Evaluating Offers & Negotiating

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Career Self-Management Competencies

1. Know yourself (interests, skills, and values). Communicate convincingly about your transferable skills and strengths.

2. Able to name the specific type of jobs you are looking for within specific industries and understand the qualifications and typical career paths.

3. Keep up with discipline/industry trends. Continue to develop required skills.

4. Effectively build, maintain and utilize your professional network at all stages of your career. Use it for gaining information, job search assistance, and identifying opportunities.

5. Manage a professionally branded and effective online presence.


7. Able to draft, edit and tailor documents (CV, resume, cover letters, email correspondence, letters of acceptance and decline...).

8. Master the art of effective interviewing.

9. Able to effectively negotiate and accept/decline offers.

10. Accepts responsibility for ongoing career and professional development. Maintains positive mindset and demonstrates resilience.
UMd Career Services

• University Career Center & The President’s Promise
  • Careers4Terps (C4T)
  • workshops, panels, networking events, fairs
  • appointments with me through C4T

• Engineering Co-Op & Career Services
  • Careers4Engineers
  • walk-in 8:30-4:15
  • workshops, events, fairs
  • must upload and have an approved resume/CV

• Robert H. Smith School of Business Career Services

• School of Public Policy Career Services
Today’s take-aways:

1. Increase your knowledge of what is negotiable
2. Provide a method for evaluating job offers
3. Go over basic steps of the salary negotiation process
4. Q&A
Table Conversation #1:

1. What about receiving, evaluating and responding a job offer concerns you?

2. When you receive an offer, what is negotiable?
What’s negotiable?

- Relocation or Travel Reimbursement, Housing and/or travel to find housing
- Start Date
- Salary
- Flextime or Telecommuting
- Stock Options
- Bonuses (Signing or Annual)
- Professional Development Opportunities
- Teaching Requirements and Research Leave
- Service Commitments
- Start up Package
- Pre-tenure leave, time to tenure
W.I.N. What's Important Now
Evaluating an Offer Activity

1. Complete the worksheet to clarify what do you need and want from your next career opportunity.

Questions for discussion:

a. What was it like to write down your responses?

b. What did you realize or learn by doing this?
Learn to professionally...

• Withdraw your application at any point in the process
• Decline an offer immediately or after a failed negotiation
• Negotiate
• Accept an offer
Table Conversation #2

What about negotiating your salary and benefits gives you anxiety?
Why Does Your Starting Salary Matter?

- Subsequent raises are based on percentage of your starting salary, and the next, and the next.
- After controlling for many variables, research has proven that one year out of college, women working full time are already paid significantly less than men.
- Equal pay is a FAMILY issue, not just a women’s issue.
Research shows that:

- 55% of women vs. 39% of men are apprehensive about negotiation
- 30% of women vs. 46% of men always negotiate
- 50% of millennials did not negotiate for any part of their compensation in their current job; and 79% didn’t negotiate in first jobs
- 66% reported not knowing how to ask for more
In 2015 Salary.com found that:

- The vast majority—80 percent—of the employers we surveyed said they are not upset or offended when jobseekers negotiate.
- 57 percent of HR personnel expect people to ask for more when presented with a job offer.
- 48 percent expect their employees to ask for a raise at least once a year.
How to deflect during interview.

Deflect discussing salary until you have a job offer.

“I’d rather talk about salary after I’ve received a job offer”.

“Let’s see if I am a good fit before discussing salary”

“I hope and expect my salary would line up with market rates in this region.”
Salary Negotiation Steps

1. Know your VALUE (Skills, experience, successes)
2. Develop a REALISTIC BUDGET
3. Benchmark your Salary
   a. Research and find the correct job title
   b. Find the salary range and establish TARGET
   c. Identify BOLSTERING RANGE
   d. Calculate take-home pay
   e. Determine BOTTOM LINE salary you are willing to accept
   f. Factor in Benefits and identify others that make the offer more enticing.
4. Negotiate
5. Finish things up in writing.
Research & Find Right Job Title

• In Salary.com start with key word
• Look at suggested titles & find right level based on job description
• Consider how you match the position (or exceed or not quite—but that is OK)
• Notice the MEDIAN and range
• use correct location

Complete the rest of the Benchmarking Steps
Research and Development Associate II Job Description

