise ansatte, der har lønkrav.	
Sortér listen	Med klik på kolonne-overskrifterne kan du sortere listen.	
Vis løn-oplysninger	Klik på knappen 'Vis' ud for den ansattes navn	
Vis forhandlingsoplysninger	Klik på knappen 'Åbn' under emnet Forhandling	
Skriv noter om den ansatte	Brug skrivefeltet under 'TR note' til at gemme notater i forbindelse med den ansatte. Disse noter kan ikke ses af andre end dig selv, og er relateret til den specifikke person.	
Indgiv lønkrav for den ansatte	Sæt flueben ved typen under emnet 'Krav'	
Begrund kravet	Skriv i skrivefeltet	
Angiv startdato	Brug kalenderknappen til at vælge dato for ønsket ikrafttræden af lønreguleringen. Som standard er datoen altid 01.04. i forhandlingsåret	
Gem lønkravet	Klik på knappen 'Gem' nederst på siden	

[Link](#)

Employees

Navigationsseddel

Nyt lønforhandlingssystem - ‘SDU Løn’

Ansatte

SDU

Som ansat kan du bruge systemet til -
Se oplysninger om dine aktuelle aflønningsforhold.
Se oplysninger om fristen for årets lønforhandling. Indgiv lønkrav i forhandlingsperioden. Se tidligere forhandlinger.

Fase	Forklaring	Navigation
Log på systemet	Gå til websiden sdu.dk/loen og log på med dit SDU-login	
Se dine løn-oplysninger	Øverst på siden ses dine aktuelle ansættelses- og lønoplysninger.	
Indgiv lønkrav (Kun i lønkravsperioden)	Klik på knappen 'Lav nyt krav' under emnet Forhandlingsrunde	
Angiv krav	Sæt flueben ved typen	
Begrund dit krav	Skriv i skrivefeltet	
Angiv startdato	Brug kalenderknappen til at vælge dato for ønsket ikrafttræden af lønreguleringen. Som standard er datoen altid 01.04. i forhandlingsåret	
Gem lønkravet	Klik på knappen 'Gem' nederst på siden.	
Returér til din forside	Klik på knappen 'Tilbage'.	
Se dine tidligere lønforhandlinger	Under emnet 'Historiske forhandlinger' klikkes på knappen 'Vis' ud for den tidligere forhandling, du vil se.	

[Link](#)

Where does the data in the salary negotiation system come from?

- Salary data comes from the State's salary system (ØSLDV)
- Personal data such as name, weekly working hours, and department come from HCM (SDU's HR system)

The salary negotiation system calculates the annual salary incorrectly if:

- An employee has more than one employment at SDU
- An employee is on leave, e.g., parental leave
- An employee is listed with the incorrect working hours in HCM
 - If an employee is listed with incorrect working hours in HCM, please report this to ny-loen@sdu.dk



Academic positions for which salary is negotiated (not exhaustive)

Academic staff positions (covered by the position structure):

- Professor
- Associate professor
- Senior researcher
- Assistant professor
- Researcher
- Postdoc
- PhD
- Research assistant

Technical/administrative staff positions:

- Senior consultant (without personnel responsibilities)
- Specialist consultant
- Administrative officer
- Academic employee
- Librarians
- Structural engineer
- Bilingual secretary

Worth bearing in mind about specialist and senior consultant positions



- Specialist and senior consultants have an average weekly working time of 37 hours
- Specialist and senior consultants are expected to be able to prioritize tasks themselves and perform tasks with a high degree of flexibility while also focusing on a balance between private and working life
- The academics collective agreement's - [link](#) - rules for additional work do not apply to specialist and senior consultants. There is thus no 'automaticity' in terms of remuneration nor any requirement that the extra work must be imposed by management
- Additional work can be remunerated once a year with a one-off payment
- Specialist and senior consultants are not covered by the Central Administration's flexitime scheme
- Specialists and senior consultants (without personnel responsibilities) register their daily working hours in mTIME

Specialist and senior consultants - tasks and qualifications (not exhaustive)

