

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)