

DID YOU KNOW

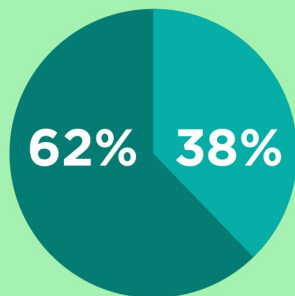


HEY RECENT GRADS!

SURVEY FINDS IT'S #WORTHASKING FOR A HIGHER SALARY.



How common is salary negotiation for new grads?



■ New grads are NOT negotiating
■ New grads are negotiating



34%
of women negotiate



44%
of men negotiate

90%

of employers have never retracted an offer because an entry-level candidate tried to negotiate.

74%

of employers have room to

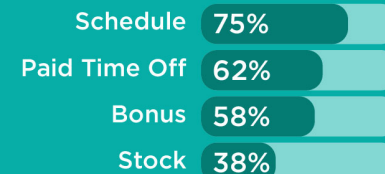
INCREASE

their first offer by **5-10%** during negotiations.

80%
of students and grads who **NEGOTIATE**

are at least partially successful.

Success Rates for Non-Salary Benefits



nerdwallet | Looksharp™

DID YOU KNOW



Average Salary

\$44,318 UNDERGRADUATE • \$78,579 GRADUATE

TYPE OF EMPLOYMENT	UNDERGRADUATE	GRADUATE
School of Business	\$45,997	-
Bourns College of Engineering	\$59,123	\$96,244
College of Humanities, Arts, and Social Sciences	\$39,629	\$63,652
College of Natural and Agricultural Sciences	\$42,838	\$66,819
Graduate School of Education	-	\$56,852
Average Salary	\$44,318	\$78,579

- Average salary for graduates does not include those enrolled in Professional Schools or GSOE.
- Salary reported for graduates who are employed full time (over 30 hours/week).

**DID
YOU
KNOW**



778 STUDENTS
were selected for
on-campus
interviews

**DID
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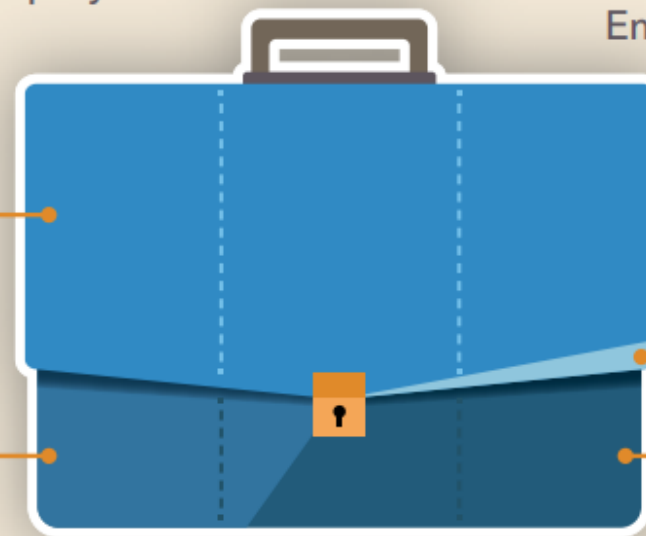


EMPLOYMENT STATUS

6-12 MONTHS AFTER GRADUATION (2017)

70% Employed

1% Not Seeking
Employment



10% Seeking Employment

19% Post-Graduate
Programs

UCRCareerCenter

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What's My Worth? Evaluating Job Offers and Salary Negotiation

Agenda

The Parts of an Offer Letter

Benefits

The Process of Salary Negotiation

Multiple Offers

Reneging on an Offer

The Impact of Your Job

Leave Your Mark

Demo

Questions



June 1, 2019

What to Look for in an Offer Letter

Ms. Lakia Lee
3606 Walnut Creek Road
Chicago, IL 60614

Dear Lakia,

On behalf of Arnold Associates, I am pleased to offer you the position of Financial Analyst. In this important and very visible position you will report to Barry Johnson, Controller. Your start date will be June 8, 2019. ←

