

# Negotiation Information For Applicants

## Background

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## Negotiation Do's

- Involve your advisors and mentors to seek their advice
- Express gratitude for the opportunity
- Research available data before negotiating
- Be professional throughout the negotiation process
- Understand the institution
- Prioritize your requests
- Frame requests as questions; adopt an open tone
- Be reasonable with your requests
- Know what you need to carry out your research
- Consider the big picture and the whole package

## Negotiation Don'ts

- Give personal explanations of why you would like a salary increase
- Negotiate without considering the mission and needs of the institution
- Assume that there is a "normal" for offers in your field
- Make a list of demands
- Negotiate one thing at a time
- Negotiate every small thing
- Negotiate quickly to close the deal
- Be confrontational

## Resources for Researching Faculty Salaries

### SIUE Specific Resources

Salaries of faculty at public universities are public record; published online often through a university system. When reviewing information on faculty salaries, it is important to remember some faculty members are on a 9 month contract while others are on a 12 month contract. These contract differences result in varying salaries. To review SIUE faculty salaries visit: <https://openpayrolls.com/university-college/southern-illinois-university-edwardsville>.

For information on SIUE's extra compensation policy, please review SIUE's Policy 1M1 Overload Compensation at <https://www.siue.edu/policies/1m1.shtml>.

### General Resources

- Chronicle of Higher Education Faculty Salary Information: [data.chronicle.com/](http://data.chronicle.com/)
- American Association of University Professors (AAUP) Faculty Compensation Survey: [insidehighered.com/aaup-compensation-survey](http://insidehighered.com/aaup-compensation-survey)
- Other general salary resources such as [glassdoor.com](http://glassdoor.com), [payscale.com](http://payscale.com), and [salary.com](http://salary.com).