

Job Hunting: Interviewing and Negotiation

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Agenda

- Crafting a good CV
- Setting priorities
- Post doc or not
- Where to look
- Interviewing
- Negotiating

Vita Preparation

● Personal History

- Put work address and phone.
- Don't need home address.
- Do not put age.
- Put marital status if relevant to job acceptance

Vita Preparation

- Educational history
 - Put most recent first
 - List thesis and dissertation and chairs if relevant (name drop) to job search
 - List internship position
 - List specialized training

Areas of Professional Life

- Teaching
- Clinical
- Scholarship
- Service/Admin
- Honors /Awards

Vita Feedback from Recent Intern

- As you had suggested, I rearranged my vita, putting first the skills that I thought would be more important to schools (e.g., practical [clinical] experience in schools) and put presentations, research, and publications later (opposite of what I had done applying for internship)
- Also, I sought information about the school districts in the area where I was applying; I looked at what services they currently were providing and what they might want to be providing in the future. So I tried to highlight specific skills that would benefit the schools.

Teaching Experience

- Include:
 - all courses
 - instructor of record, co-instructor, TA
 - workshops
 - in-services
 - classes
 - lectures
- Teaching Philosophy

Clinical Experience

- Include duties but avoid excessive detail
 - Practicums
 - Internship Rotations
 - Consulting positions
 - Jobs
- Hard to remember so start now

Scholarly Activities

- Grants
 - Writing one is almost as good as getting one
- Publications
 - Peer-reviewed pubs
 - Manuscripts under review
 - Manuscripts in preparation
 - Work in progress (not too many)
- Presentations
 - National, regional, local

Service/Admin

- Committee
 - Departmental, State, Regional, National
- Manuscript reviews
 - Ask to do some
- Grant reviews
 - As faculty for opportunities
- Convention program reviews

Honors/Awards/Recognitions

- Scholarships
- Teaching Awards
- Special Recognitions
- Travel awards
- Research awards

Letters of Recommendation

- Ask people who can write good ones
 - Invite people to say “no”
- Help them help you
 - Give them names, dates, addresses, emails, etc.
 - Ask them what would help.

CV Checklist

- **Name and contact information**
 - Including work and home phone numbers, address and e-mail
- **Education History**
 - Including college degrees, places and dates
 - **Theses and Dissertation topics, including advisor**
 - **Internships & Postdocs, including rotations**
 - **Licenses/certification, including state and certificate number, if applicable**
- **Teaching Experience**
 - Including courses, lectures, workshops
- **Clinical Experience**
 - Including practica, relevant jobs, job titles and specialized areas of expertise
- **Scholarly Activities**
 - Publications, including peer reviewed, in press, under review, manuscript prep, in progress
 - Grants, including those written whether funded or not
 - Professional presentations
- **Service / Administrative / Professional Activities**
 - Committees, Memberships
 - Editorial Boards , Manuscript reviewing
- **Honors, Scholarships, Fellowships or Awards**

Looking for a Job: Setting Priorities

Setting Priorities

- Three “degrees of freedom”
- Job...Location...Money
- This job will be yours, not theirs....

What Type of Job?

- Clinical Service
 - (School, CMHC, Hospital, Private, Primary Care)
- Teaching (Small College vs University)
- Academic (Usually emphasizes teaching/research)
- Medical School
 - (Usually emphasizes clinical/research or clinical/teaching)
- Administration (Direct a clinical program)
- Post Doc

Job Analysis

- School - Breaks/Summers/Retirement/Students
- Medical School - Credentials/Pay/Goals
- Public University - Train/Research/Security
- Private University - Personal/Valued/Goals
- Private - Income/Own Boss/Clinical
- Post Doc - Build Vita/Licensure/Expertise

Should You Do A Post Doc?

- NO: Job gets higher pay, stability, career started. Many jobs available without a post doc. But, training is now all on-the-job, may struggle to get supervision hours (but webcams can help) and doing so may compete with job requirements.
- YES: If licensure is required and important to get sooner rather than later, post doc should be strongly considered. Yes, less pay, but loans can be deferred longer. Also gets foot in door to desired job or location. And can provide more clinical, research, and grant writing experience to develop expertise in these areas.

Nebraska Licensure Laws

- Must have 1000 hours direct service (2 yrs)
 - Hours begin post provisional license (not post graduation)
- Direct service is not:
 - Teaching or research
 - Doing or receiving supervision
- Direct service means:
 - Interviewing & observations
 - Therapy & consultation
 - Evaluations, testing
 - Treatment planning & Case conferences

Changing Post Doc Rules by State

- APA has asked states to drop post doc requirement
- 12 states have...
 - Alabama, Arizona, Connecticut, Indiana, Kentucky, Maryland, Massachusetts, North Dakota, Ohio, Utah, Washington, Wyoming
- Now applicants can count pre doc supervised hours.
- Some states (e.g., Nevada) will waive a postdoc if you have 5+ years of experience as a licensed psychologist in another state.
- Mobility to states that still require a post doc could be an issue
- Mobility is not an issue in the VA system.

Connecticut

- Former intern went to University of Hartford
- “In CT, you need 1800 hours for licensing. It doesn't have to be post-doctoral (but the hours don't count if they are part of the requirements for your degree requirements (ie. internship requirement).”
- “Functionally, you need post-doc hours in most cases. BUT, you can count teaching and research as hours in CT, so people can apply after working for a year in an academic position. This has been done a number of times here, so it is very reasonable to do.

