Negotiating Your Start Up Package:

Overview

What goes into an overall package?

- Start-up funds (supplies, personnel, equipment)
- Lab space
- Salary/Compensation
- Benefits (e.g. health insurance, retirement)

All the other stuff…

- Release time
- Summer salary support
- Teaching load requirements; teaching assistants
- Service requirements
- Tenure clock, contract renewal dates, start date
- Graduate program affiliations
- Salary and compensation
- Moving expenses
- Housing assistance
- House-hunting visit
- Day care
- Parking
- Salary advance
- Spouse/partner appointments or other dual-career couple issues
- Individual institutional issues

All items and customs vary widely by institution
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Know what you *MUST* have *BEFORE* you interview

- Make a full list of what you need (access vs in lab)
- You can be more aware during interview process and ask questions of future colleagues (vs. chair)

Gather information *BEFORE* the interview

- Find out what is the range for your research area and the position (varies widely across institutions and area)
- Get examples and feedback on your list and estimated costs of equipment

Gather information *DURING* the interview

- Find out what is available in shared space and labs
- Ask about “typical situations”
- Get a sense for what *cannot* be negotiated (what might be simply out of the control of the chair)
- Seek clarification for how resources are allocated (e.g. start up allocation, timeframe, GRAs vs TAs, renovations)
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“One of the major keys to becoming successful for a new faculty member is to have sufficient resources at the beginning to start and maintain a lab and to ensure time to gather data in support of grant proposals and apply for funding.”

Advice from Burroughs Wellcome Fund

Decide if you can succeed in that department and MIGHT accept the offer. The negotiation process is a detailed conversation about how you will succeed.

Re-evaluate and prioritize your start-up requests.

Prepare a public list of equipment, space, personnel, etc.

→ Make a private prioritized list of what is a deal-breaker without which you will fail, what is a priority, and what you are willing to give up

→ Be prepared to provide rationale for what is critical for your success and why items have to be in lab vs shared
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Information is CRITICAL: know the players, know the drivers and constraints, know what you need

Getting to Yes: Negotiating Agreement Without Giving In
by Roger Fisher (Author), William L. Ury (Author), Bruce Patton (Author)

Never Split the Difference: Negotiating As If Your Life Depended On It
by Chris Voss (Author), Tahl Raz (Author)