Specialist consultant

- Independent performance of tasks in a specialist capacity
- High professional level within a business-critical SDU area
- Competence to solve complex problems with high professional quality in the performance of tasks
- Solid understanding of political and organisational decision-making processes and ground rules
- Effective and development-oriented task performance in a specialist role
- High work capacity with a solution-oriented focus
- Major responsibility and reliability in the performance of tasks
- Good collaboration skills
- Facilitation of knowledge, feedback and sounding board for colleagues and management in the Central Administration and at SDU
- Understanding of processes and projects

Senior consultant (no staff management)

- Cross-organisational resource who can manage/coordinate cross-functional operational and/or development tasks
- Deep and broad specialist knowledge within a work area
- Documented results in complex operational tasks and/or development projects
- Professional development of an area

Process for self-negotiators

The following are self-negotiators:

- Specialist consultant
- Senior consultant (without personnel responsibilities)
- Professor

If a self-negotiator wishes for the union representative/trade union to negotiate on their behalf, the self-negotiator must provide a written notification to ny-loen@sdu.dk



1. In the salary negotiation system (loen.sdu.dk), the Head of Secretariat can see which self-negotiators that has to be negotiated (The Head of SDU HR Employees, Josephine Ingversen Lethenborg, is listed as the union representative)
2. Contact the employee to arrange the negotiation
3. Send the negotiation result to the employee for approval
4. The manager receives the employee's acceptance of the negotiation result
5. Send the negotiation result and the employee's acceptance to ny-loen@sdu.dk
6. SDU HR enters the negotiation result into the salary negotiation system
7. The manager and union representative (Head of SDU HR Employees, Josephine Ingversen Lethenborg) sign the negotiation result in the salary negotiation system
8. SDU HR implements the agreed terms

It is the Head of Secretariat's responsibility to ensure that all self-negotiators are negotiated no later than 31 August 2026

Process for self-negotiators - continued

In connection with the allocation of a salary increase, a justification for the salary increase must be provided.

SDU HR prefers that management uses the following phrases in their justification:

One-off payment

The short version: Granted for an extraordinary work effort.

The detailed version: Granted for an extraordinary work effort in connection with...

Qualification supplement

The short version: Granted for a qualified task performance.

The detailed version: Granted for a qualified task performance in connection with...

Function-based supplement

The detailed version: Granted for the function as...

Process for part-time academic staff (D-VIP)

The following are D-VIP:

- Assistant lecturer
- Part-time lecturer

All allowances are agreed upon based on a full-time employment rate of 100% and are adjusted according to the individual employee's working hours.

If a D-VIP wishes for the union representative/trade union to negotiate on their behalf, this must be clearly stated in the salary request submitted to SDU HR.

If a D-VIP wishes for their union representative/professional organization to negotiate on their behalf, it will be negotiated together with the other VIP negotiations in the respective area.

1. D-VIP submits their salary request to ny-loen@sdu.dk no later than 2 February 2026
→ The salary request must clearly indicate whether the D-VIP wishes to be represented by their union representative/trade union
2. SDU HR forwards the salary request to the authorized manager for negotiation
3. Send the negotiation result to ny-loen@sdu.dk (remember to cc the employee)
4. SDU HR forwards the negotiation result to the union representative/trade union for approval
5. SDU HR receives the union representative's/trade union's approval of the negotiation result
6. SDU HR records the negotiation result and implements the agreed terms

It is the Head of Department's/Head of Secretariat's responsibility to ensure that all incoming salary requests are negotiated no later than 31 August 2026

Salary statistics for selected groups

Selected groups

- [Professor](#)
- [Associate professor](#)
- [Senior researcher](#)
- [Assistant professor](#)
- [Researcher](#)
- [Postdoc](#)
- [Research assistant](#)
- [Senior consultant \(without personnel responsibilities\)](#)
- [Specialist consultant](#)
- [Administrative officer](#)
- [Academic employee](#)
- [Librarians](#)
- [Structural engineer](#)