Bank Your Credentials?

- Supervisors die, get lost, hide, lose forms, forget who you are.....
- Get supervisors to sign forms while they are in front of you.
- Get documentation confirming completion of practica, internship, doctoral degree, post doc, and other credentials
- Submit to central repository for verification and storage
- National register
 - www.nationalregister.org
 - Learn more at www.asppb.net (Association of State and Provincial Psychology Boards)

More on Post Doc decisions

- NICPP graduate who went to academic job -
“Trying to get licensed definitely interfered with teaching and research responsibilities. I collected maybe 6-8 hours a week and 200 over the summer, but put quite simply, it was a pain in the butt to collect 1,500 post-doc hours, all of which needed to be face-to-face client contact hours). The academic job wanted me to have licensure, but it did not help me get tenure. In hindsight, I would have **STRONGLY** considered waiting a year for academia in order to get all of this out of the way a year before starting an academic job.

Where to Look?

- Sign up for the APPIC postdoc email listserv. Don't unsubscribe until you've accepted a position (good positions come available late).

Where to Look...

- Look at any internship site that looked good. A lot (most?) good/reputable internships also have post-doc positions and sometimes they don't post them externally, but that does not necessarily mean they don't take external applicants.

Recent Post Doc Hunt

- I wanted to find something in Chicago but there were few postings on the postdoc listservs for Chicago in medical centers or hospitals. So I tried “networking.” The woman that came to MMI and did ADOS training as part of LEND did her post doc at my graduate program and we got to talking about other post doc opportunities that she knew of. She referred me to a number of people she knew in the Chicagoland area. Through them I found out about several opportunities and finally took a postdoc with a medical center in Chicago.

Location

- Family Nearby?
- Good Climate?
- Recreational Opportunities?
- Cost of Living?

Pay (2011)

	New England	South Central	Mean
● School -	\$62,000	\$53,000	\$58,000
● Med School -	\$76,000	\$62,000	\$68,000
● Public PhD U-	\$72,000	\$57,000	\$64,000
● Public MA U -	\$62,000	\$50,000	\$53,000
● College (4 yr)-	\$88,000		\$67,000
● Practice (Shingle)			\$54,000
● Private (PCP)-			\$99,000
●			
● Post doc nets about \$5000			

Where to Look

- Tell everyone
 - Senior People, Mentors, Peers, Committee
- Go to conferences
 - NASP, APA, ABCT, ABA
- Postdoc positions:
<http://psychpostdocs.blogspot.com/>
- Psychologist positions:
<http://psychologistposts.blogspot.com>

/

Where to Look

- APA Division member lists
 - Division 54 (Pediatric Psychology)
 - For the Pediatric/Child Clinical position, highest priority will be given to candidates with expertise or interest in child or pediatric psychology; interest in rural mental health/primary care is a plus but not a requirement of the position. For the Primary Care position, highest priority will be given to candidates with expertise and/or interest in primary care psychology, integrated care, or health psychology.

- Indiana University of Pennsylvania currently has two clinical positions to fill at the Assistant Professor level; area of specialization is open. Ours is not a publish-or-perish environment so the position might be attractive to those individuals who are interested in a comfortable mix of supervision, teaching, research and mentoring. Those who are primarily interested in research careers would probably not be interested in this position. Married couples or those working in the same lab might both be able to be hired. Our Psy.D. doctoral program is a research-oriented university-based program that accepts about 15 students per year. Program quality measures (e.g., EPPP pass rates, internship placement, GRE scores) are uniformly excellent and we are one of only a few Psy.D. program members of CUDCP based on our strong emphasis on research.

If you are out on internship/postdoc and might be interested, please contact David LaPorte with questions.; email is laporte@iup.edu. The official job listing can be found at:

<https://iup.peopleadmin.com/postings/1611>

Comments from Past Interns...

- Searching –
 - Start EARLY
 - Join listserves
 - If you find a job opening, emailing for more information helped.
 - Use search engines!
 - Use APA general jobs site
 - <http://jobs.psycareers.com/jobs>
 - Use APA Div 16
 - <http://education.uky.edu/site/apa-accredited-programs-school-psychology>
 - Use Chronicle Career website
 - <http://chronicle.com/section/Jobs/61/>

Using Connections...

- "Contact everyone you know when you find a job that you want. I think you had this in your talk and I thought I wouldn't do it. But, when the U of MN job came through my email, I immediately contacted everyone I knew. Based on conversations with people here now, my connections were the final straw in them knowing they should interview/hire me."

Break

Cover Letter

- Most CVs not read because employer is not enticed to do so
- Dear...
- I am writing to express interest...
 - (name the job!)
- Dr Important Person has spoken of you
 - (drop a name if you can)

Cover Letter (Con't)

- My clinical interests center on...
 - Have had the opportunity to work in variety of settings...
 - Prepared to handle....
- My teaching experiences have focused on
 - courses I have taught...
 - evaluations have been...
 - interest in future...

Cover Letter (Con't)

- My research has been concern with the...
 - The goals have been...
 - I plan to continue this and to expand and to eventually...
 - I would also like to continue my work in...
- One page max if at all possible

Job Hunting Phone Calls

- My name is....and I am apsychologist.
- I trained at... and have worked for years at.....
- Dr..... suggested that I call you since I will be moving to ... in ... months.
- I'd very much appreciate your advice regarding the job situation in your area and any suggestions you may have regarding possibilities I might explore

Job Hunting Phone Calls

- DO NOT ask if they have a job available
 - Use names who referred, always
 - Follow-up ANY possibilities
 - Thank you letter and CV

Waiting to Hear...

