



Negotiations for Academic Jobs

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- I) Why negotiate?
- II) Negotiation Basics
- III) Negotiating Strategies
- IV) Negotiating Academic Positions



Why Negotiate?

As in any industry, negotiating for a higher salary means **significantly higher earnings** over the course of a career.

In academic positions, negotiating for a higher starting package can **significantly impact your ability to build your career**.

When you negotiate a starting salary, you often have **more power** compared to negotiating in an existing context.



Why NOT Negotiate?

Negotiating feels **terrifying, icky, intimidating, crass, and/or greedy** – especially after working hard to get the offer!

Negotiating feels **pointless or unnecessary**.

When you negotiate a starting salary, you often have **less information** compared to negotiating in an existing context.



Practice Makes Better

Open your envelope of instructions and take 1 – 2 minutes to read them over. Consider:

- What do you want here?
- What is your most optimistic outcome?
- What is your realistic expectation?
- What will you settle for?
- What does the other person want? How will you find out?
- How will you persuade the other person?
- What will your moves be?

When you're ready, find a partner in the room and signal you're ready to begin. Each team will have at least 5 minutes.



Practice Makes Better:

- How did you like this simulation? Did you enjoy it?
- What was your style in this game? What strategies did you find yourself using to persuade the other person? How did they work?
- Did everyone reach an agreement? Did any teams declare a stalemate (i.e. could not agree how to divide the \$200)?



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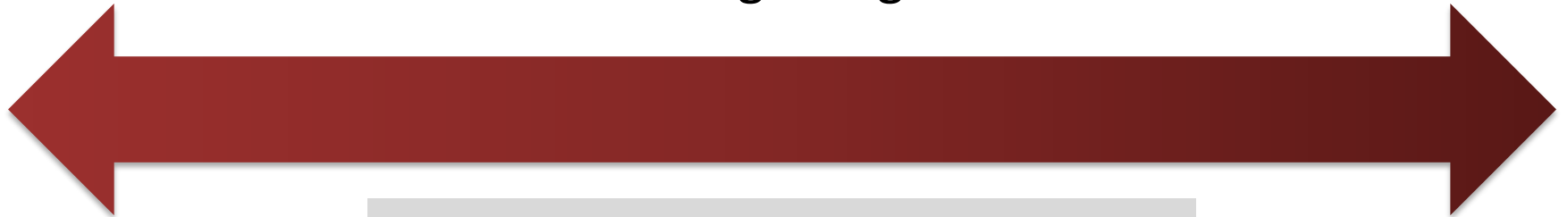


