

NISS Webinar

How to Negotiate a Job Offer?

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Three stages of career

Fresh PhD

Post-doc or faculty position

**Finishing
PhD/post-doc**

Faculty position

**Early career
faculty**

**Tempting offer from another
institution**

Three questions ? ? ?

- What do you do after you receive an offer?
- How do you choose between offers or handle the offer-counter offer process?
- What are some guiding principles in negotiating an offer?

Offer Components: What is most important to you?

- Start date
- Title
- Salary
- Relocation reimbursement
- House-hunting trip
- Conference travel/professional development
- Start up package
- Computing resources
- Teaching load
- Service load
- Summer salary
- Signing/retention bonus
- Space/Office
- Protected time for research

- Parental/family leave
- Healthcare and retirement package*
- Tuition benefits/Housing
- Performance, early tenure and promotion review
- Immigration assistance
- Dual career issues
- Partner hires
- Thesis completion
- Mentoring structure
- Decision date
- **WFH, Telecommuting**

*Hard to negotiate



Basics

Why should you negotiate your compensation and package?



Future annual pay raises depend on your base salary



Retirement benefits depend on your base salary



Your work environment matters. More time and resources for research, grant writing, for self-care and family.

Do your homework

- ASA Salary Data

- Data for that Institution (public universities)

<https://www.umsalary.info/>

- Understand that there may be equity issues.

**Table 2. 2019-2020 Academic Faculty in Biostatistics Departments
by Rank and Years in Rank, Based on 12-Month Salary**

Rank	Years in Rank	N	1st Quartile	Median	3rd Quartile	90th Percentile
Professor	0-2	57	\$167,237	\$184,135	\$202,000	\$211,150
	3-5	39	\$185,630	\$204,198	\$225,714	\$297,583
	6-9	46	\$180,250	\$199,560	\$238,713	\$265,474
	10-16	57	\$197,679	\$209,936	\$274,693	\$322,695
	17+	40	\$217,418	\$254,078	\$309,425	\$340,297
	All	239	\$183,924	\$206,691	\$245,000	\$301,570
Associate Professor	0-1	34	\$130,008	\$141,013	\$150,120	\$165,000
	2-3	50	\$134,080	\$147,315	\$157,513	\$163,113
	4-6	53	\$136,519	\$144,763	\$155,019	\$181,150
	7+	44	\$140,185	\$149,114	\$173,881	\$183,469
	All	181	\$135,000	\$145,695	\$157,522	\$180,869
Assistant Professor	0-1	39	\$108,000	\$114,000	\$123,600	\$131,040
	2-3	58	\$109,304	\$117,896	\$122,168	\$131,328
	4-5	41	\$109,252	\$115,201	\$124,314	\$126,721
	6+	36	\$110,169	\$118,430	\$132,581	\$142,000
	All	174	\$109,252	\$116,000	\$124,541	\$133,428
Instructor	All	11	\$81,600	\$90,459	\$109,344	\$118,691
All Ranks	All	605	\$122,673	\$149,104	\$196,485	\$244,953

Negotiating for Postdocs



Stipends/benefits are often determined by the University or NIH cap, so focus on:

- Personal/professional development you could negotiate
- Expenses for travel/conferences
- Teaching/Mentoring opportunities
- Additional technical training
- Access to research experiences/training/resources you would not get otherwise. A launching pad.
- Duration (2-3 years)

Research Resources



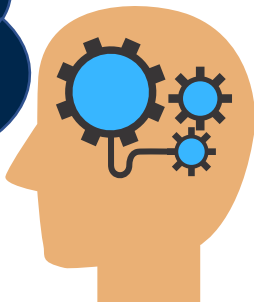
- **The Institution/School**

- What is the rank and type of institution/School?
- What are some institutional resources? (grant bootcamp, grant submission support, center for research on learning and teaching, pilot grants)
- Check their website (major initiatives: data science, DEI)
- Check the Office of the Provost page, HR page, look for prospective faculty and faculty handbook