The following is a full job description for Research and Development Associate II. Here are the requirements and responsibilities for Research and Development Associate II along with statistics. If after reading this page you determine that Research and Development Associate II is not the position you are looking for, you may want to try one of these similar titles: Research and Development Associate IV, Research and Development Associate III, Research and Development Associate V, Research and Development Associate I, Clinical Research Associate II, Research and Development Manager, Research and Development Engineer, Research and Development Director, Top Research & Development Executive

Requirements and Responsibilities For Research and Development Associate II

Participates in research and development activities. Utilizes established mathematical and scientific techniques to compile and analyze data. Writes technical reports detailing procedures, outcomes, and observations. Requires a bachelor's degree and 2-4 years of experience in the field or in a related area. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. A certain degree of creativity and latitude is required. Works under general supervision. Typically reports to a supervisor or manager.

FREE SALARY DATA  PURCHASE THE FULL REPORT

Also Referred to as: Intermediate Level Research and Development Associate, Research and Development Associate II

Similar Jobs: Research and Development Associate IV, Research and Development Associate III, Research and Development Associate V, Research and Development Associate I, Clinical Research Associate II, Research and Development Manager, Research and Development Engineer, Research and Development Director, Top Research & Development Executive

Level of Education: Research and Development Associate II Salaries with a Bachelor's Degree, Research and Development Associate II Salaries with a Master's Degree or MBA, Research and Development Associate II Salaries with a JD, MD, PhD or Equivalent
Salaries for Research and Development Associate II with a Master's Degree or MBA

According to our 100% employer reported salary sources the median salary for a Research and Development Associate II with a Master's Degree or MBA is $56,238 - $60,301. This is based on schools with a fair reputation and degrees with a moderate relevance. Of our users who report having the job title Research and Development Associate II 37% report having a Master's Degree or MBA. Please try our salary wizard to explore how other factors like relevance of your degree, school reputation, location, Years of experience and number of direct reports can impact your base pay and bonus.
Research and Development Associate II

U.S. National Averages

**Median Annual**: $58,690

- 10%: $44,424
- 25%: $51,222
- 75%: $65,887
- 90%: $72,438

**Your Projected Salary**: $55,904-$59,979
Things to factor into target:

• do you exceed requirements in the job description
• what is the local labor pool
• overall economic conditions of the area and cost of living
• specific conditions in that industry or career path
• occupational growth or decline scenario
• employer competition
Take-home Pay of the Target Salary- Use paycheckcity.com

Monthly take home pay = $3,327 monthly

$50K=$3,020/month

Let’s review the Worksheet...
Negotiation Strategies Overview

1. Deflect until you have an offer.
2. If you don’t get a starting salary in the offer, ask what it is and what the benefits are.
3. Get it in writing.
4. Listen carefully, ask questions. Be sure you have all the information.
5. Do not respond immediately. Thank them and ask for time to consider the offer.
You get an offer at or above TARGET SALARY (Yay)

1. Respond positively. Ask for time to consider. Look over the entire package carefully.

2. Ask questions.

3. Decide whether you want to negotiate further on salary or benefits or both

SEE TERP GUIDE PAGE 43 (HANDOUT)
You get an offer below your BOTTOM LINE...

1. Attempt to negotiate the salary upward.
2. Consider what benefits might bridge the gap.
3. Practice your negotiation strategy and anticipate employer reactions
4. Negotiate
5. If you cannot negotiate an offer above your bottom line you may need to consider whether this job meets your needs.
6. Always keep it positive! Always express enthusiasm for the position. Use “we” rather than “I”
Activity: Salary Role Play

In pairs work through the script on the handout. Practice both roles.

Negotiation starters:

• Do you have any flexibility on the starting salary number?
• Thank you for the offer. Based on my research, I was thinking of a starting salary in the range of [Negotiation Range]
• Based on my prior experience and skills, I believe an additional $____ would be fair.
Negotiation NO NOs

• Unfounded, unrealistic salary expectations. Do your research.
• An aggressive, contentious attitude toward offer & negotiations - remember you might be working with them.
• Do not accept an offer in writing and then back out. It is UNPROFESSIONAL!
Practice, Practice, Practice

1. Talking comfortably and calmly about your qualifications and the position
2. Finding and using salary data
3. Figuring out your budget scenarios
4. Asking questions about an offer
5. Fully evaluating starting salary and benefits
6. Starting the negotiation
7. Listening carefully and using “we” statements to respond to employer objections.
8. Responding in writing to wrap things up!
Power Stance

Amy Cuddy
Questions?

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