



Pursuing an Academic Career Virtual Event Series

Negotiations in the Hiring Process February 4, 2011

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Alternate number: 1-404-920-6604 (**not** toll-free)

Technical problems? Contact Monica at
mbruckne@carleton.edu

Program begins at:

1 pm Eastern | 12 pm Central | 11 am Mountain | 10 am Pacific

You can find information about the event at

http://serc.carleton.edu/NAGTWorkshops/careerdev/AcademicCareer2011/feb_2011.html

Negotiations in the Hiring Process

Pursuing an Academic Career

Virtual Event Series

Series Conveners and Event Moderators

Rachel Beane
Bowdoin College



Heather Macdonald
College of William and Mary



Monica Bruckner
Science Education Resource Center
(SERC)

Negotiations in the Hiring Process

Pursuing an Academic Career
Virtual Event Series

Presenters

Tim Bralower, Department Head
Pennsylvania State University



Scott Fendorf, Department Chair
Stanford University





Overview

- ❖ Icebreaker
- ❖ Scott Fendorf presentation
 - Questions and responses*
- ❖ Tim Bralower presentation
 - Questions and responses*
- ❖ Moderated questions
- ❖ Evaluation of event

On the Cutting Edge

Professional Development for Geoscience Faculty 2010-11



Icebreaker



Elluminate Live! - SERC

File Session View Tools Window Help

Participants

Participants	Hand	Green Check	Red X	Microphone	Headset	Screen	Share
Monica (Me)							

1 Participant

Chat

Show All

Joined on October 19, 2010 at 12:23 PM

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Audio

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Whiteboard - Main Room (Scaled 139%)

Slide2



Welcome to your l

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- 02 Load a presentation and change screens
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Question 1

Have you attended a *Cutting Edge* workshop?

Answer yes or no using poll function

green checkmark = yes

red X = no





Question 2

At what type of institution do you most want to be?

- A. Primarily undergraduate
- B. Two-year college
- C. Research university
- D. Other academic or research institution

Click A, B, C, or D to record your answer

Elluminate Live! - SERC

File Session View Tools Window Help

Participants

Participants

Monica (Me)

Type something

Whiteboard - Main Room (Scaled 139%)

