How to Negotiate an Academic Job Offer

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Before / at interview

- Search Committee, or the “employer” – receives hundreds of applications (prepare well/carefully, make sure letter writers know you, update your website, do your homework about the department/school you’re applying to)
- Major criteria that should be met to be a successful candidate?
- What are the do's and don'ts of the job interview process - first interview, second interview (and third, if needed)?
- Two-body problem (when mention?)
After interview / job offer

- What leeway do you (representing the department) have to negotiate the offer?
- Can candidates negotiate salary levels, and at what point in the interview process?
- What about negotiating with the department for a better benefits package, space, equipment, discretionary funding?
- What should candidates be thinking about in terms of support for their research - at least until they can secure their own extramural funds?