Data

- Annual salaries are shown excluding pension and for full-time work (37 hours per week)
- Source: extract from loen.sdu.dk on 14 October 2025
- Salary data from the extract are listed at the 1 April 2025 level and have been adjusted to the 1 November 2025 level
- Categories with fewer than 8 employees are not included in the salary statistics
- Data are presented both overall and by gender

The salary statistics include the following key figures

- **Average:** represents the overall level in the dataset by distributing the total value equally across all observations
- **Upper quartile:** represents the value that separates the top 25% of the data from the rest
- **Median:** represents the middle value when all figures are sorted from lowest to highest
- **Lower quartile:** represents the value that separates the bottom 25% of the data from the rest

Salary statistics - Professor

STIKO: 12110

	Overall						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	789.100,48 kr.	871.554,52 kr.	852.397,70 kr.	797.270,26 kr.	866.211,08 kr.	826.627,60 kr.
Upper quartile	-	801.304,84 kr.	877.306,70 kr.	890.675,26 kr.	827.781,56 kr.	916.242,39 kr.	867.914,70 kr.
Median	-	759.838,68 kr.	802.676,45 kr.	833.619,11 kr.	766.949,94 kr.	873.634,02 kr.	798.046,49 kr.
Lower quartile	-	743.598,25 kr.	757.644,52 kr.	800.974,54 kr.	720.848,28 kr.	794.185,48 kr.	740.593,42 kr.
Number of employees	1	37	55	63	157	43	356

	Men						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	808.197,80 kr.	880.553,25 kr.	854.253,46 kr.	801.599,65 kr.	881.747,90 kr.	840.980,37 kr.
Upper quartile	-	817.656,39 kr.	889.137,57 kr.	895.693,11 kr.	825.131,65 kr.	919.988,70 kr.	879.335,97 kr.
Median	-	783.111,35 kr.	807.702,96 kr.	835.135,80 kr.	759.466,36 kr.	879.681,63 kr.	806.564,81 kr.
Lower quartile	-	743.908,23 kr.	758.431,62 kr.	796.592,37 kr.	720.872,60 kr.	831.813,58 kr.	746.876,51 kr.
Number of employees	1	19	48	46	92	38	244

	Female						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	768.942,18 kr.	-	847.376,26 kr.	791.142,51 kr.	-	795.359,09 kr.
Upper quartile	-	784.132,41 kr.	-	877.876,47 kr.	830.781,14 kr.	-	831.282,57 kr.
Median	-	757.589,82 kr.	-	832.786,88 kr.	774.723,71 kr.	-	781.561,46 kr.
Lower quartile	-	742.568,03 kr.	-	814.674,43 kr.	720.845,24 kr.	-	720.872,60 kr.
Number of employees	-	18	7	17	65	5	112

Salary statistics - Associate professor

STIKO: 12080 (associate professor) and 12085 (associate professor - promotion program)

	Overall						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	633.412,38 kr.	617.427,03 kr.	636.963,87 kr.	610.495,28 kr.	633.382,07 kr.	624.584,16 kr.
Upper quartile	-	666.258,61 kr.	633.995,56 kr.	671.476,58 kr.	634.745,18 kr.	663.608,60 kr.	651.380,17 kr.
Median	-	626.502,39 kr.	613.951,31 kr.	620.138,72 kr.	597.650,11 kr.	618.509,81 kr.	614.644,20 kr.
Lower quartile	-	605.615,33 kr.	588.033,69 kr.	588.034,70 kr.	579.665,29 kr.	590.162,01 kr.	588.031,16 kr.
Number of employees	1	112	84	116	197	109	619

	Men						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	637.179,26 kr.	620.560,43 kr.	638.076,25 kr.	619.383,20 kr.	627.869,30 kr.	628.333,76 kr.
Upper quartile	-	667.674,79 kr.	640.840,40 kr.	671.482,66 kr.	648.943,65 kr.	655.846,99 kr.	656.485,18 kr.
Median	-	631.371,88 kr.	614.644,20 kr.	620.671,51 kr.	605.148,04 kr.	616.516,23 kr.	618.509,81 kr.
Lower quartile	-	606.523,99 kr.	590.405,13 kr.	588.034,70 kr.	582.809,23 kr.	584.412,21 kr.	588.034,70 kr.
Number of employees	-	67	61	62	76	91	357

