

**UL LAFAYETTE GRADUATE SCHOOL  
MONEY MATTERS – NOVEMBER 29, 2022**

**CAREER PLANNING & NEGOTIATING YOUR NEXT JOB**

**Icebreaker to Think About During Lunch**

Imagine that you are on track to graduation and have been actively interviewing for your first post-grad school job.

You have been fortunate to receive the job offers below.

There are 2 job offers on this page comparing 2 generic jobs.

And there are 3 job offers on the reverse side comparing 3 academic jobs.

Which of these job offers do you like the most?

Feel free to think about the terms below with respect to your own career and industry.

**COMPARISON OF 2 GENERIC JOB OFFERS**

**JOB OFFER #1**

\$80,000 Salary

- Possibility for 5-10% bonus

Second-choice location

- Higher cost of living, regular 30-minute commute

Big, national firm

- Intense work environment
- Lots of turnover, but great experience that looks good on a resume
- Must be in-office 50 hours per week
- Decent opportunity for advancement
- You will travel 20-30 days per year

Decent benefits

- Health, vision, dental
- 5% matching 401(k), 2-year vesting
- 10 days of PTO per year

**JOB OFFER #2**

\$60,000 Salary

- Possibility for 10-15% bonus, plus stock options and profit sharing

First-choice location

- Moderate cost of living, 15-minute commute, close to your family

Mid-sized, regional firm

- Flexible work environment
- Good experience, good overall culture, but your boss can be a real jerk
- Balance of in-office and remote work
- Great opportunity for advancement
- You will travel 10-15 days per year

Very good benefits

- Health, vision, dental
- 12% matching 401(k), 1-year vesting
- 20 days of PTO per year

## COMPARISON OF ACADEMIC POSITION JOB OFFERS

### JOB OFFER #1

Tenure Track Assistant Professor  
\$80,000 Salary

- Bonuses for top tier publications
- 6-year clock to tenure & promotion
- 3 courses per year, 2 preps
- Maximal job security if you get tenure. If not, you probably move and have little control over what job you get.
- 85% of assistant professors do not earn tenure at this university

Location is out of your control – you go where the job is:

- Affordable cost of living, 60-minute commute
- Decent job opportunities for your spouse

Nationally respected university

- Opportunity for advancement depends on your publication and/or grant productivity
- Balance between in-office and remote work
- You control your travel to conferences and seminars, maybe 15-20 days per year

Very good benefits

- Health, vision, dental
- 12% matching 401(k), 1-year vesting
- 10 days of official PTO per year

### JOB OFFER #2

Tenure Track Assistant Professor  
\$65,000 Salary

- No bonus, raises are rare
- 6-year clock to tenure & promotion
- 6 courses per year, 2-3 preps
- Maximal job security if you get tenure. If not, you probably move and have little control over what job you get.

Location is out of your control – you go where the job is:

- Affordable cost of living, 50-minute commute
- Decent job opportunities for your spouse

Regionally respected university

- Opportunity for advancement depends on your teaching and research productivity
- Balance between in-office and remote work
- You control your travel to conferences and seminars, maybe 10-15 days per year

Very good benefits

- Health, vision, dental
- 12% matching 401(k), 1-year vesting
- 10 days of official PTO per year

### JOB OFFER #3

Non-Tenure Track Instructor / Administrator  
\$50,000 Salary

- Possibility of small bonuses or raises
- 8-10 courses per year, 3-4 preps
- Advancement is predictable but plateaus early
- In general, very high job security if you do a good job

You control your location if you want to – you may get your first choice location.

- Affordable cost of living, 30-minute commute
- Decent job opportunities for your spouse

Regionally respected university

- Lateral moves may be possible, but upward mobility is limited, depending on the institution
- Full-time, in-office expectations
- You will have a boss
- Some travel to conferences and seminars, maybe 5-10 days per year

Very good benefits

- Health, vision, dental
- 12% matching 401(k), 1-year vesting
- 20 days of official PTO per year