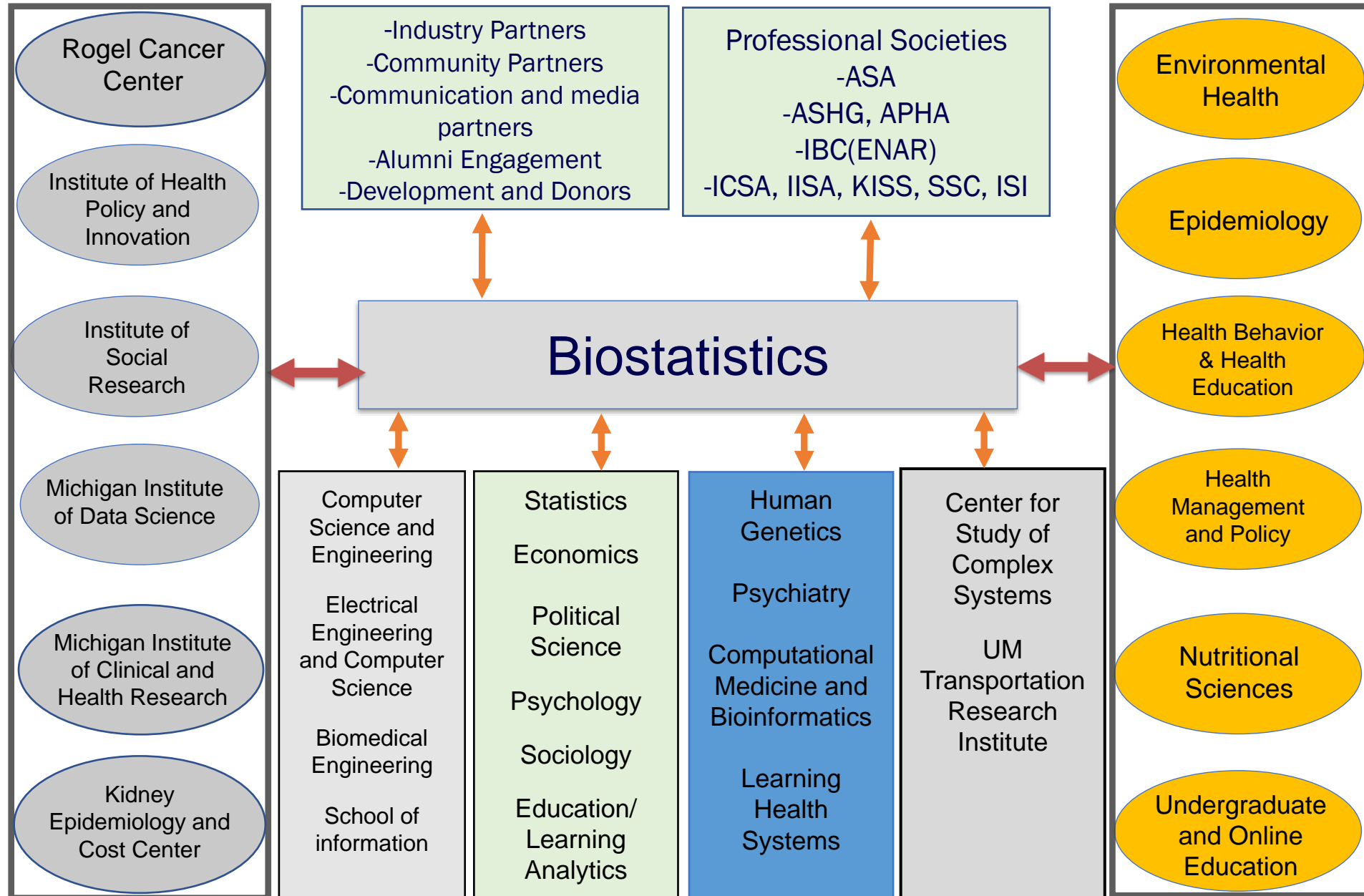
- **The Department**

- Check their website, course listings, faculty profiles
- Check their mission statement