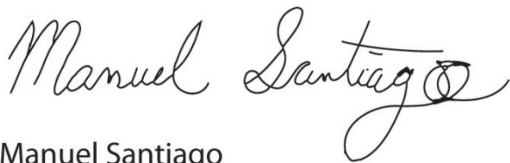
Your compensation package includes the following:

- Annual salary of \$37,500 with first performance review in 6 months
- Bonus opportunity of 5% based on achievement of company and individual performance goals
- Two weeks of vacation every year
- All of the benefits as outlined in the Arnold Associates Benefits Handbook

This offer is contingent upon successfully passing a drug screening to be conducted by OMA Labs by June 15. ←

We are delighted to extend this offer to join the Arnold Associates team. Everyone who met you during the interview process was very impressed with you. We are looking forward to your response. Please don't hesitate to let me know if you have any questions.

Sincerely,



Manuel Santiago
Human Resources Manager

Position Title

Start Date

Salary

Benefits

Conditions

Response deadline

The Parts of a Job Offer - Benefits

Sign-on Bonus

Relocation Expenses

Salary Progression

Medical/Dental/Optical Insurance

Life/Disability Insurance

Vacation/Sick/Personal Days

Retirement Plans

Profit Sharing/Stock Options

Tuition/Student Loan Reimbursement

Overtime

Commuting/Parking Reimbursement

Employee Perks

Flexible Hours

Telecommuting

Technology

Professional Development

Knowing when to negotiate

Do you *need* to negotiate?

- Are you completely entry level?
- Is the offer reasonable?

When NOT to Negotiate

- Highly structured jobs
- Jobs with a known salary
- Jobs with an undifferentiated applicant supply



Compensation types you might see in the job description/application:

- TBD
- DOQ
- Base + Commission
- Commensurate with Experience
- Monthly Stipend



The Art of Salary Negotiation

Step 1: Do Your Research

Step 2: Let the Employer Make the First Offer

Step 3: Review the Offer

Step 4: Prepare a Counter Offer



Do Your Research: Know Your Worth

Use online resources to find salary ranges



Think about your education, unique skills, and experiences



Do Your Research: Know Your Worth

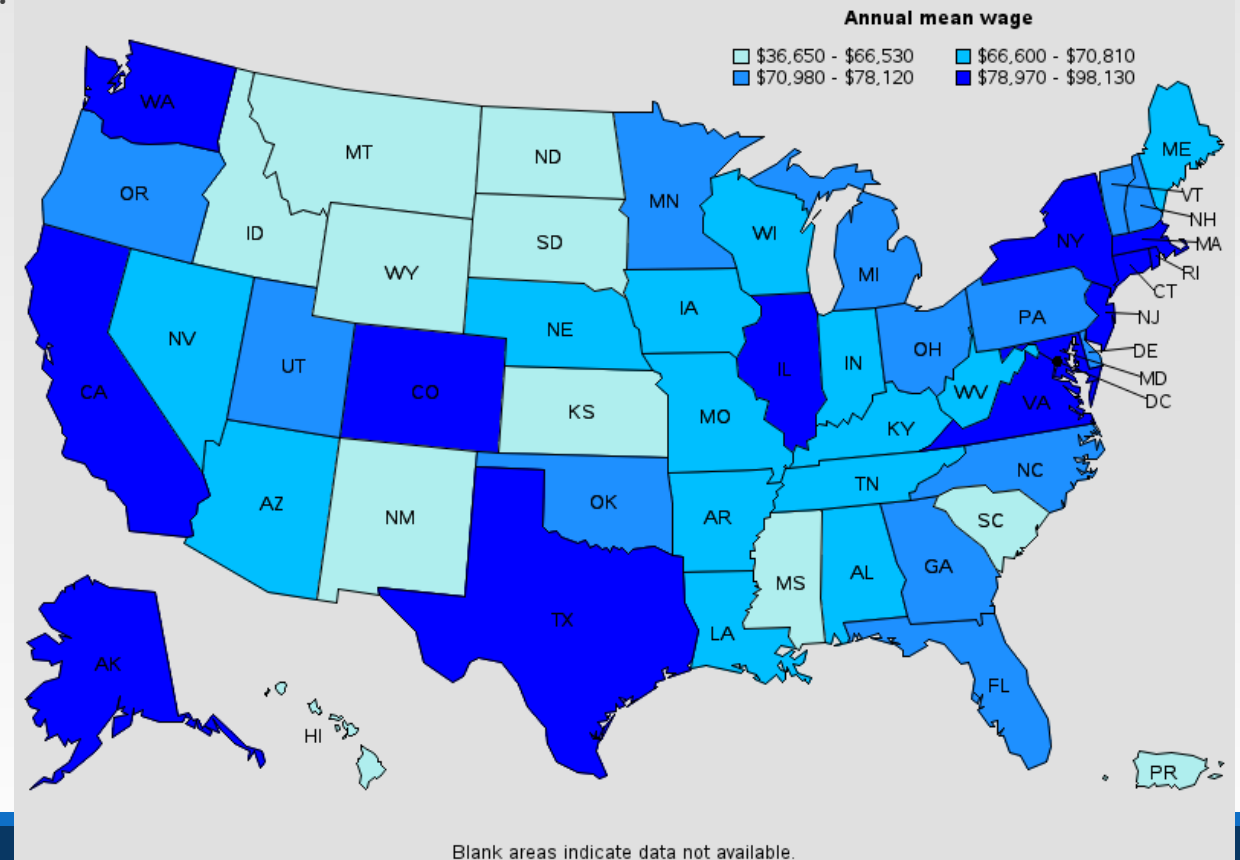
Consider position, location, size, and industry of the company

