Salary Negotiation

In general, employers put a lot of thought into offers and get them approved through multiple channels. In many companies, offers for fresh grads in a given role will be consistent with slight variations based on factors like prior internship experience with the company or special skills.

Also, don’t forget that salary isn’t the only factor in accepting or comparing offers. There are many non-salary perks that may enter the equation:

- Geographic location and cost of living
- Work environment / Corporate culture
- Career path within the company
- Vacation time
- Comp time (time off for overtime worked)
- Participation in the company’s 401(k) plan
- Immediate vesting in the company’s savings plan
- Stock or equity in the company
- Paid life insurance
- Continuing education or tuition reimbursement
- Flexible work schedule
- Child care benefits or Elder care benefits
- An expense account
- Parking and/or meals reimbursement
- Personal use of frequent flyer miles
- Subscriptions to professional publications
- Dues for professional organizations

If, even after considering these factors, your offer is far out of market value or you feel that you have qualifications or experience that merit a higher compensation package than the one offered, present your case clearly and tactfully with research to back you up. In other words, bring something to the table to have an effective negotiation instead of trying to bluff your way to a higher number. Similarly, remember that if you are negotiating because of another offer, you should be prepared to show that offer for verification if asked. As with any negotiation, be prepared to meet halfway or even receive a “no” answer. If possible, it’s a good idea to practice your pitch with a trusted advisor before making it to the company to get the tone and phrasing right.

Contact the EOC at coe.careers@ttu.edu with any questions.