

Negotiating your first job offer

Congratulations?

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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?
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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
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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
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- 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!