- Keep list of names and places
- Be ready for phone calls
- Recruit secretaries to help
- Have private place to talk

Waiting to Hear (cont.)

- Know something about the place that is calling
- If interview is requested, negotiate time and date
- Ask if job talk is expected; practice
- Ask if clinical presentation is expected

Preparation for Interview

- Be sure they have vita
- Know your own skills
- Know your interviewers (research their interests)
- Know how you will enhance/compliment their program

Interviewing

- Be sure of travel arrangements
- Dress conservative and neat
- Be nice to travel arranger
- Arrive on time, sponsor will pick you up
- Sponsor will give inside info, but don't ask

- Purpose... would I be comfortable with this person

Interviewing

- Never interview 2 times in one week
 - Former Intern: “Provide a lot of cushion time in traveling; I got caught in traffic and the stress of that was difficult to brush off before starting my interview.
- Never ask about money until offer
- Never criticize...listen and compliment
- Don't try too hard to prove you're smart

Interviewing (Con't)

- Attend fully to everyone (students, secretaries)
- Act interested and be impressed
- Never talk negatively about anyone
- Answer questions simple and direct

- Observe carefully what resources others have
- Be a good sport
- Remember that parties/meals are meant for you
- Be flexible

- Go to the bathroom before your first interview
- Don't drink a lot of coffee
- Don't complain, be judgmental, gossip, negotiate

Post Doc applicants should ask...

- What is the emphasis of post doc training and likely balance of clinical, research, teaching, grants, etc.?
- Where do most post docs from here go?
- What is the workload like (typical hrs week)?
- Ask to talk with current post docs (without audience)

Recent Post Doc Interview Advice

- Each site complimented me on my knowledge of their program. I read printed and online info on the plane.
- Following the interview one site made me an offer on the spot.
- Go to the interviews at all costs. Quite a few of us eliminated numerous sites after visiting, as the site was not even remotely close to what was advertised
- This process IS NOT internship. I had some trouble with this, but found the interviews to be more laid back and mutual instead of one-sided.

More Post Doc Interview Advice

- If a site is ridiculously rigid in their scheduling, or rude when you speak to them, consider how this is representative of how they treat people while there.
- Ask to visit/speak to the current postdocs to see if they look well-rested and happy or suicidal. Ultimately, the postdocs may be a bit more realistic in their perceptions and can be helpful.
- Ask for recommendation letters early. Some faculty members are slower than others.
- If you do not get offers right away, do not stress it (as much as you can help it). I interviewed and had not heard anything by the time that everyone else I knew had a position (late January-mid February).
- The major medical centers/hospitals move slow and I received multiple offers at end of February.

Interviewing in School Districts

They are looking for people who...

- Know their own skills (tests, interventions, etc.),
- Express an interest in working with TEAMS
- Can discuss consultation skills
- Are comfortable with a wide variety of problems
- Are willing to do a variety of activities (flexibility)
- Can briefly share a case that has impacted them and why
- Increasingly know about RTI

Recent School District Job Applicant

- They wanted me to discuss the different types of cases I had worked with because you never know what type of student is going to walk in the door of your school building.
- They also were VERY interested in discussing my consultation skills. They know that teachers are often difficult to convince to do new things, so the directors I interviewed with were interested in hearing about my approach to consulting with teachers.

School District applicants should ask:

What role the school psychologist has in the district?

Who are their primary "clients"?

What a typical day would be like?

What kinds of professional development are available?

How many schools would be assigned to them?

(and how many students in each school)

Questions to ask on Interview...

Department Resources:

Ask to see office space

Ask to see research space

Secretarial support?

Library?

Graphics Support?

Sabbaticals?

How is IRB?

Questions to ask on Interview...

Benefits & Compensation:

Never ask about salary

Nine or 12 month contract?

Summer support?

Retirement: Who pays?

Salary source? (new, grant, existing)

Money for travel?

Tuition waivers for children?

Common Benefits Package in Primary Care Clinic

- 3 weeks vacation (10 weeks maximum over time)
- Production credit (2% of the revenue generated for the clinic)
- 4% of salary annually to 401k (out of the clinic budget)
- Annual profit sharing (up to 15% of salary based on clinic success)
- CEU money of \$1500/year and 5 CEU days
- Most medical procedures/services within the clinic are free
- Blue Shield at 80% (no premium, but do have to pay a premium for the spouse)

Changes in Productivity

- The standard “clinic load” at a local Children’s hospital
 - 23 hours of billing per week
 - Staff schedule 28-30 to reach their numbers.
 - Revenue sharing (split) for collections over the 23 hours
 - No research or teaching expectations.
 - Staff generally see patients 5 days per week, 5-6 patients a day to “make their numbers
- Another large Midwest teaching Hospital
 - Now uses the RVU (relative value unit)
 - Clinicians required to generate 20 RVUs per week.
 - Not related to billed hours but to the type of service rendered.
 - Psych eval = 6 RVUs
 - 1 hour family therapy = 1 RVU

Questions to ask on Academic Interview...

Promotion and/or Tenure:

Who decides promotions?

On what basis?

Tenure track? Regulations?

Top heavy department?

Questions ...

Group/Department Relations:

Frequency and form of socializing?

Existing emphasis/orientation?

Inbred vs diverse background?

