Negotiating your first job offer

Congratulations?

Jeannine Blackwell, Dean of The Graduate School
19 February 2009
How to behave

- No desperation
- No arrogance
- No gossiping
- Polite, complimentary, subdued
Before you start: Know yourself!

- What institution is best for you?
- What parts of the job do you absolutely hate?
- Where can you stand to live?
- What about your partner, spouse, children?
- Is your mentor in the know, or behind the times?
- Will you really be finished in time?
Before you start: homework!

- What are starting salaries in your field?
- What is in usual package?
- How much would your moving costs be?
- How close are you to finished?
- What does your advisor say?
Before the interview

- No demands before you get the job
- Get tentative approval from spouse or partner
- Explore the town and institution via web
Before the offer comes…

- Talk with mentor, spouse/partner
- Learn more about institution, regional salaries, costs, facilities
- Explore schools, jobs for partner, real estate costs
- Learn more about future colleagues
The Offer

- Get it in writing
- Ask for time to consider
  - Read carefully for contingencies
  - Note types and amount of support
  - Go over with your advisor
  - Ask junior faculty for advice
  - Ask Research for advice
Details

- If spousal hire, say so immediately
- Teaching load (first year, beyond)
- Summer support
- Travel money (first year, beyond)
- Moving expenses
- Benefits (maybe not now…..but later)
  - Family health insurance
  - Retirement plans (movable?)
  - Tuition deals
  - Child care on campus
More details

- Library holdings, research funds
- Equipment (computers, laptops, software)
- Startup (get ready to negotiate)
- Lab facilities and access

- Then, send counteroffer in writing
Their response

- Get it in writing, with a new letter of offer
- You sign the letter accepting, and return
- Keep a copy!
- Questions? Ask, ask, ask!
FAQs

- Do I ask for a Research Assistant?
- Do I ask for summer salary (on 9 month)?
- Do I ask for moving expenses?
- Do I tell them about other offers?
- Do I accept the partial counteroffer?
- When does the tenure clock start?
- What is the path to tenure?
- Can I back out after I’ve accepted?
If you reject an offer …

- Be extremely courteous
- Be as truthful as possible
- Remember the discipline is a small pond
FINISH YOUR DISSERTATION!
Change your permanent address in myUK
Tell all your faculty members
Leave your contact numbers with the department

GOOD LUCK!