

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	2:2 throughout			
Course Release:	Two course reductions during first three years 20% of salary			
Course buyout: %				
Research Start-up (One-Time)	35,000K			
ProDevo (Annual)	Lumped into start-up package			
GA/TA Support	20hrs/wk for 6 terms			
Relocation Support	\$10,000			
Home Buying Visit	2 visits paid for family			
Mortgage Support	Unknown			
Start Date	Sept 1 / Aug 1			
Tech & Office Supply				
Spouse/Child Benefits	-Tuition benefits for both			
Partner Hiring Support	-Support partner search process			
Childcare	-University daycare not available			