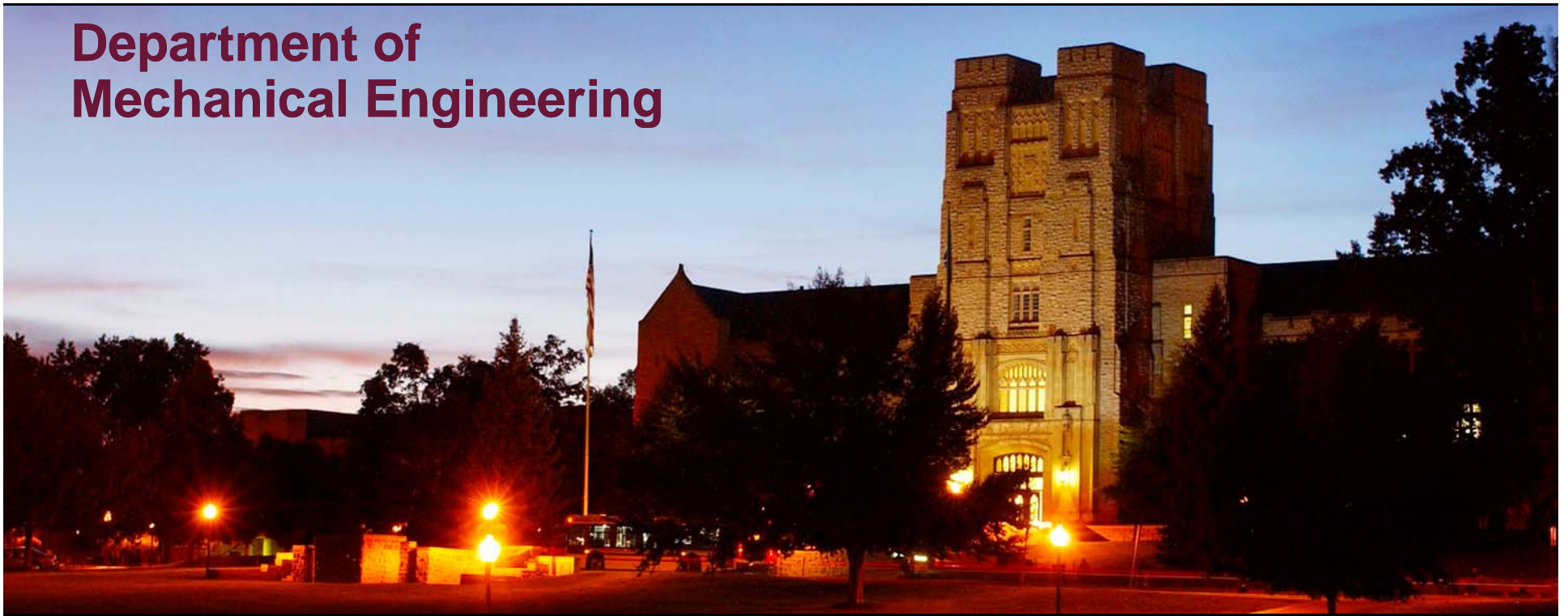


Department of Mechanical Engineering



Negotiating Academic Job Offers

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Typical Terms of Faculty Offer for New Asst. Professor

- Salary: \$80,000 (AY)
- Moving/relocation: \$7,500
- Summer salary: 3 months
- GRA: 12 months w/tuition
- Travel: \$7500
- Equipment: \$200,000
- TOTAL VALUE: \$275,000

Terms of Faculty Offer Maximums

- Salary: \$80,000 (AY)
- Moving/relocation: \$15,000
- Summer salary: 6 months
- GRA: 72 months w/tuition
- Travel: \$15,000
- Equipment: \$341,000
- TOTAL VALUE: \$588,750

Terms of Faculty Offer Maximum Offered (declined)

- Equipment*: \$725,000
- TOTAL VALUE: \$800,000

*Included new lab building



Know yourself...

- Don't accept a position at a research university if your passion is teaching and you don't care as much about research



Know yourself...

- Don't accept a position at an undergraduate teaching university if your passion is research



Know yourself...

- Don't accept a position at *any* university if you don't enjoy teaching and working with students





Know yourself...

- Have both 5-yr and 10-yr plans for your career
- Don't accept a position not consistent with plans
- Consider a post-doc or other temporary position if you don't get desired faculty position
- Be careful of "dead-ends"



Know yourself...

- Don't be afraid of change, or trying something new
- Don't think of your first position as being your last position, or as being your only chance at a faculty position
- There are no “once-in-a-lifetime opportunities” in early careers

When negotiating...

- Be open and honest, not coy
- Be sure you can justify any requests, especially for lab space and equipment
- Be flexible
- But, don't be afraid to ask for what you want



When negotiating...

- Know that there are *real costs* to summer salary, GRAs, reduced teaching loads
- Know that salaries carry fringe benefits



About teaching loads...

- Don't request more than two years of reduced teaching load
- Need to establish teaching record
- Limit no. of different courses taught; ask how teaching assignments are made





Special needs...

- Bring up special needs early in negotiations
- Dual-career issues: be forthright
- Realize that some questions are off-limits and be prepared to handle gracefully, but you may bring up family issues on your own



Finally, do your HW!!

- Learn as much as you can about the university and department
- Know what are reasonable salaries and start-up requests for your field
- Many sources of information are available, including professional societies and mentors