Joint projects/pubs by faculty/staff?

Relations with other departments?

Questions to ask on Interview...

Responsibilities:

Clinical demands? (Assessment vs Intervention)

Research demands?

Committee service expectations?

Courses to be taught? (number and type)

Latitude for course development?

Supervisory demands?

Questions to ask on Interview...

Student Issues:

Meet with students (Ask about pros and cons)

What jobs do students take?

How are admissions (student selections) handled?

How are advisees selected/chosen?

Questions to ask on Interview...

Quality of Life:

Number of faculty with same age kids?

Restaurants and theaters?

Quality of local schools?

Taxes and cost of living?

Recreational opportunities?

Singles scene?

Break

When job has been offered...

- *Never* accept job right away. Give yourself time to think.
- Find out what the entire package includes; salary, benefits, moving, start-up, travel, etc.
- Ask for anywhere from 2-14 days
- They will not rescind the offer
- Immediately call other job application sites and let them know of your offer
- Find out where they are in the process and whether you are on short list, etc.

If offer is Post Doc...

- Remember that Post Docs are not nearly as competitive as internships or academic jobs.
- Do not snap up the first thing you have been offered.
- You will not be able to negotiate much, but you can wait for or prompt other offers

What would you like to make?

- The average post doc stipend these days is between 40-50k.
- Ask for the upper range (50k) if
 - The post doc will be in an area with a high cost of living
 - You are bringing a unique set of skills.
- Safe ask: "I have looked around and it appears that the average post doc stipend is around 45k, so I would be looking to make 45k."
- Safer ask: "This is a really good post doc and a really good fit for my interests and career goals, so I am willing to be very flexible on the salary, but given that the average post doc stipend is around 40-50k, I would be very pleased to make something in that range."
- Reasoned ask: I have looked around at other post doc stipends and it appears that a reasonable stipend "in this area"/"given my skills" would be around 50k

Post Doc Negotiation 2013

- I was asked right out what I thought the salary should be.
- I didn't want to answer, but I asked for 40K.
- That's now my salary, although other post docs are making less.
- I am happy because this experience and location were priorities.
- I negotiated and got them to pay for professional dues.

Post Doc Negotiation 2013

- I tried to negotiate a bit, their answer to everything was "it's set by the university/hospital and we can't change it."
- This led to me accepting the original offer without any changes. They didn't even give me moving expenses even though I asked.
- I currently get \$38,500.
- I received a few other offers that paid between \$40-50,000 (with some sites including full benefits), but I found them to not be as good a fit for me
- I decided to take a pay cut to gain some additional experience and make sure I'm happier. I do recognize that not all applicants would have made the same decision.

Negotiating...

- You won't lose the job because you negotiate
- Must have good rationales and tact
- Never demand; only ask

Things to Consider When Negotiating Salary

- Salary based on your experience
- Salary based on cost of living in the area
- Salary based on other offers
- Salary based on “typical”
- <http://www.apa.org/workforce/publications/12-fac-sal/>
- <http://www.apa.org/workforce/publications/09-salaries/index.aspx>

2012-2013 Avg Salaries

Full-time Faculty in U.S. Doctoral Departments of Psychology

	Full Professor				Associate Professor			Assistant Professor		Instructor	
Years	12+	6-11	3-5	< 3	6+	3-5	< 3	3+	< 3	3+	< 3
Mean	131k	112k	107k	98k	78k	79k	76k	67k	67k	53k	49k
N.E.									71k		
East									78K		
NCE									65K		
NCW									64K		
SA									68K		
SC									59K		
Mtn									65K		
Pac									64K		

2012-2013 Avg Salaries

Full-time Faculty in U.S. Masters Departments of Psychology

	Full Professor				Associate Professor			Assistant Professor		Instructor	
Years	12+	6-11	3-5	< 3	6+	3-5	< 3	3+	< 3	3+	< 3
Mean	93k	85k	77k	78k	71k	64k	65k	57k	56k		

Table 5
Direct Human Services Positions (Licensed Only): Clinical Psychology
Doctoral-level, 11-12 month Salaries for Selected Settings: 2009

Setting and Experience	Median	Q1	Q3	Mean	SD	N
University Student Counseling or Services Center						
6-9 years	54,000	49,000	72,111	59,921	12,993	7
10-14 years	58,900	50,000	67,250	58,680	8,800	5
15-19 years	77,972	72,250	96,611	81,898	13,833	6
20-24 years	63,500	52,154	79,000	65,936	19,866	6
30+ years	78,852	74,000	96,000	83,650	10,743	7

