

## **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			