Developing a negotiation strategy for faculty positions

Goals of this session: Answer the most common questions asked by faculty candidates when they get their first offer

- Location: Boston, MA
- Startup funds: $250,000/year for 3 years. Must be spent before year 4. If grant, money must be returned.
- Lab renovations: $250,000. Planning for renovation start at signature. Expect a year for renovation.
- Relocation incentive: $10,000
- Teaching: 2 courses/year, reduced to 1/y for the first two years
- Salary: $90,000/year, for 9 months. For first 2 years, summary salary covered.
- Start date: August 2019

For more materials: Tiny.ucsf.edu/NegotiationSeminar

Activity 1:
How would you answer these questions?

- Location: Boston, MA
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Imagine your lab as a startup
Reframing the faculty job application process

INSTITUTION
INVESTOR & INCUBATOR
JOB/CHALK TALK
RESEARCH PLAN
JOB OFFER

Backward Design
Your Negotiation

What level of productivity does the INSTITUTION expect from you after they invest in you?

Example:
One R01 grant by Y3, another large grant by Y5
Several papers, including in high-impact journals

What do YOU need to attain this level of productivity?

Example:
1 technician for the first 3 years,
Access to a confocal microscope 20 h/wk
1 graduate students and 1 postdoc within 2 years
A job for my spouse with equivalent salary

If you do not get some of the items on that list, how does this impact YOUR long-term productivity at this institution?

Example:
No technician: no one to set-up lab and train graduate students while you write grants

The chair is your ally in the negotiation process

Can advocate for you
Can find creative solutions to your problems

The chair is your ally in the negotiation process

They need to know what problem you are trying to solve to help you attain your goal
The chair is your ally in the negotiation process

“I need to buy a $500K equipment for my experiments in Y1, but the budget is of $250K a year. If I do not buy this equipment in the first year, I will lose 1 year of work and will not be able to get my first R01 in Y3. Can you suggest any solutions for this problem?”

How to ask for what you need

- Be clear: what are they?
- Justify: in terms of productivity and well-being
- Prioritize: you won’t get everything you want
- Be flexible: focus on solutions

Most commons concerns when it comes to negotiating

- I feel uncomfortable even asking to negotiate
  - Ask the Chair how THEY want to proceed with the negotiation (by phone, email?)
- I don’t want to seem greedy
  - Put your request into the context of your productivity
- I don’t want to sound unreasonable
  - Stay focused on solving the problem, be flexible with the solution
- I don’t want to make the wrong decision
  - This phase of the negotiation is an information collection phase, not a decision making phase. Take a pause in the negotiation when you need it.

So, when speaking with the chair, focus on your needs.

- I need to buy a $500K equipment for my experiments in Y1, but the budget is of $250K a year. If I do not buy this equipment in the first year, I will lose 1 year of work and will not be able to get my first R01 in Y3. Can you suggest any solutions for this problem?

“…”

- Ask the Chair how THEY want to proceed with the negotiation (by phone, email?)
- Put your request into the context of your productivity
- Stay focused on solving the problem, be flexible with the solution
- This phase of the negotiation is an information collection phase, not a decision making phase. Take a pause in the negotiation when you need it.

Thank you so much for taking the time to walk me through the details of how salaries and startup budgets are calculated. I am really excited about the idea of continuing this discussion. This is a lot of new information, so I would like to take some time to think about this and pick up the discussion later. Can we schedule some time to talk later? Maybe we can find a time that works for both of us via email.”
### Information collection phase NOT decision making phase

<table>
<thead>
<tr>
<th>Step</th>
<th>Action</th>
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<tbody>
<tr>
<td>Institution indicates interest and asks for your budget</td>
<td>Ask for what you need</td>
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<tr>
<td>Chair calls to discuss the verbal offer on the phone</td>
<td>Decide whether you want this position</td>
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<tr>
<td>Chair sends offer letter</td>
<td>Give overview of what you want to discuss (how many items)</td>
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<tr>
<td>You begin negotiating</td>
<td>Ask HOW they want to negotiate (via email or phone)</td>
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<tr>
<td>You need to think about what you've learned</td>
<td>Negotiate first item. Explain why you need it</td>
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<tr>
<td>You finish negotiating</td>
<td>Indicate a timeline for following-up</td>
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<td>You ask for a revised letter</td>
<td>Recognize and appreciate the efforts</td>
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</tbody>
</table>

### Activity 2: How would you answer these questions? Think/write for 3 minutes. Share for 3 minutes each.

- Be clear: what are they?
- Justify: in terms of productivity and well-being
- Prioritize: you won’t get everything you want
- Be flexible: focus on solutions

### Activity 3: From your list of necessary items, choose the one you are the least comfortable negotiating for, and write your request down, then practice saying it to your partner.

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**What are your most important concerns when it comes to negotiating?**

Socrative.com

Choose “student login” Room “OCPD”

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