



COMMON ISSUES TO RESEARCH AND EVALUATE BEFORE ACCEPTING A FACULTY JOB OFFER

Salary

- ◆ State salaries are public record
- ◆ www.bls.gov/oco
- ◆ <http://jobstar.org/tools/salary/sal-prof.php>
- ◆ www.salary.com
- ◆ chronicle.com/stats/faculty.htm
- ◆ www.higheredjobs.com/salary/
- ◆ <http://chronicle.com/stats/aaup/>

Scholarly Societies, such as:

- ◆ MLA: www.mla.org/mla_recommendation_o
- ◆ AHA: www.historians.org/info/DataFiles/Salaries0607.cfm,
- ◆ www.historians.org/info/AHA_Data.cfm#salaries

Cost of living: what will the salary buy you?

- ◆ http://swz.salary.com/costoflivingwizard/layoutscripts/coll_start.asp
- ◆ <http://cgi.money.cnn.com/tools/costofliving/costofliving.html>
- ◆ <http://www.bestplaces.net/COL/>

Other hidden costs

- ◆ Taxes, commuting, etc.
- ◆ Relocation assistance
- ◆ Trips to look for housing
- ◆ Assistance looking for housing
- ◆ Moving expenses – how much will it cost you to move?

Start date

- ◆ Especially if you are ABD

Benefits plan (may not be negotiable if a standard plan)

- ◆ Medical, dental, vision, life?
- ◆ Premiums?
- ◆ Will it cover dependents?
- ◆ Retirement plan
- ◆ Pension or 401K?
- ◆ Employer contributions?
- ◆ Vacation/sick days
- ◆ How long until you can receive these benefits

Additional perks

- ◆ Childcare
- ◆ Conference travel
- ◆ Flex time, schedule, and work from home
- ◆ Health club memberships
- ◆ Career trajectory and advancement
- ◆ Evaluations and performance measurement
- ◆ Tuition reimbursement
- ◆ Parking

Domestic partner assistance/hiring

- ◆ Especially if in a remote location or if you are a highly desirable candidate. Search for each institutions you apply to.
- ◆ Example: <http://www.provost.illinois.edu/communication/index.html>

Workload/Number of classes

- ◆ TA/RA support
- ◆ Summer support
- ◆ Semester leave
- ◆ Advising and committee expectation

Tenure path

- ◆ Requirements and process
- ◆ Years and when they start (“tenure clock”)
- ◆ Family-leave policies while trying to achieve tenure
- ◆ Start-up packages
- ◆ Office and laboratory space
- ◆ Research and travel budget
- ◆ Computers/software/other supplies

Academic Job Negotiation Resources at:

- ◆ “The Academic Job Search Process: Looking for Vacant Positions and Preparing Application Materials”
www.grad.uiuc.edu/CareerServices/AcademicJobs/Offers/OffersHome.html
- ◆ Babcock, Linda and Sara Laschever, *Women Don't Ask: Negotiation and the Gender Divide* (Princeton: Princeton University Press, 2003), www.womendontask.com
- ◆ Bryant, Rebecca and Amber Marks. “Go Ahead, Hagggle,” *Chronicle of Higher Education*, November 8, 2005, chronicle.com/jobs/2005/11/2005110801c.htm
- ◆ Golde, Chris. “After the Offer, Before the Deal: Negotiating a First Academic Job” *Academe* 1:44-49, www.aaup.org/publications/Academe/1999/99jf/GOL_JF99.HTM
- ◆ Pinkley, Robin L. and Gregory B. Northcraft, *Get Paid What You're Worth* (New York: St. Martin's Press, 2000).
- ◆ Wilson, Robin. “For Love, Not Money: In high-cost urban areas, many professors are having a tough time leading a comfortable middle-class life.” *Chronicle of Higher Education*, September 14, 2007, chronicle.com/weekly/v54/i03/03b03601.htm