Negotiation Basics

Distributive
Negotiations or
Win-Lose
Negotiations

Mixed
Motive
Bargaining

Collaborative
Negotiations or
Win-Win
Negotiations



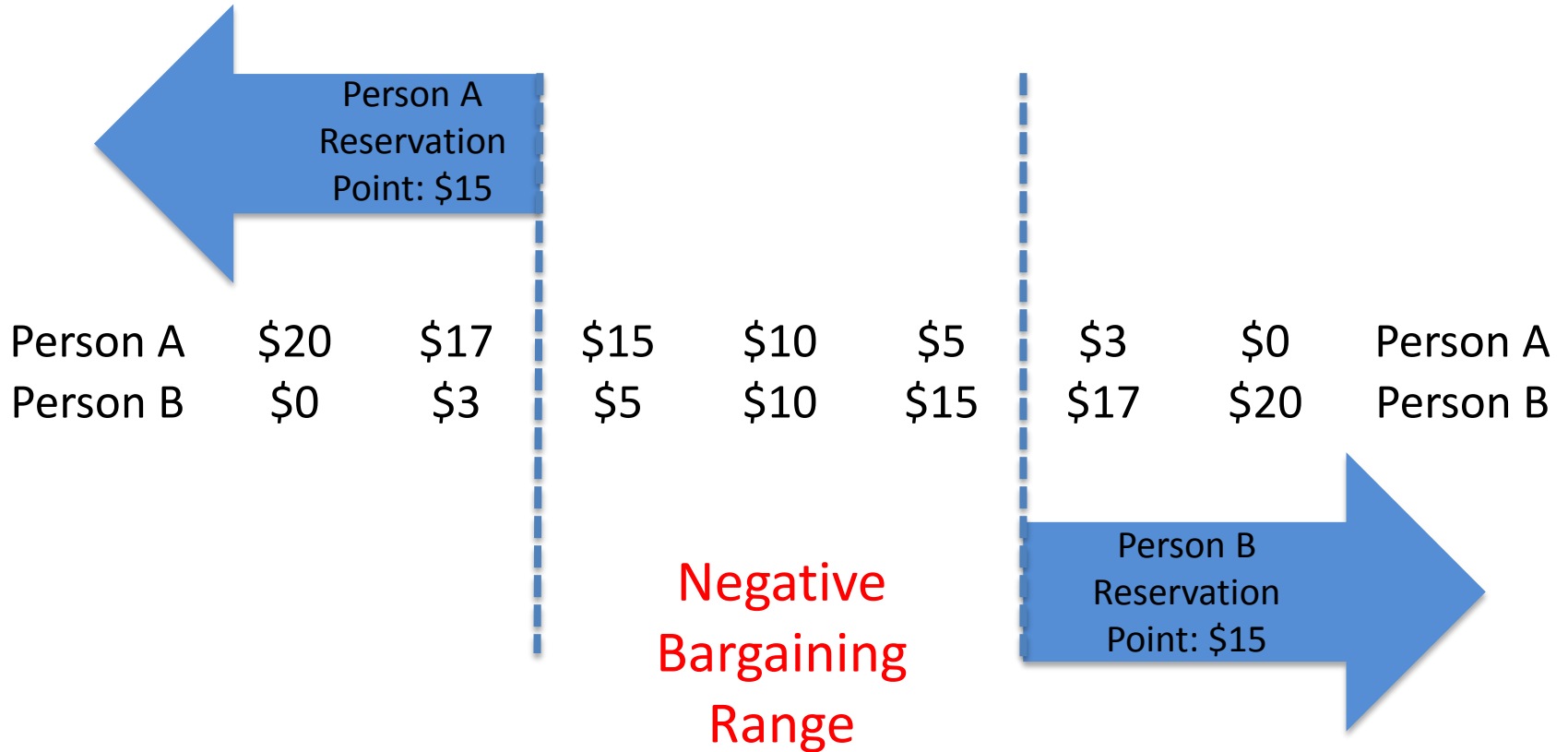
Most All Negotiations



ZOPA or Positive Bargaining



Negative Bargaining



BATNAs

What is your best alternative to a negotiated agreement?

If you walk away from the negotiation, what is the best possible outcome you can realistically anticipate?

What OTHER considerations come with this BATNA?



Sample BATNAs in Salary Negotiations

BATNAs frequently determine reservations.

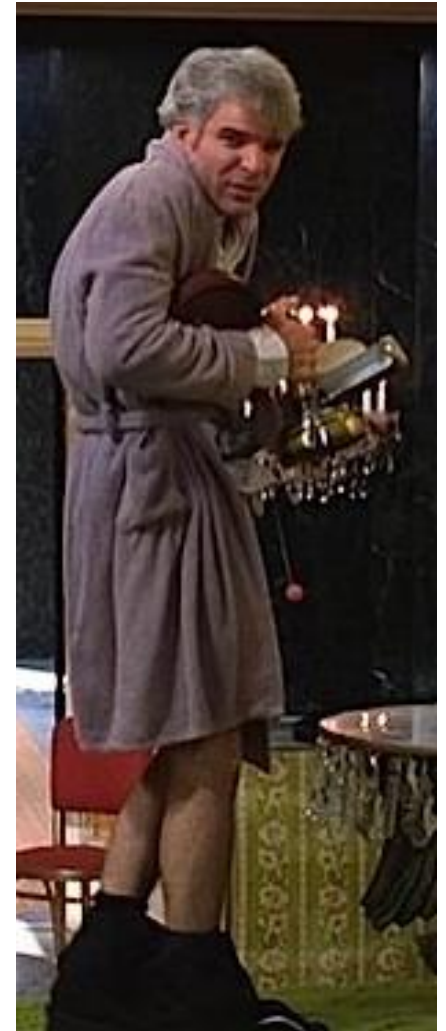
Candidate	Chairperson
An Asst. Professor position at another university with a higher salary	A candidate with similar qualifications who needs less start-up
A part-time position without benefits	A candidate with less potential for immediate publication
Another year on the market	Reconvening the hiring committee



Know your BATNAs!

Knowing your BATNA helps set realistic priorities for negotiations and back-up plans.

