



 PART 7 OF 9

# SALARY NEGOTIATION AND OFFER EVALUATION

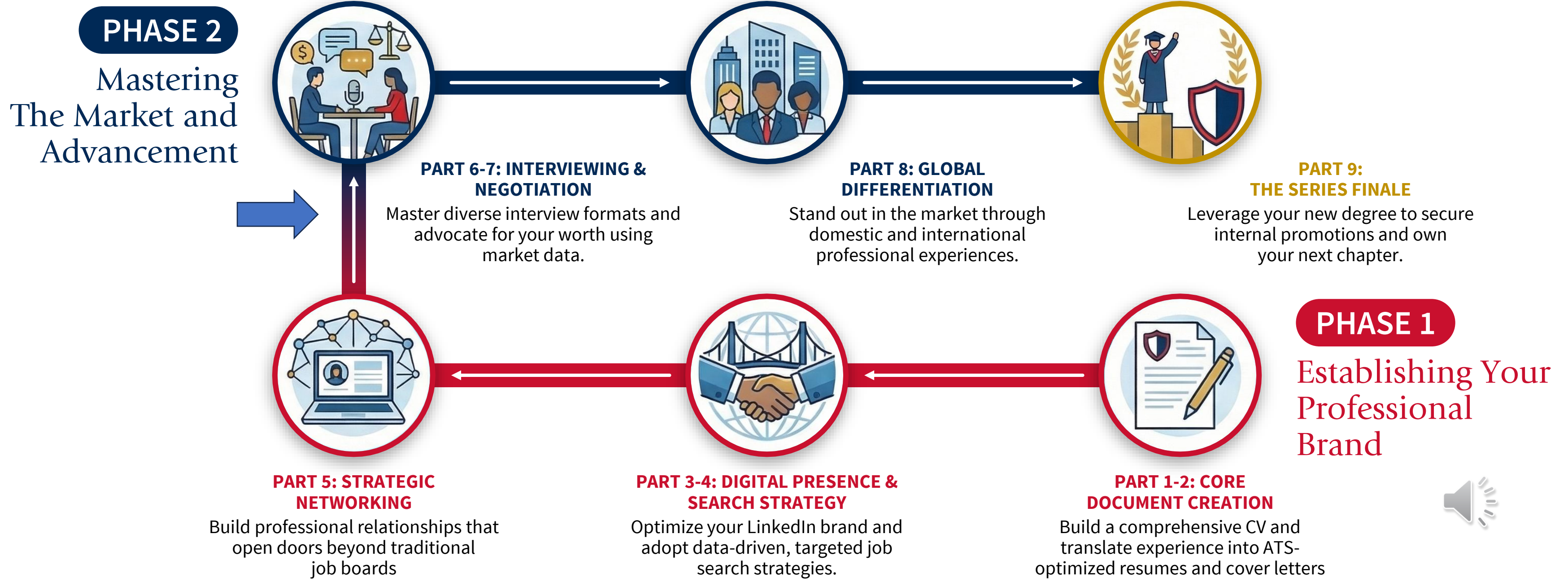
— Maximizing Your Worth & Making Informed Career Decisions —

Presented by USI Career Success Center

 [usi.edu/career-success](https://usi.edu/career-success)



# ROADMAP TO EXCELLENCE: THE USI GRADUATE STUDENT CAREER WEBINAR SERIES



# THE COST OF NOT NEGOTIATING

---

**\$1M+**

Lifetime earnings lost by not negotiating your first salary

“

You don't get what you deserve. You get what you negotiate.”

- Chester Karrass

**55%**  
don't negotiate

**70%**  
employers expect it

**85%**  
who ask get more

## Gender Gap

Women negotiate 4x less often than men

## The Compound Effect

**\$5,000** less now = less in every raise, bonus, and retirement contribution



# KNOW YOUR MARKET VALUE

<p>Company-specific data</p>	<p>Role &amp; location ranges</p>	<p>Experience adjustments</p>	<p>Official data</p>
------------------------------	-----------------------------------	-------------------------------	----------------------

<p><b>FLOOR</b></p> <p>\$ _____</p> <p>Minimum you'll accept</p>	<p><b>TARGET</b></p> <p>\$ _____</p> <p>What you're aiming for</p>	<p><b>STRETCH</b></p> <p>\$ _____</p> <p>Ambitious but defensible</p>
--	--	---

**Copilot Prompt**  
 “What is the typical salary range for a [Job Title] with [X years] in [Location]?”

**Steppingblocks** → **See where USI graduates landed!**

**Professional Associations:** ACHE | NASW | SHRM | AACN

**Cross-Reference Rule:** Check 3-4 sources before negotiating



# TOTAL COMPENSATION FRAMEWORK



## Critical

Base salary is just one component. Evaluate the TOTAL package.



