



Pay and Grading Salary Scale

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1. Introduction

The Pay and Grading Salary Scale for Lumina Open University (LOU) is designed to ensure that compensation for all employees is fair, transparent, and aligned with the university's commitment to excellence in higher education. The scale incorporates both academic and non-academic staff, considering relevant qualifications, job responsibilities, and industry standards in Nigeria.

2. Academic Staff Salary Scale

The salary scale for academic staff follows a structured approach with different ranks, starting from the entry-level Lecturer to the senior academic positions.

2.1. Lecturer I (Entry-Level)

- **Minimum Qualifications:** Master's Degree or equivalent in a relevant field.
- **Base Salary Range:** ₦2,500,000 - ₦3,500,000 per annum.

Additional compensations:

- Research Fund Allocation: Up to ₦300,000 per year.
- Professional Development Fund: ₦150,000 annually.

2.2. Lecturer II

- **Minimum Qualifications:** Master's Degree (with substantial research or professional experience).
- **Base Salary Range:** ₦3,500,000 - ₦5,000,000 per annum.

Additional compensations:

- Research Fund Allocation: Up to ₦400,000 per year.
- Professional Development Fund: ₦200,000 annually.

2.3. Senior Lecturer

- **Minimum Qualifications:** PhD or significant professional experience with demonstrable academic contributions.
- **Base Salary Range:** ₦5,000,000 - ₦7,000,000 per annum.

Additional compensations:

- Research Fund Allocation: Up to ₦600,000 per year.
- Professional Development Fund: ₦250,000 annually.

2.4. Assistant Professor

- **Minimum Qualifications:** PhD or equivalent academic qualifications and research credentials.
- **Base Salary Range:** ₦7,000,000 - ₦9,000,000 per annum.

Additional compensations:

- Research Fund Allocation: Up to ₦1,000,000 per year.
- Professional Development Fund: ₦300,000 annually.

2.5. Associate Professor

- **Minimum Qualifications:** PhD with significant teaching, research, and administrative contributions.
- **Base Salary Range:** ₦9,000,000 - ₦12,000,000 per annum.

Additional compensations:

- Research Fund Allocation: Up to ₦1,500,000 per year.
- Professional Development Fund: ₦400,000 annually.
- Sabbatical leave options.

2.6. Professor

- **Minimum Qualifications:** PhD, substantial academic leadership, and significant contributions to research and teaching (at least 10 years of post-PhD experience).
- **Base Salary Range:** ₦12,000,000 - ₦18,000,000 per annum.

Additional compensations:

- Research Fund Allocation: Up to ₦2,000,000 per year.
- Professional Development Fund: ₦500,000 annually.
- Research and administrative leadership allowances.
- Eligibility for sabbaticals and special leave arrangements.

3. Administrative and Non-Academic Staff Salary Scale

The administrative and non-academic staff salary scale reflects positions that support the university's operations, ranging from entry-level administrative roles to senior management positions.

3.1. Administrative Assistant / Junior Support Staff

- **Minimum Qualifications:** Senior Secondary School Certificate or Diploma.
- **Base Salary Range:** ₦1,200,000 - ₦1,800,000 per annum.

Additional compensations:

- Professional Development Fund: ₦50,000 annually.

3.2. Senior Administrative Officer / Specialist

- **Minimum Qualifications:** Bachelor's Degree in a relevant field.
- **Base Salary Range:** ₦2,000,000 - ₦3,500,000 per annum.

Additional compensations:

- Professional Development Fund: ₦100,000 annually.
- Performance bonuses (up to 5% of base salary).

3.3. Department Head / Manager

- **Minimum Qualifications:** Bachelor's Degree with significant managerial or leadership experience.
- **Base Salary Range:** ₦4,000,000 - ₦5,500,000 per annum.

Additional compensations:

- Professional Development Fund: ₦150,000 annually.
- Leadership bonus (up to 10% of salary).

3.4. Director / Senior Manager

- **Minimum Qualifications:** Master's Degree or equivalent, with at least 10 years of senior management experience.
- **Base Salary Range:** ₦6,000,000 - ₦9,000,000 per annum.

Additional compensations:

- Professional Development Fund: ₦200,000 annually.
- Leadership bonus (up to 15% of salary).
- Performance-based incentives.

3.5. Vice President / Senior Executive

- **Minimum Qualifications:** Master's Degree or higher, with at least 15 years of senior leadership experience.
- **Base Salary Range:** ₦10,000,000 - ₦15,000,000 per annum.

Additional compensations:

- Executive benefits package (health insurance, retirement contributions).
- Performance-based bonuses (up to 20% of salary).

4. Bonus and Incentive Structure

In addition to the base salary, Lumina Open University offers various bonuses and incentives to promote exceptional performance:

- **Teaching Excellence Bonus:** Awarded for exceptional teaching performance based on student evaluations. Bonus: ₦300,000 - ₦500,000 annually.
- **Research Excellence Bonus:** For outstanding research achievements, including publications, grants, and conferences. Bonus: ₦500,000 - ₦1,000,000 annually.
- **Student Satisfaction Bonus:** Based on feedback from students and overall course engagement. Bonus: ₦200,000 - ₦400,000.
- **Annual Performance Bonus:** Based on individual and departmental performance reviews. Bonus: Up to 10% of base salary for staff and faculty.

5. Salary Reviews and Adjustments

Salaries at Lumina Open University are reviewed annually, taking into account:

- **Performance Appraisal:** Based on individual and departmental performance.

- **Cost of Living Adjustment (COLA):** Adjustments made based on inflation and economic conditions.
- **Market Comparison:** Alignment with salary structures at similar higher education institutions in Nigeria.
- **Seniority and Merit-Based Increases:** Salary adjustments based on experience, contributions, and qualifications.

6. Benefits and Allowances

In addition to the salary scale, Lumina Open University provides several employee benefits:

- **Health Insurance:** Comprehensive health, dental, and vision coverage for staff and eligible dependents.
- **Retirement and Pension:** Contributions to the National Pension Scheme (or private pension schemes for eligible staff).
- **Leave Entitlements:** Vacation leave, sick leave, maternity/paternity leave, and study leave.
- **Professional Development:** Funding and support for continued education, workshops, conferences, and research-related travel.

7. Conclusion

The Pay and Grading Salary Scale for Lumina Open University ensures that employees are fairly compensated for their contributions to the institution's mission. The university remains committed to providing competitive compensation that recognizes the hard work, dedication, and expertise of its staff, while also ensuring financial sustainability.