

The Job Offer

Key Things to Remember

- Negotiate an offer before accepting an offer.
- Figure out who has the power to negotiate the terms of the offer.
- Make a list of what you want.

Things to Negotiate

- Salary
- Summer Salary
- Start-Up Funds
- Travel Money
- Computer Equipment
- Moving Expenses
- Number of Courses Taught
- Number of Different Courses Taught
- Spousal Hire/Job Search Assistance
- Benefits

Salaries

- Salary increases are not keeping up with the rate of inflation. Many professors' salaries are therefore declining relative to the cost of living. It is important then to negotiate the highest base salary possible.
- There is no “typical” salary in sociology.
 - Salaries vary greatly by professor rank, reputation, time since last job offer, and by school rank.

Salary Data from the ASA

**Table 2: Average Annual Salaries of Sociology Faculty by Rank in 2011 Constant Dollars,
AY 2005/2006 - AY 2011/2012**

Year	Full Prof.	% Chg	Assoc. Prof.	% Chg	Assist. Prof.	% Chg	All Faculty Ranks	% Chg	Inflation
2005/2006	\$92,724	N/A	\$68,994	N/A	\$57,034	N/A	\$73,535	N/A	3.4%
2006/2007	\$93,399	0.7%	\$68,997	0.0%	\$57,280	0.4%	\$73,872	0.5%	3.2%
2007/2008	\$95,401	2.1%	\$70,287	1.9%	\$58,414	2.0%	\$74,917	1.4%	2.9%
2008/2009	\$93,827	-1.6%	\$69,936	-0.5%	\$57,825	-1.0%	\$73,809	-1.5%	3.8%
2009/2010	\$95,838	2.1%	\$70,664	1.0%	\$58,642	1.4%	\$75,235	1.9%	-0.4%
2010/2011	\$94,898	-1.0%	\$69,931	-1.0%	\$58,358	-0.5%	\$74,524	-0.9%	1.6%
2011/2012	\$92,436	-2.6%	\$69,558	-0.5%	\$57,629	-1.2%	\$73,503	-1.4%	3.2%
Overall % Chg		-0.3%		0.8%		1.0%		0.0%	

Source: <http://www.asanet.org/research/ASAFacSalary2011-12.pdf>,
downloaded 4 November, 2012

Salary Data from the ASA: Newly Hired Assistant Professors

Table 3: Average Annual Salaries of New Sociology Assistant Professors in Current and in 2011 Constant Dollars, AY 2005/2006 - AY 2011/2012

Year	Current \$	% Chg	2011 <u>Constant \$</u>	% Chg
2005/2006	\$47,294	N/A	\$54,471	N/A
2006/2007	\$49,735	5.2%	\$55,493	1.9%
2007/2008	\$52,446	5.5%	\$56,897	2.5%
2008/2009	\$53,081	1.2%	\$55,457	-2.5%
2009/2010	\$54,574	2.8%	\$57,220	3.2%
2010/2011	\$55,614	1.9%	\$57,369	0.3%
2011/2012	\$55,637	0.0%	\$55,637	-3.0%
Overall % Chg		17.6%		2.1%

Salary Data from the ASA: Public vs. Private Institutions

Table 4: Average Annual Salaries of Sociology Faculty at Private and Public Institutions by Rank in Current and in 2011 Constant Dollars, AY 2010/2011 - 2011/2012

PRIVATE INSTITUTIONS

<i>Faculty Rank</i>	Current Dollars			2011 Constant Dollars		
	<i>AY 2010/2011</i>	<i>AY 2011/2012</i>	<i>% Chg</i>	<i>AY 2010/2011</i>	<i>AY 2011/2012</i>	<i>% Chg</i>
Full Professor	\$91,994	\$90,165	-2.0%	\$94,898	\$90,165	-5.0%
Assoc. Professor	\$69,668	\$71,399	2.5%	\$71,867	\$71,399	-0.7%
Assist Professor	\$57,698	\$58,395	1.2%	\$59,519	\$58,395	-1.9%
All Faculty Ranks	\$72,933	\$73,419	0.7%	\$75,235	\$73,419	-2.4%

PUBLIC INSTITUTIONS

<i>Faculty Rank</i>	Current Dollars			2011 Constant Dollars		
	<i>AY 2010/2011</i>	<i>AY 2011/2012</i>	<i>% Chg</i>	<i>AY 2010/2011</i>	<i>AY 2011/2012</i>	<i>% Chg</i>
Full Professor	\$91,995	\$93,687	1.8%	\$94,899	\$93,687	-1.3%
Assoc. Professor	\$66,818	\$68,658	2.8%	\$68,927	\$68,658	-0.4%
Assist Professor	\$55,919	\$57,168	2.2%	\$57,684	\$57,168	-0.9%
All Faculty Ranks	\$71,873	\$73,549	2.3%	\$74,142	\$73,549	-0.8%

