

## Negotiations

1. Salary
2. Lab space for my extra computers?
3. Office space
4. Technology
  - a. Three computers (\$7000)
    - i. Non-networked computer (windows)
      1. Needed for archival data
      2. \$2000
    - ii. MacBook pro laptop (replace every 5 years)
      1. \$3000
    - iii. Networked office computer (windows)
      1. \$2000
  - b. Computer accessories (\$1500)
    - i. Two external hard drives (one for non-networked, one for networked)
      1. \$300
    - ii. Four monitors (two for non-networked, two for office computer)
      1.  $\$300 \times 4 = \$1200$
5. Software (\$1000/year)
  - a. SPSS ( $\$100 \times 3 = \$300/\text{year}$ )
  - b. MPlus? (\$900)
  - c. Grammarly? (\$144/year)
6. Research start up money
  - a. \$30,000 for participant compensation (e.g., surveys)
  - b. Need ideas for this \$ and future grants
    - i. Seed funding for grant funding (and be specific on mechanism, such as NIOSH/NSF/NICHD)
    - ii. Pursuing NSF CAREER award (in second year)
    - iii. NIOSH (Total Worker Health), small grants/exploratory grants
7. Teaching load
  - a. 2-1 for first two years (find out teaching load and reduce by 1)
8. # of preps before tenure
  - a. 2 preps in first 3 years
  - b. Identify top choice and be specific
9. Summer funding for first three years? (settle for two)
10. Moving \$ (include cost from moving company)
  - a. \$8,000-\$12,000
11. Research assistants/post-docs
  - a. 1 research assistant for three years
12. \$5,000/year for conferences

### Notes:

1. Be specific.
2. Why do I need each?

3. Look up publicly available salaries of current faculty members in the department