



Employee Role Play

ROLE PLAYING EXERCISE: For this exercise, assume the following:

You have recently finished your PhD and are looking for your first academic faculty position. You have put a long time into your training and are now looking to move into a long term position as you start your career. You have researched the pay range for this job and it is between \$72,000 and \$85,000 per year. You have calculated your budget, including living expenses, student loans and personal expenses and believe that you must make at least \$75,000 per year in order to afford the things that you need at this point in your life. Ideally, you would like to make \$80,000 to start as you understand that raises will be minimal until you go up for tenure. You have researched your needs for a startup package and believe that you will need \$200,000 in startup costs. Finally, you have researched teaching loads and have gotten advice from mentors and trusted colleagues. You believe that you will only be able to successfully do your research and work toward tenure if you have a reasonable teaching load.

After an extensive interview process, you are being offered an Assistant Professor position at a private, liberal arts institution. Your task is to negotiate with your potential boss. You may be required to compromise certain terms to achieve your goals. Please limit your negotiations to the following issues:

- a) *Salary/Benefits*: You would like to be paid \$80,000/year plus benefits.
- b) *Start up package*: You would like \$200,000 for lab startup costs.
- c) *Teaching load*: You are willing to spend 20% of your time teaching but are concerned that you cannot succeed in this position if you have more than a 25% teaching load.