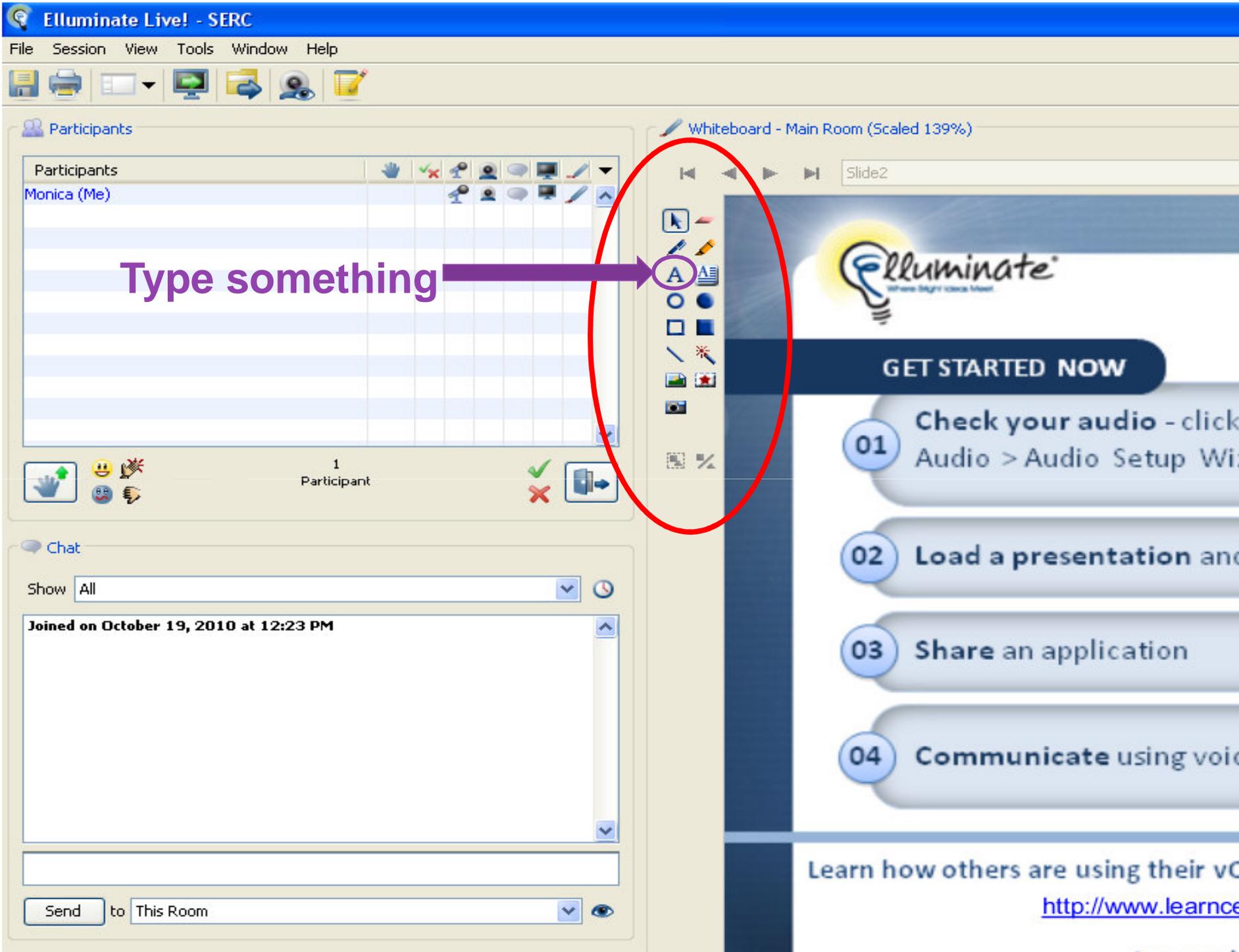
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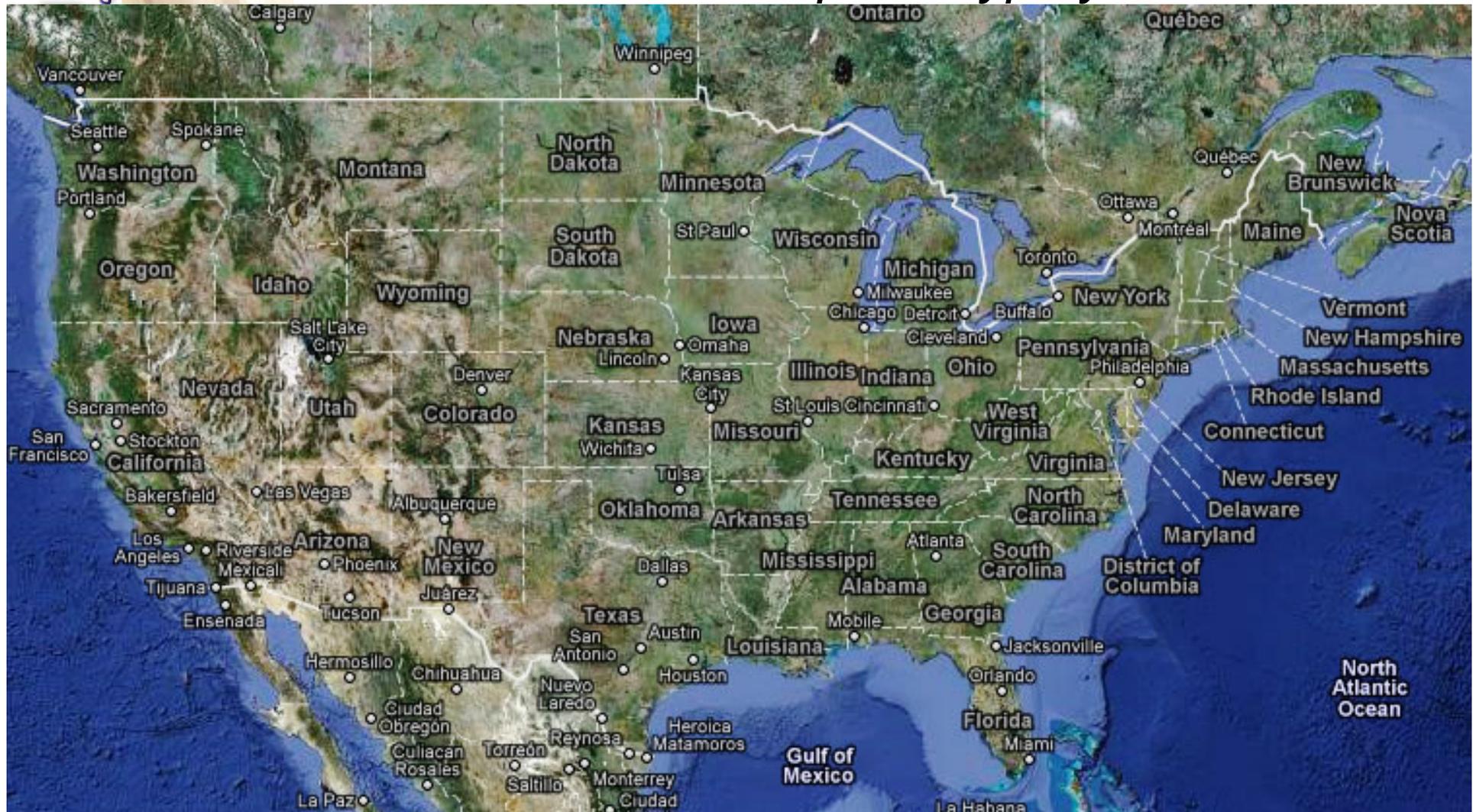




Question 3

Where are you?