	Female						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	627.803,90 kr.	609.116,70 kr.	635.686,68 kr.	604.912,79 kr.	661.252,14 kr.	619.474,96 kr.
Upper quartile	-	656.071,88 kr.	623.761,21 kr.	670.121,18 kr.	625.883,45 kr.	689.598,15 kr.	644.298,78 kr.
Median	-	619.008,21 kr.	601.649,43 kr.	620.138,72 kr.	592.726,92 kr.	625.882,43 kr.	606.833,97 kr.
Lower quartile	-	598.403,78 kr.	587.913,14 kr.	588.034,70 kr.	579.665,29 kr.	601.622,08 kr.	587.938,98 kr.
Number of employees	1	45	23	54	121	18	262

Salary statistics - Senior researcher

STIKO: 12123

	Overall						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	644.106,32 kr.	-	644.106,32 kr.
Upper quartile	-	-	-	-	668.411,01 kr.	-	668.411,01 kr.
Median	-	-	-	-	631.332,03 kr.	-	631.332,03 kr.
Lower quartile	-	-	-	-	616.822,11 kr.	-	616.822,11 kr.
Number of employees	-	-	-	-	24	-	24

	Men						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	-
Upper quartile	-	-	-	-	-	-	-
Median	-	-	-	-	-	-	-
Lower quartile	-	-	-	-	-	-	-
Number of employees	-	-	-	-	3	-	3

	Female						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	645.434,57 kr.	-	645.434,57 kr.
Upper quartile	-	-	-	-	668.598,38 kr.	-	668.598,38 kr.
Median	-	-	-	-	628.251,61 kr.	-	628.251,61 kr.
Lower quartile	-	-	-	-	611.013,67 kr.	-	611.013,67 kr.
Number of employees	-	-	-	-	21	-	21

Salary statistics - Assistant professor

STIKO: 12000 (assistant professor) and 12129 (tenure track assistant professor)

	Overall						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	502.410,71 kr.	508.628,59 kr.	504.611,03 kr.	517.492,73 kr.	517.930,82 kr.	512.780,19 kr.
Upper quartile	-	505.984,65 kr.	518.016,43 kr.	508.130,14 kr.	531.966,72 kr.	526.630,23 kr.	524.939,35 kr.
Median	-	495.741,82 kr.	495.741,82 kr.	495.741,82 kr.	516.546,82 kr.	514.042,69 kr.	502.846,69 kr.
Lower quartile	-	495.741,82 kr.	495.741,82 kr.	495.741,82 kr.	495.741,82 kr.	496.542,42 kr.	495.741,82 kr.
Number of employees	-	9	34	45	60	62	210

	Men						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	510.795,76 kr.	502.066,24 kr.	519.935,35 kr.	518.291,47 kr.	513.284,40 kr.
Upper quartile	-	-	521.220,81 kr.	499.439,35 kr.	531.966,66 kr.	524.843,30 kr.	524.875,32 kr.
Median	-	-	495.741,82 kr.	495.741,82 kr.	521.160,03 kr.	513.975,83 kr.	507.982,92 kr.
Lower quartile	-	-	495.741,82 kr.	495.741,82 kr.	495.741,82 kr.	496.542,42 kr.	495.741,82 kr.
Number of employees	-	4	21	24	22	49	120

	Female						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	505.127,78 kr.	507.519,35 kr.	516.078,59 kr.	516.571,43 kr.	512.107,90 kr.
Upper quartile	-	-	516.103,13 kr.	511.107,01 kr.	531.966,72 kr.	527.225,88 kr.	525.688,70 kr.
Median	-	-	495.741,82 kr.	496.542,42 kr.	507.358,69 kr.	514.109,55 kr.	496.958,60 kr.
Lower quartile	-	-	495.741,82 kr.	495.741,82 kr.	495.741,82 kr.	495.741,82 kr.	495.741,82 kr.
Number of employees	-	5	13	21	38	13	90