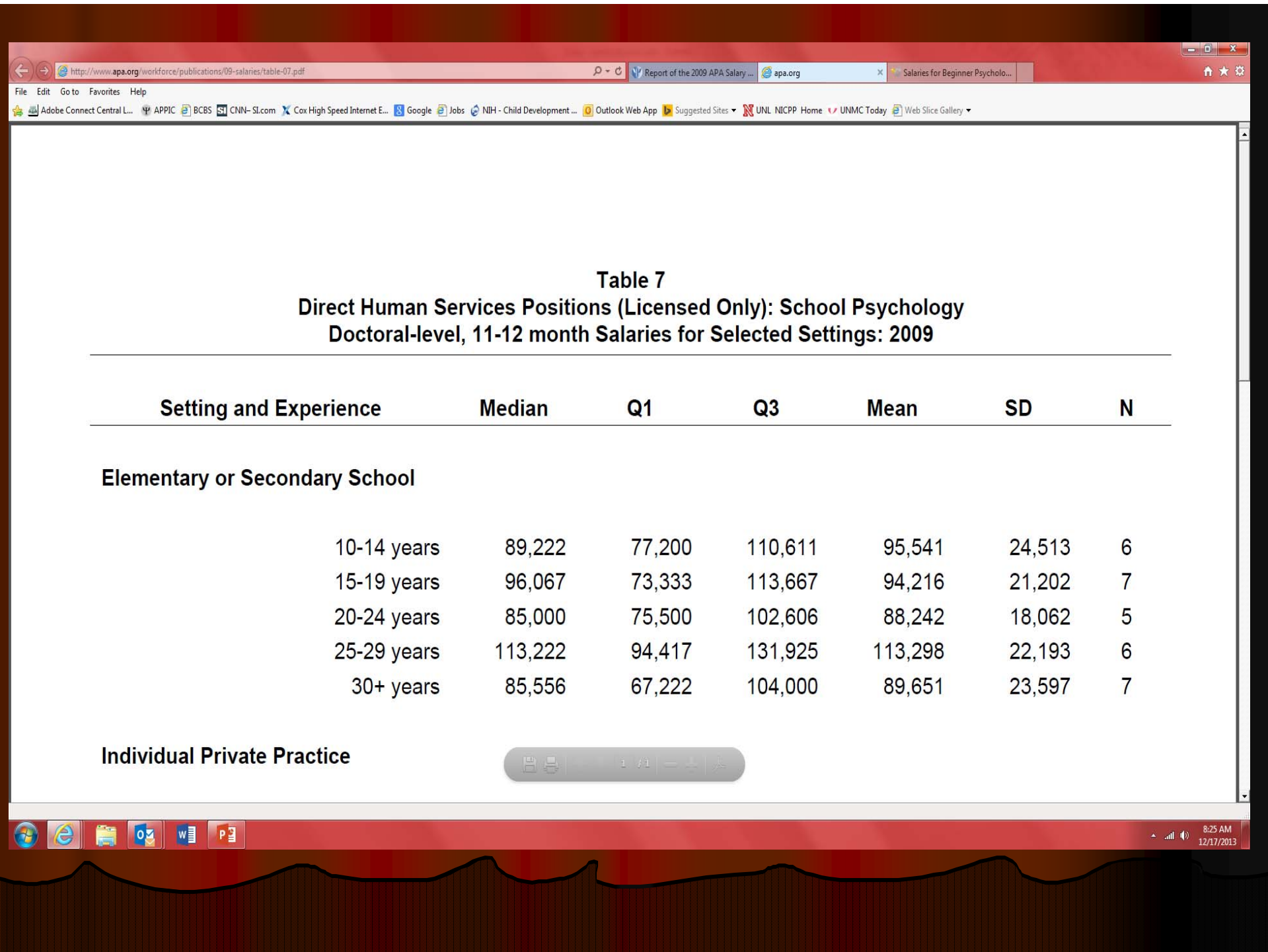


Table 7
Direct Human Services Positions (Licensed Only): School Psychology
Doctoral-level, 11-12 month Salaries for Selected Settings: 2009

Setting and Experience	Median	Q1	Q3	Mean	SD	N
Elementary or Secondary School						
10-14 years	89,222	77,200	110,611	95,541	24,513	6
15-19 years	96,067	73,333	113,667	94,216	21,202	7
20-24 years	85,000	75,500	102,606	88,242	18,062	5
25-29 years	113,222	94,417	131,925	113,298	22,193	6
30+ years	85,556	67,222	104,000	89,651	23,597	7

Individual Private Practice

Table 16c1
Licensed Independent Practice Positions
Doctoral-level, 11-12 Month Salaries for Selected Metro Areas: 2009

Metropolitan Area	Cost of Living Index	Median Salary	Adjusted Salary	N
New Orleans, LA	106.1	80,000	75,401	5
New York, NY	217.2	110,000	50,645	52
Newark, NJ	127.3	160,000	125,687	15
Oklahoma City, OK	89.9	70,000	77,864	5
Omaha, NE	89.3	137,234	153,677	5
Philadelphia, PA	123.9	80,000	64,568	36
Pittsburgh, PA	91.9	80,000	87,051	15
Portland, OR	116.5	88,350	75,837	26
Providence, RI	118.9	103,000	86,627	12
Raleigh, NC	101.3	80,000	78,973	29
Richmond, VA	106.7	96,500	90,440	12
Rochester, NY	100	110,000	110,000	9
Sacramento, CA	116	77,693	66,977	7
Saint Louis, MO	89.5	100,000	111,732	9
Saint Paul, MN	108.8	80,000	73,529	15
Salt Lake City, UT	100	80,000	80,000	13
San Antonio, TX	95	120,000	126,316	11
San Diego, CA	133.5	85,500	64,045	20
San Francisco, CA	162.9	93,500	57,397	26
San Jose, CA	155	55,305	35,681	7
Seattle, WA	123.3	86,278	69,974	40
Stamford, CT	146.8	135,000	91,962	10
Tampa, FL	93.8	92,500	98,614	10
Tucson, AZ	99.1	80,000	80,727	13
Washington, DC	138.6	139,000	100,289	13
West Palm Beach, FL	107.1	90,000	84,034	7

Negotiating (cont)

- Moving expenses
- Travel reimbursements
- Start-up costs (laboratory)
 - Think about what you will need before interviews
- Computer equipment

Negotiating (cont)

- Office space
- Research Space
- Number of Courses first year
- Type of courses taught

Cost of Living Index

(www.accra.org)

New York	225.3
Oakland	163.0
Denver	109.1
Minneapolis	102.0
Dallas	100.6
Indianapolis	94.9
Omaha	92.6

$\frac{\text{City 1}}{\text{City 2}} \times \text{Starting Salary} =$

Comparable salary to live in
City 1

Go to CNNMoney.com

- <http://cgi.money.cnn.com/tools/costofliving/costofliving.html>

- **Salary in Omaha NE:**
\$40,000
Comparable salary in Baltimore MD:
\$53,920.07

If you move from Omaha NE to Baltimore MD...

