



Preparing for a Negotiation about the Terms of a Faculty Appointment: A Simulation by Richard Greissman is licensed under a [Creative Commons Attribution-NonCommercial-ShareAlike 4.0 International License](https://creativecommons.org/licenses/by-nc-sa/4.0/).

Role of the Department Chair

Your negotiation with your new colleague will cover a range of salary and start-up issues, including:

- her salary
- her moving expenses
- her office space and equipment
- her lab space and equipment
- her professional travel allotment
- her first-year teaching load

Here are your negotiation parameters:

- salary
 - The Dean has authorized \$68,000.
- moving expenses
 - The Dean has authorized \$4,000
- office space and equipment
 - The Dean is willing to cover the cost of a high-end MAC computer
- lab space and equipment
 - The Dean has authorized \$650,000 with the understanding that the chair and her colleagues will help the faculty person seeking any additional funds through extramural grants and a university competition that provides equipment funds to new faculty in the second or third year of a tenure-track position.
- a professional travel allotment
 - the travel allowance has been reduced to an annual allotment of \$5,000 per faculty person.
- first-year teaching load
 - the standard teaching load in the department for all faculty is 3 courses per academic year (fall and spring semesters). New tenure-track faculty are offered a reduced first-year teaching of 2 courses. Previous hires have assumed a regular teaching load (3 courses per year) as of their second year of service.