Salary statistics - Researcher

STIKO: 12122

	Overall						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	532.090,85 kr.	-	532.090,85 kr.
Upper quartile	-	-	-	-	547.951,87 kr.	-	547.951,87 kr.
Median	-	-	-	-	532.465,12 kr.	-	532.465,12 kr.
Lower quartile	-	-	-	-	495.741,82 kr.	-	495.741,82 kr.
Number of employees	-	-	-	-	13	-	13

	Men						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	-
Upper quartile	-	-	-	-	-	-	-
Median	-	-	-	-	-	-	-
Lower quartile	-	-	-	-	-	-	-
Number of employees	-	-	-	-	0	-	0

	Female						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	532.090,85 kr.	-	532.090,85 kr.
Upper quartile	-	-	-	-	547.951,87 kr.	-	547.951,87 kr.
Median	-	-	-	-	532.465,12 kr.	-	532.465,12 kr.
Lower quartile	-	-	-	-	495.741,82 kr.	-	495.741,82 kr.
Number of employees	-	-	-	-	13	-	13

Salary statistics - Postdoc

STIKO: 12100

	Overall						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	494.987,08 kr.	492.930,48 kr.	499.371,67 kr.	514.777,16 kr.	499.444,41 kr.	501.460,63 kr.
Upper quartile	-	495.741,82 kr.	495.741,82 kr.	495.741,82 kr.	531.966,72 kr.	495.741,82 kr.	496.710,25 kr.
Median	-	495.741,82 kr.	495.741,82 kr.	495.741,82 kr.	507.982,92 kr.	495.741,82 kr.	495.741,82 kr.
Lower quartile	-	495.741,82 kr.	495.741,82 kr.	495.741,82 kr.	495.741,82 kr.	495.741,82 kr.	495.741,82 kr.
Number of employees	-	37	134	35	124	97	427

	Men						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	497.851,29 kr.	491.893,43 kr.	500.712,46 kr.	519.607,11 kr.	500.633,81 kr.	501.106,27 kr.
Upper quartile	-	495.741,82 kr.	495.741,82 kr.	497.725,27 kr.	531.966,72 kr.	502.141,96 kr.	495.741,82 kr.
Median	-	495.741,82 kr.	495.741,82 kr.	495.741,82 kr.	514.106,51 kr.	495.741,82 kr.	495.741,82 kr.
Lower quartile	-	495.741,82 kr.	495.741,82 kr.	495.741,82 kr.	495.741,82 kr.	495.741,82 kr.	495.741,82 kr.
Number of employees	-	15	75	19	42	63	214

	Female						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	493.034,21 kr.	494.248,78 kr.	497.779,47 kr.	512.303,29 kr.	497.240,51 kr.	501.816,66 kr.
Upper quartile	-	495.741,82 kr.	495.741,82 kr.	495.741,82 kr.	523.661,89 kr.	495.741,82 kr.	499.684,42 kr.
Median	-	495.741,82 kr.	495.741,82 kr.	495.741,82 kr.	504.682,56 kr.	495.741,82 kr.	495.741,82 kr.
Lower quartile	-	495.741,82 kr.	495.741,82 kr.	495.741,82 kr.	495.741,82 kr.	495.741,82 kr.	495.741,82 kr.
Number of employees	-	22	59	16	82	34	213

Salary statistics - Research assistant

STIKO: 12140

	Overall						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	459.353,45 kr.	447.563,67 kr.	441.664,28 kr.	441.611,08 kr.	441.666,50 kr.	444.952,53 kr.
Upper quartile	-	481.231,51 kr.	481.231,51 kr.	481.231,51 kr.	481.231,51 kr.	481.231,51 kr.	481.231,51 kr.
Median	-	481.231,51 kr.	456.339,04 kr.	428.071,52 kr.	431.073,79 kr.	431.073,79 kr.	442.945,66 kr.
Lower quartile	-	403.372,28 kr.	403.372,28 kr.	403.372,28 kr.	403.372,28 kr.	403.372,28 kr.	403.372,28 kr.
Number of employees	-	28	55	20	83	62	248