- Groceries will cost: 22.084% more
- Housing will cost: 92.267% more
- Utilities will cost: 29.652% more
- Transportation will cost: 8.97% more
- Healthcare will cost: 11.085% more

Responses to Attempted Negotiations

- It seemed expected to me. I was nervous about it but it was kinda fun. It was helpful to say, "I am trying to compare between offers and I'd like to get your best possible offer". I tried to not come back with a specific \$ amount but he pushed for one. After I gave him an amount he said he would "crunch the numbers" and get back to me. He called me the next day with a number in between.

Responses to Attempted Negotiations

- Very positive. The chair took notes of what I wanted, and talked to the dean, and then got back to me.
- POST-DOC: No Negotiations possible JOB: Open to negotiation, but they had relatively strict parameters they needed to stay within (e.g., couldn't change benefits, limited changes in salary); most able to negotiate on space/supply issues

Responses to Attempted Negotiations

- The man who would be my boss was cool about it....he seemed to understand and seemed to be on my side. He said the CEO was pretty concerned about the bottom line but would see what he could do.
- BTW, I am really glad I negotiated. Their first offer was so low I almost discarded the whole idea of going to a CMHC. But I negotiated and got a great job and good pay. Plus, I just learned I am the highest paid therapist at the CMHC!

Responses to Attempted Negotiations

- They seemed comfortable with negotiating anything. I learned that salary was not really negotiable, but they didn't seem to mind that I asked.
- They indicated they could not negotiate salary, but once they knew I had another offer, suddenly they were asking me if the salary met my needs, and they were willing to negotiate.

Responses to Attempted Negotiations

- They seemed surprised that I asked for more money. Not angry, just surprised. I was nervous that I had done the wrong thing, but they came back with a higher offer and I am glad I asked.

Responses to Attempted Negotiations

- The person I was dealing with was very pleasant and had to check with his superiors. They did turn me down, but gave a reason I felt was legitimate; - *not being licensed, they were taking a bit of a risk on me as they would have to use some of the other psychologist's billable hours to supervise me instead, and they would be reimbursed by insurance companies at a lower rate than a licensed psychologist*

Responses to Attempted Negotiations

- With the private practice position, I did try to negotiate some benefits as well as salary. It turned out salary was negotiable, but benefits really were not in this facility. Everything was pretty standardized according to level of employment.

	Offered	Proposed	Got
Salary	55,000	57,500	56,500
	67,000	73,000	70,000
	54,000	56,000	54,600
	51,000	60,000	53,000
	41,000	57,000	52,000
	69,000	80,000	78,000
Moving	None	2,000	1,000
	None	1,000	Start early
	1,000	5,000	Repay if quit
Other		Extra PTO for delivery	Extra PTO for delivery
		License fees	License fee

What is negotiable ...

- They negotiated salary. The dean would not initially negotiate fewer classes (3/3), but then he worked it out so I would only have to teach 2/2 for the first year and 2/3 for subsequent years anyway.

What is negotiable ...

- I was offered three jobs. The school district I had an offer from really couldn't offer more because the salary/benefits were on a set teacher's pay scale.
- For the hospital job I was offered, everything I negotiated I got including an increase in salary, a decrease in client load, and time to conduct pediatric research. But they could not guarantee that I could see children on an outpatient basis.
- The clinical job (which I took) was an excellent offer and after consultation with others in similar positions, decided that I did not need to negotiate much.... just some time off during an upcoming holiday since my PTO hours will not have kicked in.

What is negotiable ...

- Actually, I was able to negotiate what I wanted, as long as I had a good rationale, but I just didn't know what to negotiate!
- I didn't try, but I wish I had negotiated salary.
- I see now that when you are offered a position, THIS is the time to negotiate. For example, it's much harder to negotiate needing a graduate assistant or getting higher pay once you have the job.

What is negotiable ...

- I negotiated my salary. They made an offer; I asked for \$3000 more; I received \$1500 more. I am glad I asked; It doesn't hurt.
- I negotiated my moving expenses. As a standard, they offer \$2000 plus half of the remaining costs. I talked them into \$2500 plus half the remaining costs.

Anything you would do different?

- In all honesty, I would have made location my top priority. I have a great job and I am making a competitive salary; however, I really want to relocate closer to home. Now that I am out of school and "playing an adult in the real world" I wish I were closer to family and friends. There is a mismatch between myself and my surroundings.

Anything you'd do different...

- In my current job, I may have tried to get a couple of thousand more dollars in my initial salary. I'm finding that it's terribly important to come in with a high salary, because raises aren't big and don't come all that often.

Anything you'd do different...

- I would have clarified my working space and gotten it in writing. I was under the understanding that I would have my private office and a separate room of my own in which to see patients. It turned out they expected that I would see patients in my private office.