Click on the US map and type your name





Participants

Participants	
Monica (Me)	

1 Participant

Chat

Show All

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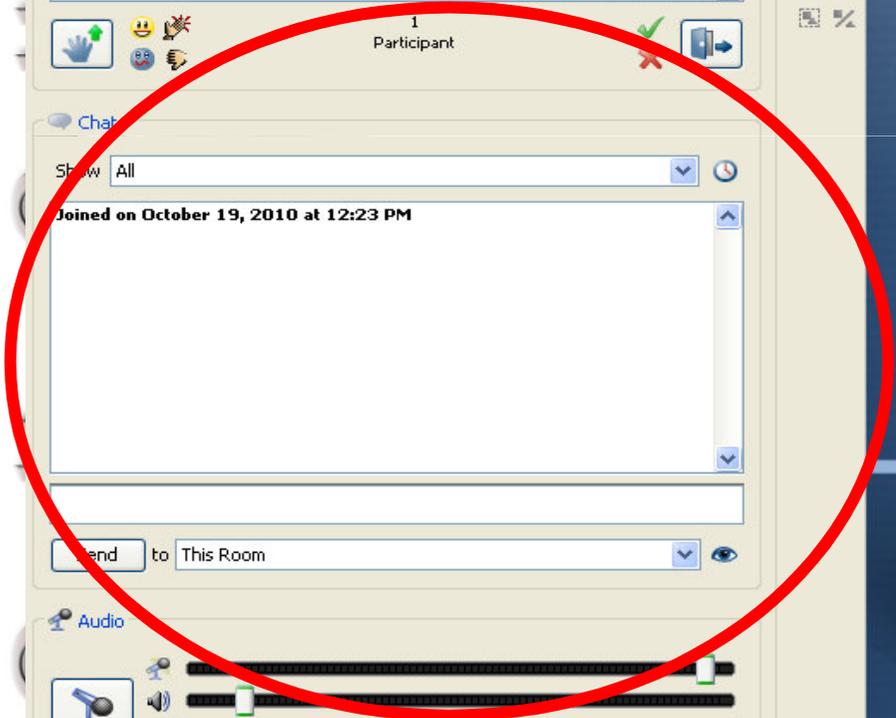
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Negotiations in the Hiring Process

Thoughts and Opinions of
Scott Fendorf
Stanford University



Goals

- To learn more about how negotiation works and how it may vary in different settings
- To find out what can be negotiated
- To learn specific strategies for negotiating



Know the Institution

- What are their resources?
- Are there institutional constraints?
- What are the position expectations?



Mindset of the Negotiator

- Opposing motives:
 - He/She wants you to succeed and to provide the necessary resources
 - What they give to you is no longer available to do other 'important' things

What can be Negotiated?

- Salary (academic-year and summer)
- Start Date
- Moving costs
- Start-up items
 - Major equipment (lab, field, computational)
 - Supplies and minor equipment
 - Operational costs (service contracts, etc.)
 - Travel needs (field work, meetings, etc.)
 - Personnel (students, post-docs)



What can be Negotiated? Part 2

(advanced items)

- Teaching
 - Teaching load
 - Teaching start date (progressive)
 - Teaching support (TAs)
- Space (lab and office)
- Partner's position/funds



How to Negotiate – Philosophy

- Portray an attitude of “this is needed for me to succeed”
 - Your success makes the institution look good.
 - Have the institution’s interests in mind
 - Convey how resources you bring will help others
- Remember the position of the negotiator
- Use hard numbers whenever possible
- Identify a proponent at the institution and use them as an information resource
- Be cognizant of the institutional resources, equity issues, and position expectations

How to Negotiate – Specifics

- Start-up

- Make a comprehensive list of what you need for your work
 - 'scratch' items already available
- Provide specific costs for needed items
- Propose creative solutions if needed
 - Multi-year installments; equipment leasing, etc.