	Men						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	471.122,99 kr.	446.338,47 kr.	440.707,87 kr.	446.943,06 kr.	433.936,31 kr.	444.078,78 kr.
Upper quartile	-	493.468,55 kr.	480.112,39 kr.	462.562,16 kr.	481.231,51 kr.	468.785,27 kr.	481.231,51 kr.
Median	-	481.231,51 kr.	456.339,04 kr.	428.071,52 kr.	443.706,42 kr.	403.372,28 kr.	447.751,85 kr.
Lower quartile	-	431.073,79 kr.	404.098,60 kr.	403.372,28 kr.	403.372,28 kr.	403.372,28 kr.	403.372,28 kr.
Number of employees	-	13	24	8	20	43	108

	Female						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	449.153,18 kr.	448.512,22 kr.	442.301,89 kr.	439.918,39 kr.	459.161,13 kr.	445.626,57 kr.
Upper quartile	-	481.231,51 kr.	481.231,51 kr.	481.231,51 kr.	481.231,51 kr.	481.231,51 kr.	481.231,51 kr.
Median	-	481.231,51 kr.	456.339,04 kr.	442.301,89 kr.	431.073,79 kr.	456.339,04 kr.	441.377,79 kr.
Lower quartile	-	403.372,28 kr.	403.372,28 kr.	403.372,28 kr.	403.372,28 kr.	415.613,38 kr.	403.372,28 kr.
Number of employees	-	15	31	12	63	19	140

Salary statistics - Specialist consultant (without personnel responsibilities)

STIKO: 860

	Overall						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	686.345,15 kr.	676.987,57 kr.	-	-	655.487,36 kr.	688.615,26 kr.	688.022,74 kr.
Upper quartile	697.475,24 kr.	695.885,33 kr.	-	-	663.705,85 kr.	703.316,20 kr.	701.645,51 kr.
Median	667.717,33 kr.	661.371,90 kr.	-	-	653.240,61 kr.	658.089,78 kr.	661.779,12 kr.
Lower quartile	642.323,43 kr.	622.495,47 kr.	-	-	627.928,39 kr.	638.421,35 kr.	637.707,19 kr.
Number of employees	45	11	5	4	12	19	96

	Men						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	696.500,87 kr.	-	-	-	-	711.277,54 kr.	705.309,39 kr.
Upper quartile	741.867,07 kr.	-	-	-	-	723.859,85 kr.	734.247,16 kr.
Median	681.708,90 kr.	-	-	-	-	667.340,50 kr.	686.401,12 kr.
Lower quartile	641.484,67 kr.	-	-	-	-	638.421,35 kr.	641.861,51 kr.
Number of employees	20	2	4	2	2	11	41

	Female						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	678.220,57 kr.	683.031,53 kr.	-	-	652.948,98 kr.	657.454,62 kr.	675.136,33 kr.
Upper quartile	690.193,79 kr.	698.447,72 kr.	-	-	661.517,77 kr.	668.619,92 kr.	676.269,08 kr.
Median	661.845,98 kr.	661.371,90 kr.	-	-	646.980,26 kr.	657.032,20 kr.	661.080,15 kr.
Lower quartile	646.096,86 kr.	625.119,64 kr.	-	-	622.307,66 kr.	647.726,78 kr.	630.738,76 kr.
Number of employees	25	9	1	2	10	8	55

Salary statistics - Special consultant

STIKO: 4577

	Overall						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	611.048,11 kr.	594.962,45 kr.	607.174,39 kr.	597.632,86 kr.	592.810,97 kr.	610.232,88 kr.	606.238,92 kr.
Upper quartile	628.360,23 kr.	599.971,90 kr.	635.698,41 kr.	611.836,17 kr.	608.602,67 kr.	619.875,34 kr.	623.141,25 kr.
Median	603.432,31 kr.	593.844,26 kr.	591.099,54 kr.	597.723,04 kr.	590.125,54 kr.	611.070,34 kr.	600.409,52 kr.
Lower quartile	580.112,03 kr.	581.361,06 kr.	563.248,60 kr.	575.863,67 kr.	567.618,69 kr.	576.243,38 kr.	575.489,70 kr.
Number of employees	106	9	28	23	31	45	242