Anything you'd do different...

- I would have clarified payment for various professional fees (e.g., licensure; CE credits; books; journals). This is turning out fine, but I wish I had discussed it with them beforehand, as it felt awkward talking about it after I had already started the job.

Anything you'd do different...

- I wish that I had talked to other people in the agency before I started. I interviewed and only talked to the owner of the agency. I feel that some things were portrayed more favorably than they are in reality.
- Talking with other employees maybe would have helped with this situation.

- My first job was an outpatient clinical position. I got a brutally awful response when I indicated that I wanted to negotiate (I should have known right away not to take the job).
- I met with a human resources rep. first. She wanted to know an expected salary. The good thing is that I had researched salaries and had a figure in mind. When I asked for 60,000, she proceeded to berate me. “Do you realize how much more this is than what you are earning now!?!?” She was AWFUL.
- I now recognize that kind of response as reflective of the work setting/community. I received 53,000, but I had to fight for that.
- I was also offered a \$5000 signing bonus, but I never got it in writing. After I accepted the job, I learned that the bonus was paid out in 3 installments over 2 years. Apparently, this is common practice, but I was in the dark about it, and thought I would be getting the full \$5000.
- I left this job after less than one year.

Dealing with HR

- HR representatives may not know the value of your training or experiences
- HR reps may not reflect the department work environment
- Some folks (not many) are hiring third party consultants to help them find employment and negotiate with HR

Private Practice Negotiations

- I have been approached about doing some private practice
 - Group practice wants 40% of revenue I generate.
 - I will have to furnish the office with my own furniture
 - Pay my own insurance & professional dues
 - Pay long distance tolls.
 - Secretarial and billing support is provided
 - Some referrals provided.

Comments on Group Offer

- A 60/40 share (40% overhead) is not usual.
- A therapist under supervision might agree to a 50/50
- Experienced therapist might leverage to get a 70/30.
- Overhead can be high and at or near 30 percent.
- Practice typically does provide furnished office, telephone service, business cards, billing and secretarial services, but not personal liability insurance or professional dues.

More on Private Practice

- Pay close attention to the billing system or contractor.
- There is great variability in the effectiveness of billing services; inefficiency could cost half your income.
- Commercial billing services might collect the "low-hanging fruit"
- May also handle collections poorly
- Find out what percentage of the potential fees the billers collect.
- If they do their job properly, that number should be quite high, around 90 percent.

Another Private Practice Experience...

- In my practice, the group takes 34% for your first year then decreases by 1% each year until you reach 30%.
- We are provided with very nice offices and furniture
- A large secretarial and filing staff.
- We have large intake staff who constantly feeds referrals.
- We have a dedicated billing, insurance, collection staff. They make it their personal mission to make sure that I am collecting as much of what is billed as possible.

Alumni Comments

- Interview - My interview was a FULL day (7 hours), including lunch.
 - At one point, my “escort” asked me if I'd like to sit in the waiting room (alone) before our next appointment. I was very hesitant, thinking it was a trap, but agreed. That 15 minutes saved me - I needed a few moments to be myself without being watched!

Alumni Comments...

- Negotiation –

- During my interview, I was told that the post doc position would pay "close to 40,000" dollars, which is high and made me happy.
- When I was offered the position "officially", which didn't happen until March, the offer was \$32,140.
- Knowing I would get the job, I had quit searching because of the high pay... or so I thought...
- THEN, I started my job without a contract signed (any day now), and when I contacted the HR Dept they told me, "\$30,000."

- Lesson: Get it in writing. It's ok, your future is worth it.

Alumni Comments

- I was asked to present a sample lecture (45 min) and a job talk (45 min). Based on feedback I received later from interviewers, one of my strengths was showing enthusiasm and openness to 1) students and 2) faculty with different specializations.
- I would not have succeeded in this phase without 1) using the list of questions I got from the job talk, 2) committing key institutional and departmental goals, demographics, and strengths to memory.

More comments...

- Job hunting was exhausting but really fun. I met some great people and ate entirely too much food. I would recommend that folks
 - minimize liquid intake and don't "wait" for a bathroom break... they never come,
 - keep your list of questions handy
 - try to relax and enjoy the experience
 - smile when you meet people
 - seize incidental opportunities to interact with students (e.g., before talks, during transitions)

More Comments...

- I was initially offered \$55,000 plus reimbursement for a second trip to the area plus 75% of my moving costs up to \$5,000.
- I asked for a more competitive salary I indicated that I was looking for a more competitive offer between 60,000 and 65,000. I used cost of living and another offer as leverage.
- The dean told me that I could not negotiate salary or see the job offer in writing until I gave my verbal acceptance over the phone. I didn't budge **
- This resulted in a follow up call from another faculty person saying she was worried I that was not interested in the position.
- Although it felt very awkward (I thought maybe I was being too demanding, I would still negotiate next time. I am glad that I negotiated.)

Negotiating...

- The negotiation was only uncomfortable because I was worried about it. It certainly seemed to be an expected part of the process, and they were very flexible.
- It helped me to have talked through what I wanted and why with a couple people before calling to negotiate, and I wrote down a quick outline of what I wanted to say. This allowed me to clearly indicate the reasons I thought I warranted a higher salary than they were offering.
- Because I was so worried, I didn't clearly indicate a hoped-for salary when I said I wanted it higher and effectively left it up to them. They came back with a higher offer, but it might have been even better if I had stated an actual figure.

