

# Negotiating Faculty Offers

January 11, 2012

FAS Office of Postdoctoral Affairs

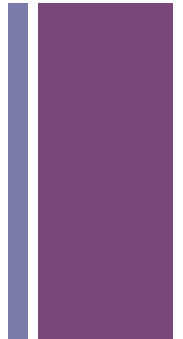
# + Be prepared.

- Know your worth!
  - Try the AAUP for aggregate data
  - ACS
  - AAMC
  - NEA



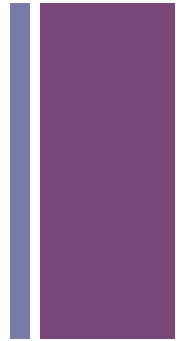
# + Clarify details.

- Appointment
- Salary
- Other compensation
- Start-up package
- Service requirements
- Teaching responsibilities
- Protected research time



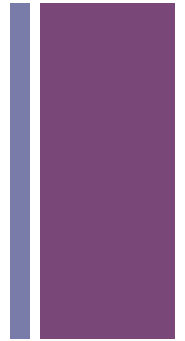
# + The appointment.

- Job title?
- Length of contract?
- Contract renewal?
- Dual appointments?
- Home department for tenure?
- Criteria for tenure?



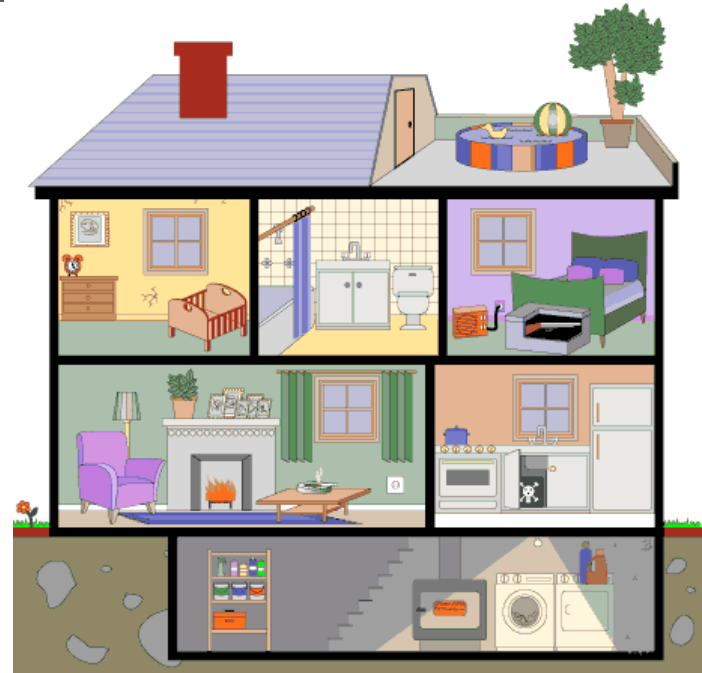
# + The salary.

- Base pay?
- Guaranteed? And for how long?
- 9-month or 12-month pay?
- Consulting?



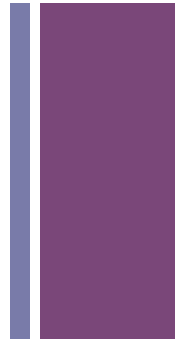
# + Other compensation.

- Health, dental, vision, life insurance...
- Tuition support for family?
- Moving expenses?
- Availability of housing subsidy?



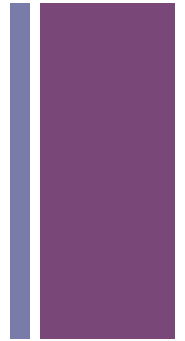
# + Start-up package.

- Office space?
- Lab space?
- Equipment?
- Computers?
- Software?
- Lab staff?
- Travel?



# + Service requirements.

- Committees?
- Projects?
- Expectations?



# + Teaching responsibilities.

- Teaching load? (Classes, enrollments, levels)
- Teaching-related responsibilities? (Office hours, direction of student theses, advising students)
- Dual appointment?



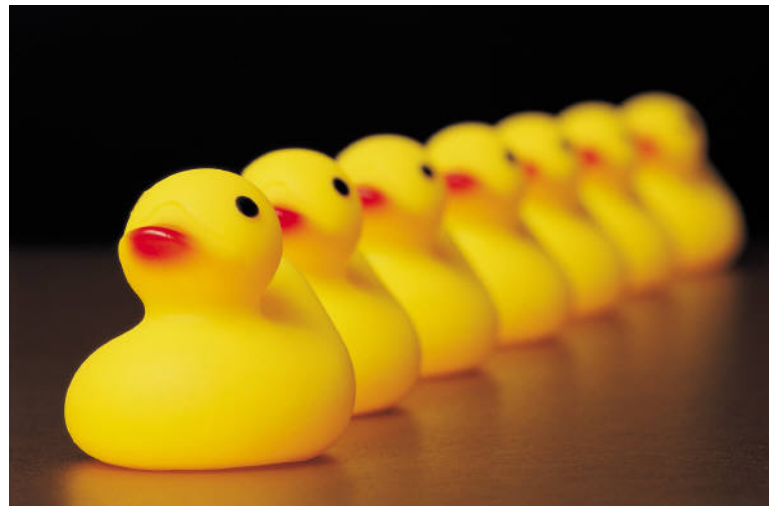
# + Protected research time.

- Get your allotted research time **IN WRITING**



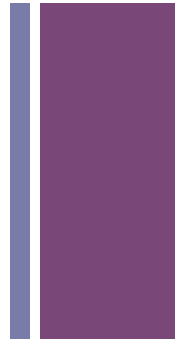
# + Examine your priorities.

- Identify your list of priorities
- Know which are—and are not—negotiable



# + Negotiate!

- Present requests clearly
- Be prepared to make trade-offs
- Be creative in generating solutions



+ Good luck!