	Men						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	620.640,35 kr.	-	627.273,69 kr.	592.227,81 kr.	-	620.088,95 kr.	614.842,98 kr.
Upper quartile	658.563,86 kr.	-	646.000,63 kr.	611.960,77 kr.	-	643.165,24 kr.	642.135,02 kr.
Median	608.488,00 kr.	-	630.574,65 kr.	576.802,55 kr.	-	604.591,19 kr.	603.144,62 kr.
Lower quartile	575.489,70 kr.	-	584.248,11 kr.	572.613,54 kr.	-	563.248,60 kr.	575.482,95 kr.
Number of employees	45	4	10	8	7	16	90

	Female						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	603.971,86 kr.	-	596.008,11 kr.	600.515,55 kr.	595.233,76 kr.	604.795,04 kr.	601.144,41 kr.
Upper quartile	624.197,81 kr.	-	601.530,49 kr.	611.659,90 kr.	614.240,02 kr.	616.710,73 kr.	615.966,17 kr.
Median	602.099,20 kr.	-	585.171,96 kr.	599.607,22 kr.	596.264,32 kr.	611.969,88 kr.	599.971,90 kr.
Lower quartile	580.485,82 kr.	-	563.248,60 kr.	586.430,11 kr.	563.248,60 kr.	576.243,38 kr.	576.243,38 kr.
Number of employees	61	5	18	15	24	29	152

Salary statistics - Administrative officer

STIKO: 194

	Overall						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	509.747,68 kr.	519.187,76 kr.	508.918,35 kr.	517.574,90 kr.	534.080,33 kr.	510.039,49 kr.	514.940,22 kr.
Upper quartile	553.128,73 kr.	545.148,82 kr.	547.202,68 kr.	559.200,65 kr.	569.440,26 kr.	552.669,84 kr.	553.954,58 kr.
Median	525.103,05 kr.	524.911,09 kr.	520.982,17 kr.	533.843,22 kr.	541.331,32 kr.	519.571,30 kr.	526.233,56 kr.
Lower quartile	457.609,86 kr.	504.971,95 kr.	493.995,83 kr.	492.990,93 kr.	505.361,70 kr.	478.286,98 kr.	486.232,72 kr.
Number of employees	190	26	53	41	65	32	407

	Men						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	514.472,06 kr.	-	521.819,65 kr.	514.244,62 kr.	529.438,37 kr.	507.171,11 kr.	517.346,78 kr.
Upper quartile	555.821,28 kr.	-	547.953,31 kr.	554.873,12 kr.	570.500,37 kr.	549.336,05 kr.	551.578,84 kr.
Median	531.971,20 kr.	-	522.854,19 kr.	520.313,59 kr.	527.601,11 kr.	509.390,83 kr.	530.232,89 kr.
Lower quartile	467.325,55 kr.	-	498.645,50 kr.	495.725,57 kr.	476.790,52 kr.	473.956,65 kr.	481.973,54 kr.
Number of employees	57	2	20	11	16	11	117

	Female						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	507.722,94 kr.	518.216,51 kr.	501.099,39 kr.	518.796,01 kr.	535.596,08 kr.	511.541,98 kr.	513.969,30 kr.
Upper quartile	551.202,00 kr.	545.649,75 kr.	542.802,20 kr.	558.471,29 kr.	569.440,26 kr.	557.073,35 kr.	554.018,78 kr.
Median	521.735,84 kr.	524.911,09 kr.	520.982,17 kr.	536.602,64 kr.	543.214,49 kr.	521.359,00 kr.	525.534,56 kr.
Lower quartile	455.327,57 kr.	503.618,32 kr.	473.853,33 kr.	493.426,78 kr.	507.580,17 kr.	506.370,65 kr.	486.592,82 kr.
Number of employees	133	24	33	30	49	21	290