Assistant Professor Salaries by School Rank

- Top Ranked R1: \$72,000-90,000
- Other R1: \$60,000-65,000
- Liberal Arts: \$50,000-55,000

Start-Up Funds

- Computers
- Travel Money
- Books, Association Fees, Subscriptions
- Research Assistants
- “Summer Salary”

These funds can range form 0-\$100,000!

Computer

- This will either be provided for you or...
...you will be give from \$2,500 to \$5,000 to spend.

Travel

- Travel is expensive!
 - It is difficult to attend a major conference for much less than \$1,000, even if you share a room.
- You will be given \$500 to \$1,500 for travel
 - or else travel expenses may be part of your overall start-up fund.

Summer Salary

- This is either 1-2 months and can be offered either for 1 year or several years.

Typical Teaching Loads: Data from the ASA

TABLE 2. CALCULATED COURSE LOADS FOR PERMANENT FACULTY IN SOCIOLOGY PROGRAMS, 2001 AND 2007

	MEANS		MEDIAN	
	2001	2007	2001	2007
Research I	3.31	3.80	3.00	3.20
Research II	3.40	4.47	3.15	4.12
Doctoral I	3.24	4.82	3.04	4.98
Doctoral II	5.14	6.25	5.00	5.94
Masters I	5.76	7.41	5.16	7.27
Masters II	8.26	7.72	6.33	6.22
Baccalaureate I	4.64	5.84	4.44	5.17
Baccalaureate II	7.26	8.10	5.96	7.82
ALL PROGRAMS	5.72	6.38	5.00	6.33

Source: ASA Department Survey, 2001 and 2007

Typical Teaching Loads: Semesters vs. Quarters

Type of Institution	Semesters	Quarters
Research-intensive university	2-1 or 2-2	2-2-1 or 2-3-0
Other doctorate-granting university	2-2 or more	2-2-2 or more
Masters-granting university	4-4	3-3-3
Liberal arts college	2-2 or 2-3	2-2-1 or 2-2-2
Community college	4-4	3-3-3

The difference between the semester system and the quarter system can be **HUGE**.

Course Relief

- You can usually get a couple of courses off your first year and one more off before tenure.

This is really, really, really important!

- You can also try to negotiate the number of different courses you teach – the number of “preps” – over the first few years.

Moving Expenses

- This can either be a set amount, typically \$5,000 to \$10,000.
- Or they may pay for all of your moving expenses – or part of them.

Housing (in Expensive Markets)

- The school may help with a loan.
 - It may be able to provide a forgivable loan.
 - It may provide a partial down-payment.
- There may be below-market housing available.
- There may be temporary housing available.

Start Date

- You may be able to negotiate a mid-year starting date.
- You may be able to negotiate to start your faculty job after your post-doc ends.

Tenure

- If you come to a job from a post-doc or another job you can often ask to “reset your tenure clock.”
- If you have small children you should also see if you can get some parental leave. This can sometimes be tricky to negotiate.
- Get the tenure requirements stated as clearly and concretely as possible.

What about your partner?

- You may be able to get the university to help your partner find employment.
- The university may be able to offer either temporary or permanent employment.

How to strengthen your position

- There is almost always room for negotiation.
- Ask for what you want!
- Be clear and concrete.
- Get other offers!

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The Key to Negotiating: Know Your BATNA

What is your **BATNA**?

BEST

ALTERNATIVE

TO A

NEGOTIATED

AGREEMENT



BATNA Lessons

- BATNAs can be used to make stay-or-leave decisions in negotiations.
- BATNAs should be used to judge the quality of agreements (not just your BATNA, but their BATNA too).
- Identify your BATNA in advance.
 - The more concrete the better.
 - Avoid the aggregation bias.

The Other Party's BATNA

- Estimate the other party's BATNA
 - After the negotiation, can you write down which issue was most important to him/her?
- How do you uncover the other party's BATNA?
 - Take the other party's perspective.
 - Ask other people in the department what's important to the school/department/chair.



Seeing the Big Picture

- Never negotiate one issue at a time.
- Instead, offer packages – combinations of negotiating items that benefit you AND the other party.
 - Doing this creates value – it generates integrative solutions, which expand the pie rather than getting more of it for yourself.