Negotiating

- I was offered a job by a private group practice in New England. I was thrilled because it was in the perfect location. They offered \$75,000. I reviewed the salary tables and asked for more based on experience, cost of living, and average salaries in that region. I asked for \$15,000 more.
- I was really nervous after asking. I worried that he would laugh at the counteroffer or be angry that I didn't just accept the offer outright. However, he said that he was willing to talk about the salary. Then, he said, "You're pushing the envelope on money..... and you should, with any job you're offered." He proceeded to offer me \$10,000 more than the original offer. I accepted on the spot.

Negotiating

- I informed the Human Resources correspondent that I had reviewed the average salary for my experience level in the Chicagoland area and was requesting a number closer to that amount (I tried to do a general amount instead of exact number, but she insisted on an exact number). I gave an exact number and she said she would get back to me. The director of the center and my direct supervisor requested a meeting a week later to discuss my pending salary. Definitely kind of nerve-racking because these are my current supervisors, but it went well.
- They were surprised that I requested a higher number, but the director actually commended me on taking initiative, researching, and standing up for a deserved salary. They met me in the middle, so overall, I think it went pretty well!

- My only advice is Negotiate! And don't feel guilty about asking for a few weeks to make a decision. You should not be rushed by their desire to lock in a decision. When I was offered a position, I was told it was their top offer- there was no room for negotiation. So, after feeling disappointed for a few days, I remembered what you had said about at least asking, so I tried to negotiate- and I received an extra \$3500 in start up money. So, apparent there is never "no room" for negotiation!

- As you recommended, I used the APA salary information to set my rate for negotiation and I thought about how I could market myself to them before I went in to give my requested salary (they really needed people with a business mindset - having worked with billing, insurance and marketing in primary care in the past helped). They ended up meeting me in the middle, so overall worked out well.

- The negotiation piece of your talk really stuck with me. “Always negotiate, there's nothing to lose.” Even though I took a post doc, the first year I was able to negotiate a later start date. I decided to stay and do a second year and I was able to negotiate an extra week of paid vacation and also some unpaid leave.

2013

- East Coast hospital (combined clinical/research job)
 - Offered: \$60,000, plus end-of-year "50% bonus" for meeting clinic numbers. Moving expenses available.
 - Asked for: Increase in salary to match Midwest offer (factoring in cost of living), % of time protected for research, \$ for research start-up.
 - Response: No flexibility. They said salary was on par with similar institutions and to remember the benefits of having their name on CV.
- Midwest hospital (combined clinical/research job)
 - Offered: \$80,000
 - Asked for: 50% protected research time, \$100,000 (over 3 years) for research start-up; moving expenses.
 - Response: They requested that I submit a research proposal and budget outline, then offered 50% protected research time, \$90,000 (over 3 years) for research start-up; no moving expenses.

- I was offered a part-time position in a college counseling center. Before I said yes to the offer, I negotiated for higher pay, which I was granted.
- I also negotiated on my hours and was able to find a compromise between what they wanted and what I wanted.
- It was immensely helpful to remember that I had permission and a right to ask for what I wanted before accepting the offer.
- Once on the job, I used negotiating again. An insurance company sent letter offering to pay me immediately IF I would agree to accept 60% of the charges I had billed. My initial impulse was to agree so I could get paid, but I called the company back, negotiated for higher reimbursement and was able to get 85% (and still reimbursed immediately).
- That was a good day (2013).

- I negotiated at my private practice. They offered a 60/40 split from the revenue I generate. I asked for an increase over time, but he denied that and offered partnership in time.
- I asked for \$1,000 in moving expenses which he agreed to, and I wish I had been bold enough to ask for more like \$2,000!
- I asked for license fees to be paid and he said no, but he did agree to pay for 2 professional memberships.
- The negotiation took place over the phone. My boss was/is very easy to talk to about these things. He was not surprised that I wanted to discuss things.
- Advice: In private practice, you really need to have an AMAZING billing staff. Lots of mistakes directly affect my income. We recently fired a manager who was collecting 60%.
- Advice: I've been pleased with how responsive my boss is to my concerns. It's a good thing to feel that out from the interview- does this person seem accommodating?

2015

- Accepted academic position in school psychology program
- Original offer
 - 51,000 (9 mo @ 3/3 course load, no guarantee summer teaching)
 - 3,000 (startup research funds)
 - 1,800 (professional development funds per year)
 - 2 course buyouts for 1st and 2nd years
 - Moving expenses
- My counteroffer
 - 57,881-60,000 range (taken from APA salary surveys)
 - No moving expenses necessary, but want option to telecommute
- Their counteroffer
 - $56,000 + 11,200 = 67,200$ total (guaranteed summer teaching)
 - 3 course buyouts guaranteed for 1st year
 - 2 days per week telecommuting if desired

2015

- Seeking clinical position at a University Med Center
 - Four offers from similar jobs (3 never advertised)
 - 67k, 73k, 75k, 85k
 - Wanted the 75k job but 75k was best they could do
 - Told them about 85K offer. They matched it.
- I learned
 - IKWYNBWYK
 - Interviews themselves were fairly grueling (7a -10p).
 - Salary is NEVER discussed until after offer.
 - It was helpful for sites to know what others had offered

Final Thoughts

- Work hard to stay put and work hard to leave
 - “Use your current position to prepare for your future position”
- 3 degrees exercise
 - Know your priorities
 - Periodically reevaluate