### Base Salary

Fixed annual compensation

### Signing Bonus

One-time (negotiable!)

### Annual Bonus

Ask about typical %



### Retirement

401(k) match %, vesting

### Health Benefit

Premiums, HSA, coverage

### PTO

Vacation, sick, holidays



### Education

Tuition, professional dev

### Flexibility

Remote, hours, schedule

### Relocation

Moving, housing, travel

Which Offer Is Worth More?

OFFER A

**\$78,000**

No 401k • Basic insurance



OFFER B

**\$70,000**

6% match • \$5k tuition

B may be worth MORE!

# THE 4-STEP NEGOTIATION FRAMEWORK

1

Express  
Enthusiasm

“I'm excited...”

2

Provide  
Rationale

“Based on research...”

3

Make  
The Ask

“I was hoping for \$X...”

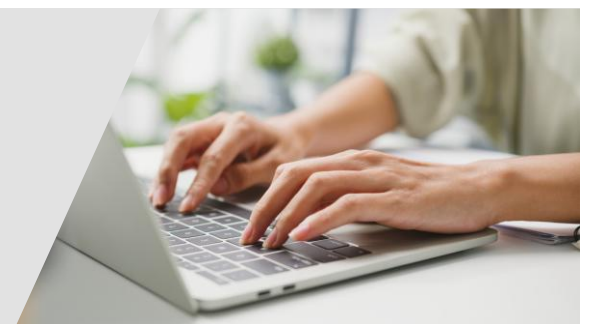
4

Pause  
& Listen

Silence is powerful

## Script Template

“Thank you for this offer—I'm genuinely excited about joining [Company]. Based on my research of market rates and my [qualification], I was hoping we could discuss a base salary of \$[Target].”



Never give a number first  
..if you can avoid it



Wait for written offer  
..then negotiate



Ask for 24-48 hours  
..to review any offer



Focus on value   
..not personal needs

# HANDLING COMMON SCENARIOS



“What are your salary expectations?”

**DEFLECT**

“I'm flexible. Could you share the budgeted range?”

“This is our best offer”

**PIVOT**

“Is there flexibility on signing bonus, PTO, or earlier review date?”

“We don't negotiate salaries”

**ALTERNATIVE**

“Could we establish a 6-month review with potential adjustment?”

You have multiple offers

**LEVERAGE (honestly)**

“I have another offer but you're my first choice. Can we close the gap?”



**Practice with Copilot**

“Act as a hiring manager. Give me realistic pushback on my salary negotiation.”



# EVALUATING THE COMPLETE OFFER

---

## Decision Framework

### Career Growth

Will this develop skills for my 5-year goal?

---

### Financial Security

Does total compensation meet my needs?

---

### Culture Fit

Does the environment align with my values?

---

### Manager Relationship

Do I trust my future supervisor?

---

### Gut Check

Am I excited or settling?

## Red Flags to Watch

### Pressure to decide immediately

Legitimate employers give you time

---

### Won't put promises in writing

Verbal commitments aren't binding

---

### High turnover in role

Ask why the position is open

---

### Vague answers about growth

Good employers have clear paths

---

### Glassdoor reviews don't match

Trust patterns, not outliers



# RESOURCES & YOUR ACTION PLAN



## USI CAREER SUCCESS CENTER



Orr Center, Room 1051



(812) 464-1865



[usi.edu/career-success](https://usi.edu/career-success)

### Available Services

- Offer evaluation appointments
- Negotiation practice sessions
- Book via Career Launch

### Salary Research Tool

- Glassdoor
- LinkedIn
- Steppingblocks
- PayScale
- Bureau of Labor Statistic (BLS.gov)

### Your 7-Day Pre Negotiation Plan

Day **1-2**

Research salary data from 4+ sources

Day **3-4**

Identify FLOOR, TARGET, STRETCH numbers

Day **5-6**

Write your negotiation script & Practice with Copilot or friend

Day **7**

Schedule Career Center appointment

Coming Up Next:

**PART 8**

BEYOND YOUR BORDERS  
How Expanded Experience Builds Your Competitive Edge



# THANK YOU FOR LISTENING!

---

UNIVERSITY OF SOUTHERN INDIANA<sup>®</sup>



**CAREER  
LAUNCH**

## NEED CAREER SUPPORT??

- ▶ You can visit us in the Career Success Center (located in the Orr Center) or book an appointment on Career Launch!
- ▶ Questions? Email us at [career.center@usi.edu](mailto:career.center@usi.edu) or give us a call to schedule an appointment (812) 464-1865!

