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