

# Salary Negotiation: Interns and Recent College Graduates Spring 2024

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<https://career.engineering.asu.edu/wp-content/uploads/sites/15/2023/01/2023-Salary-Negotiation-Jan-2023.pdf>

FULTON SCHOOLS  
OF ENGINEERING | **career**  
center

**ASU** Ira A. Fulton Schools of  
**Engineering**  
Arizona State University

# Negotiation: Be Prepared

## Elements:

- The interview/salary/compensation process
- How offers are delivered
- What steps you take: things to consider, and how to respond
- Things to think about later

# The Good News: At this career level, ...

- Employers have a good idea about pay:
  - Academic performance
  - Experience
  - Market conditions

# On the job application: what do I tell them?

## Employers may use a salary question on an application:

- Salary history - how much you were paid in the past
- Salary requirement - how much you expect to get paid

# **Before/during the interview: what do I tell them?**

**If asked about your desired salary, express:**

- Interest in the opportunity
- Willingness to discuss salary once you understand the position

**If pressed for a response: provide a range**

# The offer: First response

## You are called/contacted about an offer:

- Thank the interviewer for the offer
- Express your interest in the company and the position
- Ask clarifying questions about the position if you have any
- Ask for time to evaluate the offer
- **Ask for the offer in writing**

# The offer: Evaluate

Carefully consider the job from these perspectives:

the position,  
the organization,  
the industry,  
the location,  
the pay 😊,

*And potential for growth*

# The offer: “Total Compensation”

## Beyond salary, compensation may include:

- **Signing bonus:** one time bonus to join the company
- **Annual bonus(es):** many variations:
  - Basis: % of salary or wages, or similar
  - Eligibility: same basis for all employees; or differ by job title, organization, or location
  - Timing: annual; or every quarter, or \_\_\_
  - How paid: \$; or stock, or something else
  - Payout: to you, as payroll; or added to your 401K plan, or something else
  - Structure: about the same every year; or very good in good years and 0 in bad ones



# Other elements of compensation

- Health care plan
- Retirement: 401k contribution, or similar
- Stock:
  - Stock purchase plan (purchase company shares at discount)
  - Restricted Stock Units (RSUs), other forms
- Tuition reimbursement
- Student loan repayment
- Paid time off: vacation, other forms of time off
- Other: pet insurance, on-site health care clinic, ...

# The offer: **Get more details**

- After you have received the offer, **request a phone call** to review the details
- You want to use this call to gather information

# The call: Sample questions

1. Can you tell me more about the total compensation package?  
*Pay attention to bonus structures. Ask for history of the bonus payouts.*
2. Can you tell me how my offer was derived?  
*Was my <specific skill / experience> considered?*
3. What is the hiring salary range for the position?
4. What is the full salary range for the position as I gain experience?
5. Can you tell me when my salary will be evaluated again?  
*Can an earlier review be done with opportunity for salary increase?*
6. **Is there room to negotiate?**

# The counter-offer: Be prepared

Have the conversation—or maybe the first of TWO conversations

- Sometimes the person you are speaking to is not the final authority

Make your case:

- You have other offers
- Others have offers
- You have some \_\_\_\_ [experience that was not considered, ...]

# FAQs

Can I ask for more (salary, bonus, time to consider, ...)? Will they get mad?

- Yes, you can, and no, they won't
- Be ready for NO

# FAQs

What is the difference between a Non-Disclosure Agreement and a Non-Compete Agreement?

- Non-Disclosure Agreement: you agree not to **disclose confidential company information**
  - Very standard
- Non-Compete: you agree not to **work for competitors for a given time after leaving the company**
  - Not very standard for this level role
  - Not legal in California and some other areas

# FAQs

I got an offer that I like, but it is lower than another offer I have.

- Contact the company and let them know:
  - You really like their company
  - Their pay is lower than another offer: *and you need to tell them what you want in terms of pay*
- What else should I know?
  - Be prepared for NO – but if they offer what you asked, you have to say YES

# FAQs

Where do I find information on salaries?

- Glassdoor
- Fulton Schools Career Center website:
  - <https://career.engineering.asu.edu/develop-personal-toolkit/salary-negotiation/>
  - <https://www.jobsearchintelligence.com/salary-calculator-intro-etc>
- Friends and classmates 😊



# Note: At later career levels, ...

- Salary discussion is more complex:
  - Be prepared to talk salary right up front - imperative
  - Many more variables:
    - Experience: technical, leadership, management
    - Reputation of previous employers
    - Skills, and degree of experience applying them
    - Certifications and similar
    - Industry knowledge, and perception of leadership in industry
    - Client base
    - ...

# Additional Information

- **Practice interviewing:** <https://asu.biginterview.com/>
  - Learn about interviewing and practice via video – plus optional AI-generated feedback
- **Fulton Schools Career Center website** <https://career.engineering.asu.edu/>
  - 24/7 access to presentations and tools
- **SkillsFirst:** <https://skillsfirst.com/organizations/asu-engineering>
  - Submit your résumé for review without an appointment
- **“Advice From Industry Professionals:...”:**  
<https://career.engineering.asu.edu/resumesandresources/internship-job-search/>

# Offer acceptance: Timing

- The company should give you a reasonable amount of time to consider the offer
- If you need more time, ask for it as soon as you can:
  - Don't wait until the day that the response is due to ask for an extension
- ASU's policy on offer timing:
  - ASU recommends that employers who recruit Fulton Schools of Engineering students follow the NACE Advisory: <https://www.nacweb.org/career-development/organizational-structure/advisory-opinion-setting-reasonable-deadlines-for-job-offers/> This allows students appropriate time to consider their offers thoroughly and decrease the risk of renegeing.