Salary statistics - Academic employee

STIKO: 178

	Overall						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	540.299,77 kr.	-	513.326,67 kr.	-	499.737,73 kr.	491.506,39 kr.	513.675,20 kr.
Upper quartile	561.508,30 kr.	-	532.969,43 kr.	-	519.594,78 kr.	524.472,97 kr.	539.206,66 kr.
Median	545.759,66 kr.	-	518.354,87 kr.	-	506.356,89 kr.	467.627,42 kr.	517.226,62 kr.
Lower quartile	512.240,98 kr.	-	505.177,95 kr.	-	490.620,41 kr.	444.949,89 kr.	494.742,52 kr.
Number of employees	24	-	54	-	27	11	116

	Men						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	516.698,97 kr.	-	506.013,24 kr.	496.537,74 kr.	517.456,49 kr.
Upper quartile	-	-	536.009,07 kr.	-	538.086,09 kr.	497.991,10 kr.	540.336,98 kr.
Median	-	-	518.354,87 kr.	-	512.605,02 kr.	467.627,42 kr.	516.732,74 kr.
Lower quartile	-	-	506.171,86 kr.	-	500.051,31 kr.	455.739,86 kr.	494.742,52 kr.
Number of employees	6	-	27	-	11	9	53

	Female						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	529.325,45 kr.	-	509.954,37 kr.	-	495.423,31 kr.	-	510.494,12 kr.
Upper quartile	558.887,04 kr.	-	531.775,10 kr.	-	517.601,20 kr.	-	535.778,27 kr.
Median	545.261,26 kr.	-	518.354,87 kr.	-	505.858,49 kr.	-	517.601,20 kr.
Lower quartile	499.431,59 kr.	-	502.306,67 kr.	-	483.335,45 kr.	-	494.742,52 kr.
Number of employees	18	-	27	-	16	2	63

Salary statistics - Librarians

STIKO: 510

	Overall						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	509.956,43 kr.	-	-	-	-	-	509.956,43 kr.
Upper quartile	529.521,14 kr.	-	-	-	-	-	529.521,14 kr.
Median	510.435,51 kr.	-	-	-	-	-	510.435,51 kr.
Lower quartile	485.228,56 kr.	-	-	-	-	-	485.228,56 kr.
Number of employees	22	-	-	-	-	-	22

	Men						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	-
Upper quartile	-	-	-	-	-	-	-
Median	-	-	-	-	-	-	-
Lower quartile	-	-	-	-	-	-	-
Number of employees	5	-	-	-	-	-	5

	Female						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	513.266,36 kr.	-	-	-	-	-	513.266,36 kr.
Upper quartile	530.043,85 kr.	-	-	-	-	-	530.043,85 kr.
Median	510.557,77 kr.	-	-	-	-	-	510.557,77 kr.
Lower quartile	503.191,23 kr.	-	-	-	-	-	503.191,23 kr.
Number of employees	17	-	-	-	-	-	17

Salary statistics - Structural engineer

STIKO: 684

	Overall						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	552.539,16 kr.	-	-	-	-	-	552.539,16 kr.
Upper quartile	589.225,99 kr.	-	-	-	-	-	589.225,99 kr.
Median	544.297,39 kr.	-	-	-	-	-	544.297,39 kr.
Lower quartile	531.655,14 kr.	-	-	-	-	-	531.655,14 kr.
Number of employees	9	-	-	-	-	-	9

	Men						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	547.699,55 kr.	-	-	-	-	-	547.699,55 kr.
Upper quartile	582.041,79 kr.	-	-	-	-	-	582.041,79 kr.
Median	540.188,66 kr.	-	-	-	-	-	540.188,66 kr.
Lower quartile	528.312,24 kr.	-	-	-	-	-	528.312,24 kr.
Number of employees	8	-	-	-	-	-	8

	Female						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	-
Upper quartile	-	-	-	-	-	-	-
Median	-	-	-	-	-	-	-
Lower quartile	-	-	-	-	-	-	-
Number of employees	1	-	-	-	-	-	1

Need more info?

Read more about the salary negotiations here:

<https://sdunet.dk/en/servicesider/hr/ansaettelsesforhold/loen/loenforhandling>

[Salary policies and local agreements](#) (primarily in Danish)

Questions:

Contact SDU HR at: ny-loen@sdu.dk