Industries with the highest levels of employment in accountancy:

Industry	Employment	Percent of industry employment	Annual mean wage
Accounting, Tax Preparation, Bookkeeping, and Payroll Services	325,930	33.97	\$83,710
Management of Companies and Enterprises	97,500	4.11	\$80,020
Local Government	46,170	0.84	\$68,030
State Government	41,520	1.91	\$63,920
Management, Scientific, and Technical Consulting Services	40,370	2.80	\$82,410

Source: Bureau of Labor Statistics, bls.gov

Annual mean wage of accountants and auditors, by state, May 2018



Let the Employer Provide the First Offer

- Leave it blank
- “Negotiable”
- Provide range



During the Interview



- “I’ll consider any reasonable offer.”
- “I’d like to discuss the job first. I need to know whether I’m the right fit and that you’re offering me the job.”
- “I’m very interested in the job and the company, but it depends on the offer – I’d be glad to respond to a specific offer.”

During the Offer

- “You know better than I what this job is worth.”
- “My research tells me that someone with my skills, education, and qualifications doing this job earns between ____ and ____ with a median salary of _____. What’s your offer?”



Prepare a Counter Offer

Aim for a target salary that is realistic

Be explicit in your request

Use the research you have done and have hard evidence to support your request

Consider non-monetary benefits when negotiating

Know your bottom line, and be prepared to say no if the employer cannot meet your needs

Remember to consider gross vs. net income

Financial Wellness Program

Hello

It is great hearing back from you. I hope that everything is well.

Thank you for sending me this offer. I am excited about the opportunity to work at [redacted]. I would like to discuss a few aspects of the offer that I would like to modify.

I believe I am a good fit for this position and will be able to add value to [redacted] team from day one. I've demonstrated a strong understanding of electrical engineering principles by passing the Fundamentals of Engineering certification exam and by maintaining a 3.55 GPA. I've utilized these principles to design the C/C++ embedded software and hardware for printed circuit boards (PCB) using Altium Designer during my experience as an engineer in the Society of Automotive Engineers. As a software intern for the [redacted], I improved data collection and analysis efficiency by programming Python scripts. This past Summer I interned at [redacted] as a [redacted] Intern where I improved grid infrastructure reliability and created over 100-pages of technical documentation that describes how to do various power engineering tasks. With a goal to increase diversity in STEM, I am also driving the development of a [redacted] High School chapter as the title in student organization [redacted].

