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