

Negotiating With Department Heads and Deans

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Start-up Costs

- Start-up Numbers-know the market for school
- \$400K-\$850K-depends on your field and school
- Recent offers (2009-present)
 - Chem: \$790K start-up top 50 school, \$\$\$ urban area
 - Chem: \$850K start-up top 70 school, \$\$\$ urban area
 - Chem: \$660K start-up top 70 school
 - Chem: \$420K start-up top 100 school
 - Chem: \$400K start-up top 100 school
 - Biomed: \$400K start-up top 20 school
 - Biomed: \$600K start-up top 10 school

The Details of the Offer are Important

- How many months of summer salary are covered? 4 months is pretty typical-6 months is possible and worth pushing for in this climate
- Renovation of Space?
- Equipment use free?
- Up to \$1M in renovation, so \$100K-\$1M
- TAs? RAs?

Salary

- Salary--\$65K-\$80K/9months
- geography matters
- science (e.g. \$65K-\$70K) vs. engineering (\$80K)

What to Get In Writing

- Start-up Amount-details on restrictions on spending or hopefully the money is fully discretionary
- Salary--\$ amount/9months
- How many months of summer salary are covered?
- Space-renovated or not, research and office
- Equipment
- Teaching Load-maybe what you will teach?
- Time off from teaching-1 semester is typical-take the 2nd semester-not the first
- Moving Costs

Things that could be difficult or things to watch out for, etc.

- Time for space renovation
- Exact space-domino issues
- Restrictions on your start-up
- Student support-real money, fake money, and guarantees
- How many months can I pay myself summer salary? What are the restrictions? Can I use Start-up
- Know and understand the tenure clock
- Sabbaticals
- Negotiation to a fault
- “small school” negotiations
- Who has the power to decide and on what?

Things that could be difficult or things to watch out for, etc.

- Credit on tenure clock
- Rank higher than assistant professor
- Joint appointments