It is for these reasons that I would like to propose a counter offer. The current offer is for a starting salary of \$72,009.60. I would like to propose a starting salary of \$78,750 annually based on the average salary for [redacted] reported by salary.com. In addition, I would like to discuss the possibility of using the educational assistance benefit to pay for my remaining tuition expenses for my 2018 – 2019 final year of undergraduate education. Lastly, I would like to discuss using the educational assistance benefit to payback student loans starting in 2020.

Thank you,

Do's and Don'ts in Negotiating

Do

- Be positive
- Be persuasive
- Be flexible
- Be confident
- Base your negotiation on competitive market value
- Explain how you will contribute to the employer's profitability

Don't

- Be the first to name a figure
- Assume the first offer is the final offer
- Be demanding
- Be pushy
- Be unrealistic
- Share personal information
- Forget to consider other benefits in the negotiation process

Multiple Offers

Think about your values and interests

- Position
- Company
- Industry

Consider all options to make the best decision for you

- Salary
- Location
- Work-Life Balance
- Company Culture
- Long-Term Goals



Need More Time to Consider an Offer?

Ask to meet with other key colleagues you didn't meet in the interview

Ask for time to discuss the offer with your family and friends so that you can make the best decision for you

Be open with employers when given one offer and in the interview process for another position



Reneging on an Acceptance

The Career Center does NOT endorse reneging

Make sure that the new offer is of enough significance that it is worth potentially burning a bridge

If you choose to renege, do so respectfully – don't ghost the employer

There are situations where it is acceptable to renege

Bottom Line: You should **never** accept one offer with the *intention* of reneging if a better opportunity comes along.

Leave Your Mark

Tell us about your post-grad plans!

The Career Center uses information like job title, company, location, and salary to

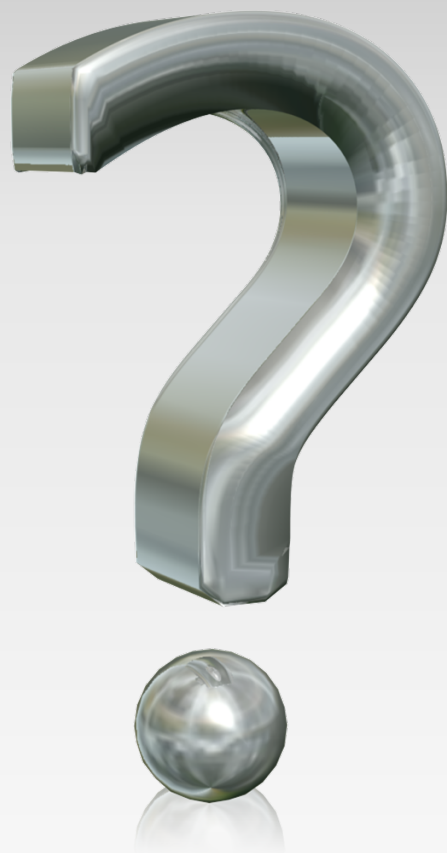
- Show the overall value of a UCR degree
- Show your professors, deans, and advisors what you are up to after graduation
- Compile information used in a national snapshot of recent graduates' activity and prospects



UCR Career Center

YOU'VE MADE IT  TO GRADUATION
**BUT WHAT'S YOUR
NEXT DESTINATION?**

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[GO.UCR.EDU/DESTINATION](https://go.ucr.edu/destination)**



Where Can You Find Us?

Location: We are located in the Career Center Plaza. Our entrance is the University Lecture Hall and the Surge Building, behind the UCR Campus Store.

Hours:

Mon. - Fri. 8 am to 5 pm
except Wed. 9 am to 5 pm

Web Site: careers.ucr.edu

*Individual counseling appointments available by calling:
(951) 827-3631*

Drop-In Hours:

Mon. - Thurs. 10 am-3pm
Fri. 10 am-12 pm

