Job Offer and Negotiations

Are you considering the position? Under what conditions would you accept?

- Salary
    - Base (#-Term)
    - Summer (% of base salary)
    - Supplement (pre-appointment)
- Expectations for Tenure
    - Research Productivity (2 pubs/year; 4 pubs/year)
    - Teaching Load (2:2; 3:3; 4:4)
    - Service (Protected earlier on, but what is the expectation after initial years?)
    - Outreach (mostly for land-grant institutions)
- Research Support
    - Internal funds for research (i.e., start-up package)
    - Course release (i.e., 2-3 reductions in courses during first few years)
    - Professional development and conference travel
    - Grant finding/writing support
    - GA/RA/TA Support (i.e., a student for 20 hours per week for 3 years)
- Start-up Costs
    - Moving Expenses
    - Home-buying trip
    - Mortgage Support
    - Seed Money for Research
- Partner Support
    - Search Support for Career Opportunities in New Context
- Childcare
    - Early learning center

Institution Name: State Flagship

Faculty Position: Assistant Professor, Administration of Higher Education

Area	Initial Offer	Counter Offer	Final	Rationale for Increase
Base Salary (X-term)	$80,500 (8-months)			
Summer Salary (1/X of base)	1/8 of salary "4 months of summer salary allocated over first three years"			
Teaching Load Course Release: Course buyout: %	2:2 throughout Two course reductions during first three years 20% of salary			
Research Start-up (One-Time)	35,000K			
ProDevo (Annual)	Lumped into start-up package			
GA/TA Support	20hrs/wk for 6 terms			
Relocation Support Home Buying Visit Mortgage Support	$10,000 2 visits paid for family Unknown			
Start Date	Sept 1 / Aug 1			
Tech & Office Supply				
Spouse/Child Benefits Partner Hiring Support Childcare	-Tuition benefits for both -Support partner search process -University daycare not available			