

USASP Career Corner

The Art of Negotiation in Early Career

Rachel Aaron, PhD

Burel Goodin, PhD

Chen Chen, PhD



US Association for
the Study of Pain

9/28/22

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



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...”



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)



Contact

Rachel Aaron: raaron4@jhmi.edu

Buren Goodin: bgoodin1@uab.edu

Chen Chen: cxchen@iu.edu

Thank you!!! And GOOD LUCK!!!!

USASP

US Association for
the Study of Pain

9/28/22