- Salary

- Examine cost for 'standard house' (3 bedroom – 2 bath) in reasonable neighborhood
- Determine monthly payment for 30-year fixed loan
- Salary should allow <31% of net or <38% of gross pay to go toward house



How to Negotiate – Specifics

- Space
 - Ask for what you need, now and in the near future
 - Be reasonable but push for what you need
 - Recognize constraints (if present)



Final Points

- You have more leverage at this point than any time in the near future
- Get everything in writing (email is fine)

Negotiating a Job Offer

Tim Bralower
Penn State University

Introduction

- The moment the intention to make an offer is expressed, the dynamic of the job search changes
- You are now in control to a certain degree but you are also now a colleague
- Department Chair usually negotiates with you but Dean usually holds purse strings

Elements of an Offer

- Nature of position; start date; contract timeline; tenure clock
- Salary (Usually 9 month)
- Teaching load
- Start up
- Space
- Differs by the type of institution

Nature of Position; Contract Timeline; Tenure Clock

- Offer Letter versus Contract. Different everywhere
- Make sure you understand the terms of your contract. This is a legal document. Especially understand how long the term is and what it takes to be renewed
- Make sure that you read the fine print
- Tenure time line must be in writing in contract or offer
- Don't be afraid to ask questions

Salary

- Negotiating can be tricky. Many departments face large compression issues
- Get a sense of the range at the institution and whether there are any problems (i.e. gender)
- Get a reading of whether the unit leader is doing all she/he can
- Negotiate only so far; Ultimately you have to have some faith; invest more energy in start up and space

Salary Data

- Data are out there for Geosciences (Big-10 departments) but using Chronicle and other databases is complicated by multiple fields (including medicine and law)
- Public institutions often have salary data online

Benefits

- Standard across the Institution, not part of negotiation
- Get specifics from Chair or Institution website (Office of Human Resources)
- Institution should have specific parental leave policies as well as policies on tenure stays for childbirth/adoption

Teaching Load

- Go with the norm load for new faculty
- Ask about course reduction in first year
- Ask about course reduction one or two years before tenure file submitted

Start up

- A critical element of the offer
- Includes equipment, but some institutions offer RAs/post-docs, summer salary in first year or two, travel
- Can be multi-year deal
- Find out the norm offer when you interview
- Don't give specific financial details until you have quotes/bids
- Should not be a part of search---but often is
- Ultimately has a large impact on productivity
- Do not sell yourself cheap here

Space

- Very important that you be given adequate square footage and location close to colleagues
- Make sure you get this in writing
- You can negotiate hard here as in start up

Dual Career Issues

- Depends on the institution and cover the range from full tenure track to nothing
- Look for precedent in the department or on campus
- Always easier if spouse/partner is in a different department
- Not being married can make it tougher
- Getting tougher with the economy
- Overarching advice is get foot in the door and make yourselves invaluable

Other tips

- Be patient, negotiating can take a long time
- Recommend you ask for a trip back to the institution to look at space in the department, local real estate, and negotiate in person



Do you have additional questions about negotiations?

If you have a question, please type your question in the chat box.



Places to go for more ideas

- ❖ **Negotiating for What You Need to Be Successful**

<http://serc.carleton.edu/NAGTWorkshops/careerprep/jobsearch/negotiating.html>

- ❖ **Negotiating a Job Offer**

By Tim Bralower

http://serc.carleton.edu/NAGTWorkshops/careerprep/jobsearch/Bralower_negotiation.html

- ❖ **36 Negotiable Items in an Academic Position**

<http://serc.carleton.edu/NAGTWorkshops/careerprep/jobsearch/negotiable.html>

Preparing for an Academic Career in the Geosciences Workshop

June 6-9, 2011

University of Nebraska
Lincoln, Nebraska

Deadline March 11, 2011



*Three main goals of the workshop are for participants to become **more effective teachers, stronger candidates** for academic jobs, and **better prepared** future faculty members who will be able to make a quick and effective start in teaching and research.*

<http://serc.carleton.edu/NAGTWorkshops/careerprep2011/index.html>



Pursuing an Academic Career *Virtual Event Series*

- ❖ April 22, 2011 (Friday): **Developing Yourself as a Teacher: Teaching Philosophies, Teaching Styles, and Teaching Statements**, Leaders: Rachel Beane and Heather Macdonald
- ❖ May, 11 2011, (Wednesday): **Strategic Early Career Planning**, Leader: Rachel O'Brien, Allegheny College
- ❖ June 21, 2011 (Tuesday): **Faculty Positions: Exploring the Range of Possibilities**, Leaders from a variety of academic institutions.



Thank you!

❖ We're glad you were able to join us today.

❖ Please help us by completing an evaluation form at

http://serc.carleton.edu/NAGTWorkshops/careerdev/AcademicCareer2011/feb_eval.html