The Negotiation Process

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Why negotiate?

- You want the position that best supports your (long-term) career goals.
- You want to increase the likelihood of a smooth transition from a graduate student to a faculty member.
- You want the terms of the position to best fit your day-to-day working style.
- Pay increases are usually a percentage of prior salary.
When (How long) do you negotiate?

- After you receive an official offer in writing.
- Do not say YES or NO right away.
- Identify a mutually agreeable timeline to respond and begin negotiations.
- Collect your thoughts, clarify the details of the offer, gather more information, and formulate a thoughtful response that describes in everything you want/need.
Clarify Offer and Gather Information

- Salary norms in your field, at that type of institution, history of salary increases, cost of living
- Context of an offer
- Compare full compensation package of all offers (retirement package, insurance premiums, parking fees, housing options, tuition support for family members, ...)

- Expectations for advising, supervising theses, office hours
- Expectations and support for writing and managing grants
- Talk to other faculty in that department (if possible)
Policy (and practice) on course buy-outs

Policy (and practice) for serving on committees versus expectations for you to serve on committees

Policy (and practice) for sabbaticals

Policy (and practice) for faculty travel, student travel, international travel

Policy (and practice) for maternity/paternity leave

Computing resources; physical space
With whom do you negotiate?

- Provost, Dean, or Chair (least desirable)
- Personality can vary too.
  - “It’s my job to get you here.”
  - “It’s my job to get you here as cheap as possible.”
  - “Our school is better than the other school you are considering, so...”
What to negotiate? vs. What is negotiable?

- salary
- moving expenses
- (initial) teaching load
- delayed start date
- start-up package
- Something may not be possible at a particular institution due to constraints, policy, practice, or principles of equity.
How to negotiate?

- Understand the priorities and goals for different aspects of your future faculty life.
- Identify what you need to be happy, productive, and meet tenure expectations.
- Clearly articulate what is important to maximally productive vs. what you can get by on.
- Be explicit and concrete when you describe what you want.
- Be honest, professional, responsive (prompt but not hasty) and willing to accept no for an answer.
- Limit the numbers of counteroffers and requests for information. Write up comprehensive, detailed list of what will guarantee you will say yes.
Get Advice

What's up with Henry?
He had... an incident.
Oh...

When isolated vertices go loopy.

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Questions!