How to Negotiate a Job Offer

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Caveats

Based on my personal experience:

- Graduated from University of Florida and joined University of Minnesota in 2001
- Three retentions
- Director of School of Statistics since 2016
- Mentored 8 PhD students who have academic positions
- Title should really be "How to negotiate an academic job offer in a statistics department at an R1 state university based on my personal experience"
Recruitment Process UMN

- Interview
  - *Final meeting of interview discuss constraints and timing*

- Faculty meeting

- Informally contact candidate with good news
  - *Constraints and timing*

- I negotiate an initial offer with my Dean
  - *ASA Salary survey*
  - *Salary structure in School of Statistics*
  - *Experience with previous offers*
  - *Candidate’s current offers*

- Present offer to candidate
Structure of an offer for new assistant professor

- Salary (9 month)

- Teaching reduction
  - Minimum of two years reduction

- Start up package
  - 2 months summer support for two years
  - Travel, supplies
  - RA for one year

- Not included in start up but provided by UMN
  - Single semester leave after 3 years
  - New computer every 3 years
  - Office setup / remodel
  - Relocation expenses
  - Funds for immigration issues
Negotiating

- Do it!
  - Ask, don’t assume the answer will be ‘no’ or that it will reflect badly
  - Ask, even if you don’t have another offer.
  - The phrase “I’ll accept the offer if you…” has a lot of power.
  - I’m often working under constraints imposed by my dean, so if you ask for something I have a chance to argue on your behalf.
  - Don’t make the decision for the unit—Allow them the opportunity to compete with other offers if you are interested.

- What is negotiable?
  - Everything.

- Free advice, and worth it
  - Be respectful, but you have to look for the best deal for yourself.
  - The most important things are often not money—you can choose a lower salary or start up to be somewhere you want to be.
  - At RL schools the most important thing is time—ask for more reduction in teaching for example.
  - Don’t make a decision based on start up but you should almost always ask for a larger salary
  - Once you’ve made a decision, notify everyone. Don’t string anyone along.