USASP Career Corner

The Art of Negotiation in Early Career

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Outline

• Introductions
• Why negotiate
• What to negotiate for
• When to negotiate
• How to negotiate
Why to negotiate

• Negotiating promotes equity for self and others
• Negotiation ensures an offer that will set you up for success
• Negotiation is expected and respected
• Academia is a business
What to negotiate for

Ask for what you NEED to be successful

- Salary
- Time (e.g., protected research time, bridge funding)
- Administrative support (e.g., personal admin time [e.g., note writing for clinical positions] or support)
- Startup Costs (for equipment, RA salary, etc.)
- Professional development funds (e.g., licensure fees and CE credits for clinicians)
- Office space and equipment
- Relocation expenses
- Virtual work

Recommend asking for a menu of requests (will likely not get everything)

You will have more power to negotiate if you have multiple offers

9/28/22
What to negotiate for

Tips for negotiating salary

• Often not negotiable (but everything is negotiable)
• Factor in other perks (bonus, benefits, cost of living)
• Gather objective data to generate range
  • Public institutions salary data public
  • Survey peers or recent hires (can ask for “range” rather than exact $)
  • Check discipline specific salary surveys (e.g., American psychological association)
• Negotiate for higher salary in this range
• You have more power if they provide a salary quote first (turn the question around: “what is the standard range;” “my understanding is salaries range from XX – XX for similar positions”)
What to negotiate for

Tips for negotiating salary (Language Tips)

*Practice if this feels uncomfortable

- “My understanding is salaries range between $$ - $$ for similar positions; given YYY experience YYY [experience, grants, research vision, cost of living, etc], I request a salary in the upper quartile of that range”
- “Salary isn’t the highest priority for me, I’m looking for XXX. Based on YYY [experience, grants, research vision, cost of living, etc], I respectfully ask for…”

9/28/22
What to negotiate for

Negotiating for graduate or postdoc positions

• Less negotiating power at this stage
• Salaries tend to be based on NRSA benchmarks
• Get “agreements” in writing
• Other anecdotal tips from panel

Negotiating after faculty appointment
When to negotiate

• Offer on the table
• You are seriously considering the offer
• Expect a couple of exchanges
• Ask for time to consider **(practice if this is hard: “I need to discuss with my partner/mentor/family;” “I am weighing several factors;” “I will consider and get back to you XXX”)**
How to negotiate

• Format varies (letter, phone)
• Arrange meetings with current hires for inside scoop
• Plan to provide formal, written counter offer
• Pros and Cons of negotiating where you’ve trained

Negotiating can be uncomfortable, particularly if people with shared identities have been excluded from academic spaces. If the process is uncomfortable, practice:

• Know your value (determine what you need to be successful; get outside feedback from mentors and peers; avoid social comparison; check promotion criteria for institutions [e.g., publication benchmarks])
• Increase comfort
  • Coping phrases: “negotiation is a social justice issue,” “negotiation is expected and respected”
  • Practice responses to uncomfortable questions (e.g., salary)
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Thank you!!! And GOOD LUCK!!!!