



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 Faculty Candidate

You have a job offer from the chemistry department of the flagship public university in a mid-western state. The department chair and her colleagues appear excited about the prospect of having you join the unit's faculty. You are about to complete a three-year postdoc at a prestigious university and, by all accounts, you are ready to hit the ground running.

The department has 30 faculty members who are either tenure-track or tenured faculty. And, while the department chair is a woman, she is only one of four tenured faculty persons. There are two tenure-track female faculty. You can assume that the chair is eager to hire you.

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

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

You've done your homework on each of the above issues and have a plan as follows:

- salary
 - the 2 tenure-track female faculty have been on the faculty for 3 & 4 years respectively. Their current salaries are \$74,000 and \$76,000.
 - a recently tenured female faculty person has a current salary of \$82,000.
 - starting salaries in chemistry departments at comparable institutions range from \$68,000 to \$75,000.
- moving expenses
 - You have determined that you'll need \$5,000 to move your household from the West Coast, where you've been pursuing postdoctoral training, to your new location.
- office space and equipment
 - In your visit to the university for the campus interview, you noticed that most of your colleagues have WINDOWS computers in their offices, but you've been a MAC user for years and you don't want to switch to a WINDOWS computer. You depend on applications that are, in large part, MAC-based, but you know that the cost of a MAC set-up will be considerably more costly than a comparable WINDOWS package.
- lab space and equipment

- You have determined that you'll need \$750,000 worth of equipment to establish a fully-functional lab. However, advice from colleagues and mentors suggests that you could build your lab over 3 years: \$400,000 in year 1; \$200,000 in year 2; and \$150,000 in year 3.
- professional travel allotment
 - You've learned from some of your new department colleagues that travel funds are tight. The chair has had to reduce the per faculty allotment in the face of a recent budget cut. This concerns you because you know that some of your work will involve travel to other labs to work with research collaborators. Travel in the first few years will be especially important. You hope to receive \$7,000 per year in the first 2 years.
- your first-year teaching load
 - You love to teach but know that setting-up your lab and running initial experiments to generate data for publications will be very time-consuming in the first 2 years. Furthermore, you hope to have ample time to prepare and submit grants. Colleagues and mentors have advised you to ask for reduced teaching loads in your first 2 years.