

Negotiation Tips

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Do Not Be Seduced By A Title

- Titles are cheap
- Is this the right position at the right time?
 - Rank
 - Experience
 - Stage of Career
 - Career Goals
 - What else is on your plate?
- Responsibility without *authority* is a recipe for failure
- Responsibility without *resources* is a recipe for failure



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Understand the Position!

- Written position description
 - Metrics for success
 - *Framework for negotiating process*
 - Align realistic goals
 - Ensure resources
- Is this a new or existing position?
 - What happened to the last person in this role?



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Non-Negotiable Items

- Mentorship
- Scheduled, regular check-in meetings
- Clear expectations and goals



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What Can You Negotiate?

- Time
- Administrative support
- Programming resources (budget)---come with a plan
- Mentorship and leadership support for your plan
- Specific Items
 - Duration of initial appointment
 - What happens after initial appointment
 - Moving expenses



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