

LECTURE: NEGOTIATIONS 2.4.2026

The instructor discussed various scheduling changes, and upcoming company visits while emphasizing the importance of preparing for the STEM job fair and professional attire. He provided detailed guidance on salary negotiation strategies, including research methods, timing considerations, and the importance of understanding market rates and personal worth. The discussion concluded with advice on job offer negotiations, including strategies for requesting additional benefits, working conditions, and the importance of maintaining professional relationships while being mindful of work-life balance.

Next steps

- Students: Register for the upcoming STEM job fair and ensure participation by visiting at least five companies, as required by the instructor for class credit.
- Students: Dress professionally for the STEM job fair and attempt to secure a job or internship, either through companies presenting in class, Handshake, or independently.
- Students: Apply for relevant internships and jobs posted on Handshake and other platforms as discussed (e.g., Voya, Volvo, Department of Transportation IT services summer intern).
- Students: Utilize Bureau of Labor Statistics and other resources to research salary ranges and cost of living for negotiation preparation, as instructed by the instructor.
- Students: Complete homework assignment on job interview questions using the STAR method, as assigned by the instructor.

Job Fair Preparation and Opportunities

The instructor discussed scheduling changes and upcoming company visits, including GE Biofuel and Rite Dose. He emphasized the importance of preparing for the STEM job fair, encouraging students to dress professionally and visit multiple companies. The instructor also provided information on current job opportunities, including internships at companies like Voya and Volvo, and mentioned a \$3,000 stipend available for the semester. He advised students to focus on building careers rather than just holding jobs and reminded them to use resources like Handshake and USA Jobs for job searching.

Salary Negotiation Strategies for Students

The instructor discussed salary negotiation strategies with students, emphasizing the importance of research using tools like Handshake, LinkedIn, O-Net Online, and the Bureau of Labor Statistics to understand market rates. He advised students to wait for the initial offer before negotiating, as revealing their desired salary too early could lead to a lower offer. The instructor also stressed the importance of knowing one's worth, understanding pay bands, and being prepared to walk away if the offer is too low. He encouraged students to practice negotiation skills and leverage their education and experience to negotiate a fair salary, particularly in the Columbia area where the average salary ranges from \$60,000 to \$65,000.

Job Negotiation and Corporate Realities

The instructor advised on job negotiation strategies, emphasizing the importance of identifying personal value and avoiding early discussions about salary. He warned against accepting job offers too quickly and highlighted the ruthless nature of some corporate environments, where employees may be fired after a short period despite high initial compensation. The instructor shared personal experiences to illustrate these points, noting a shift in corporate loyalty and job stability over the years.

Job Offer Negotiation Strategies

The instructor discussed negotiation strategies in job offers, emphasizing that candidates should not take rejections personally and focus on securing written agreements for terms like salary and start dates. He shared examples of verbal agreements that have gone awry and stressed the importance of being vigilant about payment and company trustworthiness. The instructor also highlighted that job titles and salaries are negotiable and provided personal anecdotes to illustrate his points.

Employment Benefits and Negotiation Tips

The instructor discussed various aspects of employment, including the use of titles to make roles appear more significant, the negotiation of start dates, and the importance of requesting vacation or PTO time upfront. He explained how vacation time typically increases from 2 weeks to 4 weeks as employees build their careers and how PTO allows for flexible time off, including sick leave. The instructor also highlighted the option to request a specific reporting relationship or levels of authority within a company and mentioned the possibility of relocation expenses being covered by an employer.

Job Offer Negotiation Strategies

The instructor discussed negotiation strategies for job offers, explaining how to request additional benefits from different budget pots. He advised asking for signing bonuses between \$3,000 and \$5,000, laptops, cell phones, and other equipment from the technology department. The instructor emphasized the importance of negotiating these items separately and not revealing that they come from different budgets. He also mentioned that interns can negotiate for smaller bonuses and that working from home arrangements and additional training costs can be requested.

Negotiation and Career Advancement Strategies

The instructor discussed negotiation strategies and experiences in the workplace, emphasizing the importance of severance packages, education reimbursement, and entertainment budgets for higher positions. He shared a story about a creative solution to secure a prime location at a convention, highlighting the value of thinking outside the box. The instructor also advised comparing salaries across cities, considering cost of living, and being mindful of work-life balance, as high-pressure jobs can lead to burnout. He concluded by encouraging open communication with employers about potential job offers and maintaining professional relationships.