Salary Negotiation-Workshop

- Do we ask this partner offer question during the salary negotiation or ask when we confirm that we will probably get the job?
  The negotiation process starts once we have power, and this happens when there is a job offer. Usually, you make all your requests at the beginning. They will make a counteroffer where they are going to try to meet your needs as much as they can if they are reasonable. You have a chance to negotiate one more time before accepting or rejecting the offer.

- What does it mean for an institution to be “unionized” and how would this affect salary negotiation?
  When an institution is “unionized” there is really not that much room to negotiate as your starting salary is dictated and can only be negotiated within the union-negotiated scale. The institution will determine where you fall on that scale based on your education and years of experience, but it does not have much flexibility to offer you more money.

- Does the salary that you have as a postdoc would also impact your salary as faculty?
  Not really since most post docs have a well-defined salary. Many faculty positions are funded by grants and by the institution. Nonetheless, if you taught before in a community college, that salary may impact your salary as a faculty in a 4-year institution. Each institution also must consider the historical conditions of salary compression (offer cannot be higher than tenured colleagues who have been working for year with minimal or no raise).

- What if there are many aspects that you need to negotiate for, is it better to ask for everything up front or wait until they come back with a counteroffer to ask for the next couple of things?
  Good question, they will counteroffer probably once so you may not want to surprise them with more requests after their counteroffer. Remember that at this point, they really want you and are willing to meet your needs. So, take your time to do your research. It is totally acceptable to ask for your requests upfront. The idea is to be mindful of how you will use what you will ask through the negotiation to do your work and gain tenure at the institution that will be hiring you.

- Is it best to communicate your negotiations electronically (written) or over the phone? Is there a preference in academia?
  At this point, the communication is done directly, either over the phone and/or via zoom. Do expect the final offer to be on writing, where your starting salary, date, and any points of agreement are stated.

- My career allows for faculty positions that are clinical or teaching/research based. If going for a job that is more clinical, can you use salaries from those who work in a clinical capacity outside of academia to guide how much you ask for? For example, you make XXX working at a hospital if you’re clinical. Can you request that same amount if you will be a clinically based faculty member with different responsibilities than research/teaching-based faculty?
  I am not very familiar with these negotiating salaries, but I will assume that they are not comparable since responsibilities are different? If responsibilities are somewhat similar, perhaps
you can use them. Sometimes it is reasonable to make comparisons within the institution being mindful of the institution type.

- **In the community college setting, can you negotiate adjunct position salaries?** I thought these were standard rates within a given college.

  For adjunct positions, there are no benefits involved (healthcare, retirement) and the compensation tends to be standard. Payment tends to be per course credit. Nonetheless, you can still research the typical compensation of an adjunct professor within the institution to have an idea of what your compensation is going to be. If there is a range, you can pick up a number at the top of that salary range. As an adjunct you gain good experience that adds value to your vita, it may help for a long-term position within the institution if one opens; but salary wise there is not much room to negotiate. Some institutions will give you some perks like a free ipad

- **Are postdoc salaries negotiable?** There is one position at a public R1 university that I saw that gives the salary range, but the top part of the range barely covers living expenses in the city (but working with that group would be good for anyone’s career in that field) ...reasonable 1BD apartment would be unaffordable.

  Generally speaking, post-docs have a well-defined salary and benefits. At the postdoc level there is little leverage, nonetheless, you can always ask if there is flexibility in their numbers. Be mindful that this is also an opportunity to explore what you really want. What is your best alternative to a negotiated agreement? For example, can you ask for flexible hours? Ability to telecommute? It is hard to be a postdoc b/c you are a talented professional with little benefits and low payment.

- **Do Universities pay signing bonuses, like the industry?**

  I have not heard of this practice in higher education for faculty. I asked around and many said that the institutions disguise it in other ways. Usually, it comes as a higher salary, more money for your setup of your lab and office, sometimes they pay for your move. If for some reason it becomes part of the conversation, ask to take part of the bonus, and see if they can have the remaining be added to your salary. Then it becomes part of your annual payment.

- **If today, we have an offer but are still waiting for other offers which could be a better offer. What should we do?**

  You can call the one that you really want and let them know that you have received an offer. Tell them that they are your preference. Ask them where you stand in the process and what will be their timeline for the hiring. Perhaps they can interview you first. If you know where you stand with the institution that you really want, then you can realistically evaluate if it’s worth the risk of withdrawing from the competition and accepting the other offer. Are you willing to wait? To compromise? To risk? To start the process again? Once you accept a position, you cannot go back and tell them “No” b/c you were waiting to hear from the other option. It’s simply not professional and if your field is made of a small community where everyone knows everyone, you definitely want to be careful.