Academic Job Negotiations

Klara Nahrstedt
Graduate Seminar
April 2, 2013
Outline

• You got an offer, so now what?
• Offer Letters
• Negotiations
• Salary
• Startup funding
• Resources
• Second Visit to campus
• Final Thoughts
You got an offer, now what?

• Be smart about next moves!
• After each interview you should have pros-cons about the place

• Single Offer – start negotiation
• Multiple Offers – do careful comparisons
Offer Letter

- Salary
- Startup funding – different forms
- Equipment
- Lab(s)
- Teaching load
- Teaching release
- Travel funds
- ...

- Read carefully what the offer letter says and does not say !!
Beginning of Negotiations

• Single offer – start negotiation if this is the place you want

• Multiple offers – ask for decision time if needed

• Spouse issues, children issues

• Think through the strategy of negotiation!!
Mike, we want to make you a job offer.

Sharp analytical skills is one of the reasons we like to hire Ph.D.'s. So, name your price.

Well, in terms of salary, I know what I'm worth and I will not accept anything less than...

...what I currently make as a grad student.

Low expectations is the other reason.
Salary

- Usually salary is set and not much room to negotiation
- Public universities vs private universities
- Salaries at Public Universities – public knowledge

- Check out what the range of salaries is in the particular state and see if you are in the range!!
Startup Funds

• Sum – 100K, 150K, 200K, .. 300K
• Or
• Summer salary (1 summer or 2 summers)
• Certain number of research assistants (1 or 2 for one or two years)

• Consider carefully what startup funds you need to get well bootstrapped!!
Resources

• Equipment
• Lab space
• Startup funds
• Research assistant(s)
• Teaching assistant(s)
• Teaching time - load/release
• Travel funds

• Carefully consider what resources you need to get started well!!
Second Visit to Campus

• If you need, ask for second visit to campus

• Bring your spouse; partner to see the campus and town

• Ask for opportunities for spouse

• Ask about real-state, children schools

• Meet with various faculty, staff, get other information as needed to make the final decision !!
Final Thoughts

• Consider carefully deadlines for decisions
• Keep discussions with host and department head/chair
• Consider various issues as you negotiate what you tell whom what when
• Consider the differences between various schools, ranking of schools, EE vs CS vs ECE
• Talk to your advisor/mentor about offers, and get further advise if the offer is strong or weak
Honey, maybe it would help your job search if you thought about your life goals.

I mean, what sort of career did you have in mind when you went to grad school?

What did you envision doing with your Ph.D.?

What do you want to be when you grow up?

Retired.

You are applying for faculty jobs? I, uh... um... I mean, of course I'll write a recommendation.

I just... I'm torn between feeling I should warn you the professor life is very hard, extremely frustrating, and with little reward...

You're aces, Prof. Smith...

...and feeling proud that one of my students has decided to pursue this noble endeavour...

Please, Prof. Smith...

But mostly I'm feeling confused. You do know they expect you to graduate before hiring you, don't you?

Right. I've been meaning to talk to you about that for a while now...