

Negotiating Salary and Start-up Packages for Faculty Positions•


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Step 1: Preparation

Part A: Gather Information

- What information to gather?
 - Equipment cost, Space requirements, Computer Needs, Teaching load, Teaching schedule, Conference travel cost, Relocation costs, Day care facilities, Spousal hire programs, Existing facilities and equipment at the university,....
- From whom should you gather information from?
 - Everyone → your department chair, your cohorts and other graduate students, your advisor, current faculty members, new hires, other offers, equipment manufacturers, network, online

Online resources: 


- Many public universities have information online
- Google: National Faculty Salary Survey Documentation (by the College and University Professional Association for Human Resources)

Step 1: Preparation

Part B: Know your self:

No one job that fits everyone:

What do you define as a good ~~job~~ career



- What do you need to be productive?
 - Sole researcher, part of a center, type of institution, office space, collegial colleagues
- What do you need to be happy in your life?
 - Proximity to family, warm climate, salary, benefits, family leave policy, rewards (bonuses), sabbatical

Develop your (ideal) start-up package

- **Salary:** Base and Summer (try for 6 months)
- **Personnel:**
 - Students, post-docs, technicians,...
- **Equipment:** Bulk and Itemized
- **Computer Hardware:**
- **Software:**
- **Travel Expenses:**
- **Relocation Expenses:**
- **Space:** Grad student office location, lab renovation
- **Teaching Responsibilities:**
 - # of courses, type of courses, semesters, supplies,...

Develop Your BATNA

- Best
- Alternative
- To a 
- Negotiated
- Agreement

Goal:

- ✓ Protects you from accepting an offer you should reject
- ✓ Helps you make the most of the assets you have so that the agreement satisfy your interests as well as possible

Need to think about

- What are your priorities?
- What is essential to your personal and professional well-being?
- What is nice, but extra?

Tends to be geared towards a particular situation,

Ideal start-up package

BATNA for Dream University

- Personnel:
 - ~~2 grad students for 2 years~~
 - ~~1 technician~~
- Equipment: ~~\$150K~~ **\$95K**
 - ~~Calorimeter: \$75K~~
 - Vacuum ovens and pumps: \$15K
 - Discretionary funds: ~~\$60K~~ **\$80K**
- Computer Hardware: ~~\$10,000~~
- Software: \$3000

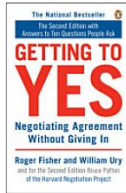
Funding to initiate
 Year 1 funding for 1 student for 2 yrs, and Year 2 funding for another student for 2 yrs
 or
 1 student for 4 years

or

Take a post-doc position or job @ federal lab/industry (have a back-up)

Step 2: Negotiate

- **Rule 1:** Focus on **Interests**, Not Positions
 - Answers the “why” → addresses concerns and desires
 - Find shared and compatible interests
- **Rule 2:** **Invent Options** for Mutual Gain
- **Rule 3:** Use **Objective** Criteria
 - Negotiate on Merits



By Fisher and Ury

Scenario: Teaching Responsibilities

- Dream Dept. has found their ideal candidate. They are at a stalemate on teaching responsibilities.
 - Department:
 - Wants ideal candidate to start in a month and want him to teach an undergrad course that starts at 9:00 am.
 - Candidate:
 - Can't start teaching until 10am.

(Note: It's July. University is located in Florida, Candidate is in Iowa. This is the only job offer ideal candidate has received. This is the second round of interviews for Dream Dept.)

Identify interest:

→ Department: Can't change time course is offered. Need course taught b/c not taught for 3 years, and it is a requirement for graduation.

→ Ideal candidate: Can only afford house 35 minutes away from University. Is the sole careprovider for his mother. Takes mother for dialysis treatment from 7 am – 8:00 am everyday (current place is only 10 minutes from his house).

Other tips

- Know what you will do if you don't reach agreement
 - *Stronger BATNA, Stronger influence*
- Frame your interest in terms of :
 - *"In order for me to be successful..."*
- Don't assume the other side's interest
- Be concrete, but flexible
 - *Firm and open*
- Don't keep adding to the list
- Don't rush
 - *Take time to brainstorm, consult others*
- Follow-up all negotiations in writing
- Be cordial and polite
- Don't piggyback, unless it sets ups the stage for an objective criteria
 - *Avoid "In my other offer...."*
