

The Art of Negotiation: How to get what you deserve in the academy

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Ndidiamaka N. Amutah-Onukagha PhD, MPH, CHES

Why do you need to negotiate?

- To get what you deserve
- To demonstrate your competency
- To set the tone for your time at the institution



Key steps in the negotiation process

Know your value...

- What do you bring to the position?
- What are your unique talents?
- Why are you the best person for the job?

Key steps in the negotiation process

Know your value...

- What is the going rate for your position?
- What are the other perks or parts of the package that are available to you?

Key steps in the negotiation process



Identify what you need

- What do you need to be successful?
- Protected time?
- Certain equipment?
- Personnel (i.e. graduate students, stats person)

Be strategic

Negotiating is like playing chess

- Protect your queen
- Don't be a pawn



Consult with your dream team



- Develop (and maintain) a dream team of mentors that can support you doing your academic journey
- Ask them for what they used during their own negotiation and tweak it for your own use
- Don't be afraid to ask them what is reasonable or unreasonable

Take your time to respond



- Timing is everything
- Make them sweat

Remove emotions from the response

- Read the response and then let it sit
- Write down your responses and then send them around to your mentors, other postdocs, and even your family!

How to respond to the initial offer

- What did your mentors say?
- What did other postdocs or tenure track faculty say?
- Keep in mind the considerations of your new position:
 - Housing
 - Moving expenses
 - Funds to set up your lab
 - Research costs
 - Conference funding

Setting up the negotiation conversation

- Practice your response
- Rehearse what you will say
- Create talking points and a structure for the call
- Talk less and listen more

After the conversation...

- Make your ask
- Be systematic
- Set a response time-frame
- Justify your responses



In conclusion...

- Ask for everything you want!
- Now is the time
 - Once you start in the position, you lose your leverage
- Do your homework and come prepared
- Don't feel bad or think you are doing too much...your future productivity is on the line

Good luck negotiating

Thank you for your attention!

Contact Information

Ndidiamaka N Amutah-Onukagha, PhD, MPH, CHES

Associate Professor
Department of Public Health
and Community Medicine
Tufts University School of Medicine

Email:

ndidiamaka.amutah_onukagha@tufts.edu

Twitter:

[@Phdiva0618](https://twitter.com/Phdiva0618)