

My Story and Negotiating for that Faculty Position

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Who is in the room?

- › Name
- › Research Topic for GloCal
 - › 1 sentence
- › Burning question about faculty jobs

Types of faculty positions

- Trainee
 - Postdoctoral fellow
- Professor series
 - Assistant Professor (state funds)
 - Assistant Professor in Residence (non-state funds)
- Other possibilities:
 - Lecturer series (all teaching)
 - Professional research series (no teaching)
 - Adjunct series (part time)

Salary Negotiation (1)

- ▶ First thing and early on
 - ▶ Initial salary affects entire career
 - ▶ Salary usually slowly moving ship
 - ▶ So start high
 - ▶ At UCI low is 51K
 - ▶ Does not have to be equitable
 - ▶ Only get more if you ask for more
 - ▶ Justify your step (pubs, grants, time as postdoc)

Salary Negotiation (2)

- ▶ Use data:
 - ▶ Nationally
 - ▶ Big range between institutions
 - ▶ Compare with national averages
 - ▶ Mean Asst UCI 86K
 - ▶ NYU 109K
 - ▶ Campus data
 - ▶ Usually only public schools
 - ▶ UCI Asst prof 14K to 246K

Salary Negotiation (3)

- ▶ Outside offer letters
 - ▶ Increases your academic value
 - ▶ Best case
 - ▶ Match the offer or go beyond and give perks
 - ▶ Worst case
 - ▶ They tell you to take the offer

My Academic Story

- UCI BS, UCLA MPH, Hopkins PhD
- Postdoc UCLA/UCSD
 - Higher salary to go above NIH cap
 - Non federal funds
- UC Irvine lecturer PH
- UC Irvine asst prof PH
- UC Riverside asst prof SOM



Reflections

- ▶ Get everything in writing
 - ▶ Your signed offer letter is a legal contract
- ▶ Interviewing takes lots of time
 - ▶ Schedule during low teaching/travel
- ▶ Grants make a huge difference
 - ▶ Currency of negotiation (annually)
- ▶ Keep leadership at your school informed

Practice

Dear Dr. (Your name here)

Congratulations! We are pleased to offer you a faculty appointment at the University of (Your Dreams). We have targeted your start date is August 2018 and your starting salary is \$100,000.

Please sign (on the dotted line) if you agree.

References

- Navigating your first tenure-track academic position: <http://diverseeducation.com/article/68637/>
- Chronicle national faculty salaries: <https://data.chronicle.com/category/sector/1/faculty-salaries/>
- UC Campus salaries: <https://ucannualwage.ucop.edu/wage/>
- Chronicle-Negotiating in academia: <https://pseupdate.mior.ca/links/go/3506/>
- Invisible labor of Minority professors: <http://www.chronicle.com/article/The-Invisible-Labor-of/234098>
- Service imbalance by gender: https://link.springer.com/article/10.1007/s11162-017-9454-2?wt_mc=Internal.Event.1.SEM.ArticleAuthorOnlineFirst

Questions

- Q&A
 - a real offer letter?

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