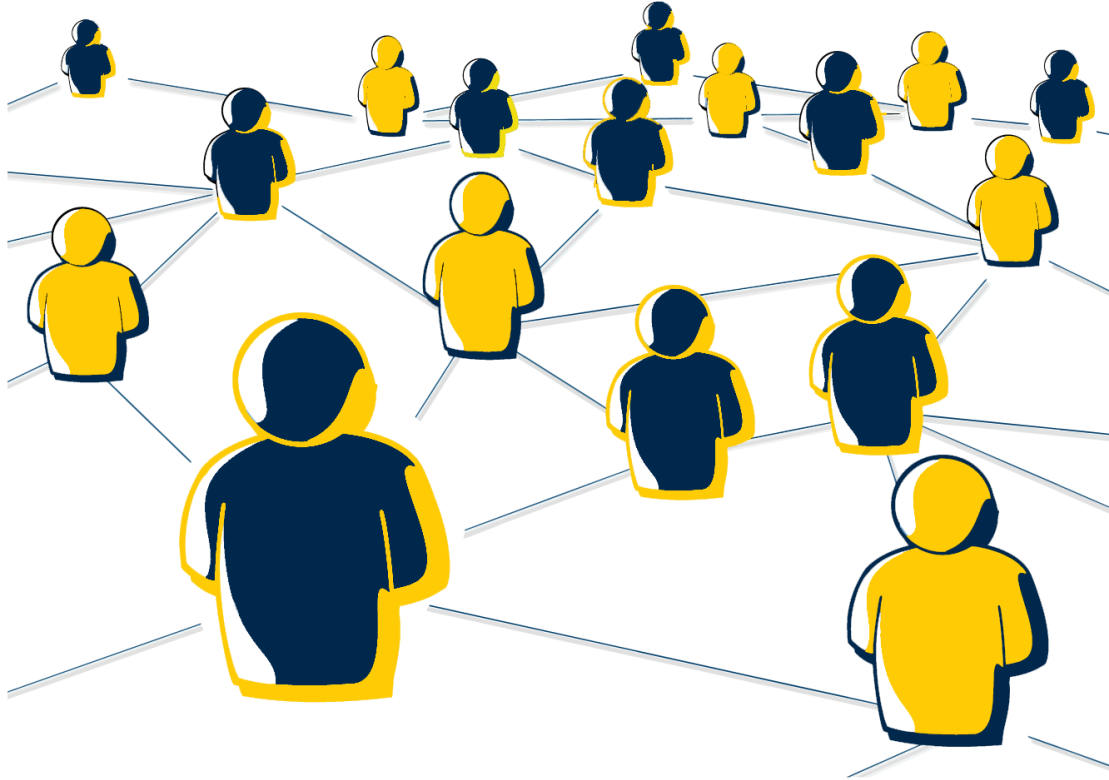
Think, how can you contribute to the institution, the school the department and their mission?



A department is situated within the institution and the broader profession



Activate/Leverage your Network



- Ask advice from mentors, peers and lab alumni
 - What salary is typical for an assistant professor in your field in line at their institution?
 - What resources were helpful to them when preparing to accept a job?
 - What do they think of the climate of the institution/department that you are considering?

Negotiating 101



- **DO**

- Involve mentors, advisors and seek their advice.
- Express gratitude, be polite and enthusiastic
- Prioritize what is important to you
- Be reasonable in your requests

- **DON'T**

- Give a long list of demands without justification
- Keep asking extensions and then turn down
- Be confrontational/agitated

Make a wish list with supporting reasons

- **Why do you need more start up?**
 - put together numbers/costs of RA, post-doc
 - computing costs of buying ten nodes on the University's cluster
 - want to hire a programmer/analyst
 - need editor/writer for grants
- **How long can you use the start-up? Is extension possible?**
- **Course reduction:** If they offer (1-Yr 1, 2-Yr 2, 2-Yr 3 then a standard load of 3 courses) ask for 1 more course release perhaps to be used in your fourth/fifth year when getting ready for tenure.

Teaching and mentoring

- What do you want to teach, make sure not too many new preparations and new course each year.
- Do you want a specific mentor?
- What is the existing mentoring structure?
- Success and happiness of current faculty. Talk, visit, listen, learn. Culture and Climate are really important.



