

Negotiation Strategies for Scientists

Debra Behrens, PhD

Job Offer

Topics

- The Basics
- Strategies of Successful Negotiators
- Employer Perspective
- Salary Information
- At an Impasse? How to move forward
- Closing the Deal

Negotiation Basics- 5 steps

- 1 Conduct your research (job, organization, salary)
- 2 Make a list /priorities in rank order
- 3 Identify deal breakers
- 4 Determine areas of flexibility, compromise
- 5 Inventory your strengths, remind employer of the value you offer

Timing - When to start negotiating

Salary Information

Salary Information

Sciencemagazine.org

Nature jobs salary survey

The AAUP publishes an annual salary survey in the March-April issue of *Academe* (<http://www.aaup.org>).

The American Chemical Society annual salary survey, in the magazine *Chemical & Engineering News*(<http://pubs.acs.org>).

The Association of American Medical Colleges publishes an annual salary survey that contains data for professors at U.S. medical schools(<http://www.aamc.org>).

Negotiation by Sector

Academia

Private Industry

Public Sector/Government

Contract/part time jobs Negotiables?

This will vary....

Job title/assignment

Salary

Prof Dev

Start date...

Employer perspective

Gender and Negotiations

Linda Babcock (Professor of Economics at Carnegie Mellon) and author of *Women Don't Ask: Negotiation and the Gender Divide*

Make your value visible

- *Anticipate challenges*
- *Make it easy for the other person to say yes.*
- *Pay attention to the other party's face.*

Compare Potential Offers

Sources of Leverage

Yes, money is a big issue.....

- It isn't the only issue













FACTOR	OFFER A	OFFER B	OFFER C
Company Reputation/Stability			
Co-workers/Project Team			
Health Insurance			
Job Responsibilities			
Location			
Opportunity for Advancement			
Overtime			
Paid Vacation			
Pension/Retirement			
Relocation			
Salary			
Signing Bonus			
Stock Options			
Supervisor			
Training/Professional Development			
Travel			
Tuition Reimbursement			

100 Best Companies

FORTUNE

Subscribe to
FORTUNE Magazine
[CLICK HERE](#)

-  **Google** G00G, -0.69%
Mountain View, CA
Information Technology
-  **The Boston Consulting Group** PRIVATE
Boston, MA
Professional Services
-  **ACUITY** PRIVATE
Sheboygan, WI
Financial Services & Insurance
-  **SAS Institute** PRIVATE
Cary, NC
Information Technology
-  **Robert W. Baird** PRIVATE
Milwaukee, WI
Financial Services & Insurance
-  **Edward Jones** PRIVATE, PARTNERSHIP
St. Louis, MO
Financial Services & Insurance
-  **Wegmans Food Markets** PRIVATE
Rochester, NY
Retail
-  **salesforce** CRM, -0.13%
San Francisco, CA
Information Technology
-  **Genentech** RHHBY, -1.2%
South San Francisco, CA
Biotechnology & Pharmaceuticals
-  **Camden Property Trust** CPT, -0.82%
Houston, TX
Construction & Real Estate

FEATURES



Welcome to the Twitterloin, where tech-savvy cool meets gritty hood



Acuity's worker loyalty could outlast a zombie apocaly



The best employers in the U.S. say their greatest tool is culture



Google's 10 things to transform your team and your workplace



Why employees love staying at Marriott

How to respond to a low offer?

What about department/division level items that aren't within the offer letter?

“I don't recall offering you that lab space!!”

In Summary

- Research the salary ranges
- Gauge your relative status
- Rank order your priorities
- Call future colleagues
- They will not simply “Pull the Offer”
- Get it in writing (FedEx) before withdrawing elsewhere

Final Word

- Questions?
- Thank you!
- dbehrens@berkeley.edu