Thanks for taking the survey!

The winner -- Mary Ngugi


Current UA Salary Database: https://docs.google.com/spreadsheets/d/1d2zLowml5grm5Tj-qG2ke9k--s1gN_626kst586c/edit#gid=0

The link is available from the Daily Wildcat: http://www.wildcat.arizona.edu/article/2019/03/i-salary-database

Historical databases are available through the Library website: https://new.library.arizona.edu/find/ua-info

https://www.higheredjobs.com/salary/salaryDisplay.cfm?SurveyID=51

<table>
<thead>
<tr>
<th>Occupation code</th>
<th>Occupation title (click on the occupation title to view its profile)</th>
<th>Level</th>
<th>Employment</th>
<th>Employment rate</th>
<th>Employment per 1,000 jobs</th>
<th>Location quotient</th>
<th>Median hourly wage</th>
<th>Mean hourly wage</th>
<th>Annual mean wage</th>
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<tbody>
<tr>
<td>25-1066</td>
<td>Psychology Teachers, Postsecondary</td>
<td>detail</td>
<td>240</td>
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<td>120</td>
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<td>0.117</td>
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Target Salary
Using the BLS, capture the mean wage data for a Postsecondary Sociology Teacher in Austin, Phoenix, San Antonio (occupational code 25-1067)

San Antonio $80,620
Phoenix $105,120
Austin $102,040

From the BEA, get the Regional Price Parities for the three Metropolitan Areas

San Antonio 94.4
Phoenix 97.7
Austin 100.5

Then compare the wages across the three geographic areas

San Antonio $80,620/(94.4/100) = $85,403
Phoenix $105,120/97.7 = $107,595
Austin $102,040/99.5 = $101,532

Comparing Target Salaries
Resources

- Career One Stop: [https://www.careeronestop.org/ExploreCareers/explore-careers.aspx](https://www.careeronestop.org/ExploreCareers/explore-careers.aspx)
  Explore: Occupational Profiles
  Salaries


- Bureau of Economic Analysis, Regional Price Parities: [https://www.bea.gov/data/economic-accounts/regional](https://www.bea.gov/data/economic-accounts/regional)

Target Salary

Job Scan

- YouTube channel: [https://www.youtube.com/channel/UC5sYqXT3rOEHDMTSCfA0_Ug](https://www.youtube.com/channel/UC5sYqXT3rOEHDMTSCfA0_Ug)

Workshop Overview

1. Prepare to negotiate
2. Role Playing
3. Guest Speaker

The entire life cycle looks like this:

YOU
- Seek a New Job
- Earn Raise or Promotion

YOU
- Apply and Interview
- Work at Job

BOSS
- Read XX Resumes, Choose X
- Negotiate!

BOSS
- Phone screen, interview, check references
- Final Decision, negotiate w. HR, make offer
I need to know what salary you want in order to make you an offer.

What are your salary expectations?

I need to know what salary you want in order to make you an offer.

Since I am still learning, I have not set my expectations yet...

I'd like to see if I am a good fit first...

I'd appreciate if it you could make me an offer based on whatever you have budgeted for the position and we can go from there.

My expectations are that my salary and responsibilities will line up with market rates for a similar position in this area.

I'd like to talk about that after I know more...
You got the job offer!
Now what?
Tips for Entering Your Negotiation

- Bring notes
- Positive and flexible.
- It is a conversation.
- Not personal.
- Anticipate!
- Remember: They want YOU!
Negotiation Step 4:

PRACTICE, PRACTICE, PRACTICE!

Role-Play Tips

Employers

- **Do** pay your new hire a fair salary. Good pay attracts and keeps good employees.
- **Don’t** give away the farm. You can’t pay what you can’t afford.

Employees

- **Do** have a target salary in mind.
- **Do** sell yourself and aim high (but be realistic).
- **Don’t** share your desired salary first. Instead, deflect by letting the employer know that you’d like to better understand the job responsibilities and requirements.
For those of you on Zoom:

- [https://vimeo.com/293234221/53548f3dd7](https://vimeo.com/293234221/53548f3dd7)

- [https://vimeo.com/293234642/c419522b73](https://vimeo.com/293234642/c419522b73)
Karna Walter

- Assistant Dean for Student Engagement
- Creator of pathways for more than academic learning
- Avid sports enthusiast – especially Wildcats!
- Inspiring leader

What was an aha moment for you during this workshop?

What is one thing you will do to practice what you learned?
Now it is your turn!

Good luck!