Knowing your partner's BATNA gives you an opportunity to know where or how flexible they might be.



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Practice Makes Better:

- How did you like this simulation? Did you enjoy it more or less than the previous round?
- Were you comfortable following your instructions? How did the negotiation style you were assigned fit with how you might approach a situation?
- How did your partner's attitude impact your approach? Would you negotiate with this person again?



4 Basic Rules of Salary Negotiations

No matter your negotiation style, a few basic rules apply to all salary negotiations.

1. They have to like you.
2. They have to think you deserve it.
3. They have to justify it internally.
4. They have to find flexibility.



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2 Major Differences for Academic Job

Negotiations begin at the **interview stage**.

Negotiations include professional resources, **much more so** than in other positions.



Research the Position's Value



They were moving closer on salary.

- Use the position as a starting point
- Research recent hires at **comparable** institutions
- Use national data sets from the National Labor Board and relevant professional associations
- Network, network, network at conferences, coffee shops, meetings - everywhere.



Know Your Own Value(s)

- What do you need to live at the level you are accustomed to?

- How will your costs be different in your future position?

- What resources do you need to live the way you want to

Build **THREE** Budgets for the **good**, **better**, and **best** versions of a complete salary package, considering:

- | | | |
|------------------|--------------|-----------|
| ▪ Housing | ▪ Taxes | Schooling |
| ▪ Food | ▪ Insurance | ▪ Loans |
| ▪ Utilities | ▪ Spending | ▪ Travel |
| ▪ Transportation | Money | |
| ▪ Clothing | ▪ Childcare/ | |



Incorporate Benefits

- What additional resources will support your success in this position?
- If the salary doesn't go up, what opportunities are there to bring your cost of living down?
 - What information on benefits is available to you as public information?

Consider and confirm benefits that improve your quality of life OR your ability to negotiate the offer:

- Medical benefits (including early coverage to prevent a gap in insurance)
- Housing benefits
- More time to decide
- Delayed or early start to the job
- Moving expenses and/or a paid trip to look at housing
- Early enrollment in retirement matching plans
- A parking space



Make a Professional Plan

- What resources do you need to accomplish a successful research agenda?

Build a REALISTIC budget for a start-up package that may

- Salary (including summer salary if you are on a 9-month contract)
- Course loads or types of teaching responsibilities
- Sabbatical
- Computer and other related equipment
- Money for archival research or conferences
- Funding to bring speakers to campus
- Subsidy/subvention for a first book
- Databases, microfiche, journals, or other library resources
- Credit for past publication or tenure expectations
- Lab space
- Journal subscriptions
- Access to shared equipment
- Startup funding



Determine What's Possible

Before the interview, reach out to colleagues and contacts who have experience with the institution to learn more about what other packages have included.

Before the interview, research any faculty benefit information publicly available on the Human Resources website – with special attention to conditions and time limitations.

During the interview, pay careful attention to any discussion of benefits or perks that committee members bring up.

During the interview, ask (if possible) any questions that help you understand the culture and expectations of the institution (i.e. what might be possible).



Spousal vs. Dual Hires

Spousal Hire: One faculty position + an additional position

Dual Hire: Two faculty positions at the same time; much more common at the senior level

Negotiating with your partner in mind is **best done when there is an offer in place**, not before.

If there's not a position available, **negotiate for access to resources**, especially if you are relocating.



Being a Parent + Faculty

Many universities offer tuition and childcare benefits, but asking about this at the interview stage can be tricky. . .

Avoid questions about your family or your plans to expand until there is an offer in hand.

Do any and all research to determine the institutional benefit norms for faculty-parent support outside of the interview.

When the offer comes, ask for any clarifying information and/or negotiate for any flexibility as necessary.



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Find your original partner and signal you're ready to begin. Each team will have at least 5 minutes.



Practice Makes Better:

- How did your knowledge of your partner's negotiating style impact your bargaining strategy in this round?
- Were relationships particularly mistrustful? More trusting? Why?



Relationships Matter

Consider that, in many cases, you will be working with, or for, the person you are negotiating with. **Stay likeable!**

Keep in mind that, if you continue in the position, you will have the opportunity to re-negotiate at a later stage – with **more information** on what is possible available to you.



Questions?

- **Make an appointment to prep with GRAD**
- **Email me: eweaston@uchicago.edu**

