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/
- American Association of University Professors (AAUP) Faculty Compensation Survey: insidehighered.com/aaup-compensation-survey
- Other general salary resources such as glassdoor.com, payscale.com, and salary.com.