

How to Negotiate a Job Offer

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16 March 2021

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 RI 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.*