Benefits/retirement contribution/perks

- If you are confused, set up an appointment with a financial advisor for future projections.



- Health, life, legal insurance (dental, vision)



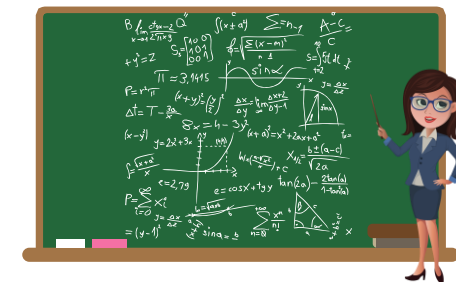
- Season ticket to football games, tickets to university musical society, theater tickets, Office with a view, Parking!!!



- University's child-care program priority queue.

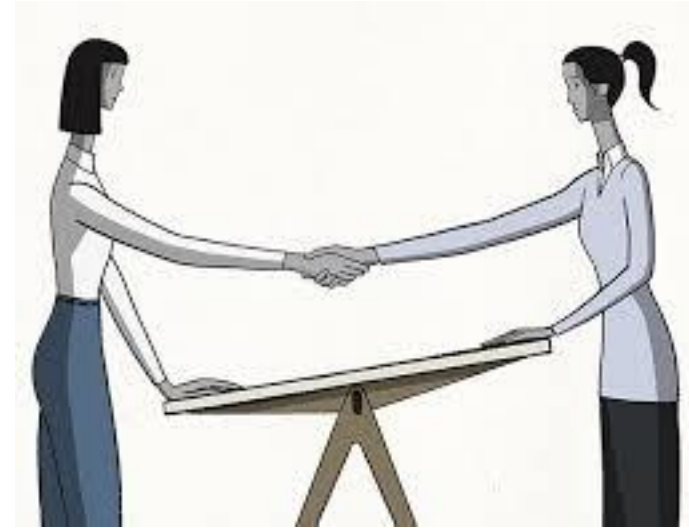


- Joint appointments with another department





OK to negotiate

- Chairs need ammunition to go to the Deans.
- OK to share other offers at hand.
- Bring up dual career situations early in the process (chairs cannot ask)
- If you are seriously thinking of moving to another university and retention is not something you will entertain, tell that to your chair.
- It is ok to assess your market value every five years, but not every year.



Turning down an offer

- Hard, but chairs are used to being heartbroken. 
- Write a thoughtful email. You will still remain as supportive professional colleagues. Early no is appreciated.
- Do not question/second guess your decision. Make the decision right!
- Be honorable and strategic. 

References/Reading/Resources

References

Hull, D. (2018) Penn Career Services. *Negotiating for Novices: A Guide to Negotiating or Faculty Positions and Postdocs*.
https://www.vpul.upenn.edu/careerservices/files/Negotiations_for_Faculty_Positions_and_Postdocs_2018.pdf

Langer and Associates (2020). American Statistical Association 2020 Work and Salary Survey.
<https://www.amstat.org/asa/files/pdfs/YCR-2020WorkandSalarySurvey.pdf>

Resources: University of Michigan Career Center

Academic Job Search Overview: <https://careercenter.umich.edu/article/academic-job-search>

Evaluating and Negotiating Offers: <https://careercenter.umich.edu/article/salary-and-relocation-information>

Non-Academic Job Search: <https://careercenter.umich.edu/article/non-academic-job-search>

Online resources for Students during COVID: <https://careercenter.umich.edu/content/resources-students-during-covid-19>

Recommended Reading

Boss JM, Eckhert SH. (2005). Academic Scientists at Work: Negotiating a Faculty Position. AAAS Science.
<https://www.sciencemag.org/careers/2005/02/academic-scientists-work-negotiating-faculty-position-0>

Golde C. (2001). Be Honorable and Strategic. AAAS Science. <https://www.sciencemag.org/careers/2001/08/be-honorable-and-strategic>

Vick JM, Furlong JS. (2008) The Academic Job Search Handbook, 4th Edition. University of Pennsylvania