

# Start up at an R1 -

- Funding to cover
  - Analytical equipment/instrumentation (large and small things)
  - Anything you need to set up a lab/do your research (budget for everything - down to gloves, kimwipes, glassware, field gear).
  - Travel for field work and conferences
  - Super-computer time or time at other analytical facilities
  - Salary for a post-doc and/or graduate student and/or summer salary for graduate students.
  - Computers and data storage
  - Your own summer salary.
- Things you may need/want to negotiate
  - Your salary
  - Start date
  - Position for partner
  - Lab space, renovations
  - Relocation costs
  - Teaching release
  - Guarantee for MRI slot, other avenues for purchasing major equipment if it can't come off start up

# Negotiating your package at a PUI: better to ask & find out something is “included” than to assume it is

- Salary (“credit” for post-PhD teaching years)
- Equipment, materials, software, analyses + justification of **benefits to students**
- Lab/office renovations
- Travel to do field work / conferences + **student \$ for the same**
- Travel to potential field trip / teaching sites
- Student salaries: summer full-time and academic year part-time
- Publication costs, professional society memberships
- Ask HR about relocation costs
- Partner hire
- Course reduction first year
- Start date + start date of benefits
- Housing, childcare spot(s)

**Be sure to ask how long you have to spend the \$ ask for the maximum time!**

# Negotiating at 2YC

- Some places you can you get “credit” for past teaching to move up salary steps, at others everyone starts at the bottom.
- Ask HR about relocation costs
- Start date + start date of benefits
- Number of preps first year / course release
- Teaching-related workshop or conference registration / travel \$
- Teaching materials (samples, maps, software)

# Negotiating at Minority Serving Institution (including HBCUs)

All of the above and...

- If you are coming with a grant, is there something
  - that the institution can contribute to make your existing grant flourish at this new location
  - that your grant can contribute to existing student training grants at the institution
- Is research *really* supported (e.g. course releases)?
- Do you get a course release in the first year to be able to develop research/courses?
- Are there existing opportunities for developing integration of your research into camps/CURE opportunities/REUs, etc.?
- Is there a point of contact for assisting with pre-tenure reviews/classroom evaluations or does that need to be done by me?
- With whom are there existing MOUs for the department/University?
- Is there an opportunity for Indirect Recovery Costs?

# Negotiating a non-TT job

- Salary!
- Don't expect startup funds unless research is part of your job description
- You can likely negotiate start date and maybe work hours
- Ask about what your office will be (e.g., will you get your own office) and any other details about your day-to-day, including professional development opportunities
- Check with HR about standard benefits like relocation costs, vacation benefits, maternity/paternity leave, etc.
- If there's anything you NEED for your success (like a particular computer or software), be sure to ask and maybe include it in your offer letter