Job Offers: Navigation & Negotiation

Career Opportunities & Employer Relations (COER)
3rd Floor Norwood Hall

career@mst.edu   (573) 341-4343
Evaluating the Offer

Areas to Consider

- Your Boss
- Your Co-workers
- Location
- Company Culture
- Benefits
- Salary
- Typical Work Week
- Organization Flexibility
- Technology

Job Content
Factors to Weigh

- Domestic/International Organization
- Organizational Stability
- Challenge of Position
- Will it assist your professional aspirations
- Performance Evaluations
- Upward Mobility
- Cost of Living Index
Paid Benefits

> Holidays

> Vacation
  - Accrual
  - Usage

> Educational Benefits
  - Qualifications/stipulations

> Training and Development

> Personal Time and Sick Leave
  - Short-Term Disability
  - Long-Term Disability
Unpaid Benefits

> Flex Schedule
> On-Site Day Care Facility
> Membership Discounts
> Casual Days
> Employee Assistance Programs
  - Elderly care
  - Wellness initiatives
Bonuses

> Relocation Allowance
  - Moving assistance
  - Lump sum or certain expenses
  - Stipulation concerning length of employment

> Signing Bonus

> Annual Performance Bonus
  - Company doing well vs. your performance
Insurance

> Health
  - Pre-existing conditions
  - HMO, PPO, HSA

> Prescription

> Vision

> Dental

> Dependent Care

> Flexible Spending Accounts

> Life Insurance – company paid vs you pay
Retirement Plans

> 401K
  - Your contribution
  - Company match

> 403B and 457
  (Tax-exempt organizations)

> Profit Sharing

> Pension

> Stock Options
# 15-16 Full-time Average Starting Salaries

<table>
<thead>
<tr>
<th>Discipline</th>
<th>Undergraduate</th>
<th>Graduate</th>
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<tbody>
<tr>
<td>Aerospace ENGR</td>
<td>$61,912</td>
<td>$92,333</td>
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<tr>
<td>Architectural ENGR</td>
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<tr>
<td>Biological Sciences</td>
<td>$32,255</td>
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<td>Business &amp; Mgmt. Systems</td>
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<td>Ceramic ENGR</td>
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<td>Chemical ENGR</td>
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<td>Civil ENGR</td>
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<td>Geological ENGR</td>
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<td>$62,400</td>
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<td>IST</td>
<td>$56,660</td>
<td>$68,125</td>
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<td>Material Science</td>
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<td>Manufacturing Engineering</td>
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<td>Mechanical ENGR</td>
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<td>Nuclear ENGR</td>
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<td>Petroleum ENGR</td>
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<td>Systems Engineering</td>
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<tr>
<td><strong>Overall Average</strong></td>
<td><strong>$62,804</strong></td>
<td><strong>$69,740</strong></td>
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Tips for Negotiating Your Job Offer

>Know your value
- Conduct salary research
  - COER At-A-Glance
  - Payscale.com, Salary.com, Glassdoor.com

>Be confident

>Negotiate with the right parties
Tips for Negotiating Your Job Offer

> Be enthusiastic about the offer – Smile!
> Ask for what you want most
> Be realistic – don’t be greedy or naïve
> This is a business transaction – leave your emotions outside
> Wait for them to answer
Tips for Negotiating Your Job Offer

> Know the other party’s limits
> What will you give in return?
> Be prepared to walk away
> Get final offer in writing
Student Services

- Resume Reviews
- InterviewStream
- Professional Development Seminars
- Career Fair
- GoinGlobal
- Etiquette Dinner
- Destination Survey
- StrengthsQuest
- Professional Development Planning
- Practice Interviews
- Individual Advising Sessions
- Employer Sponsored Events
- MinerJobs
- Free Suit Closet
- Co-op / Internship / Externship
- Alumni Services
- LinkedIn Reviews
- Career Planning
PROFESSIONAL DEVELOPMENT PLAN

FRESHMAN
- ATTEND New MinerJobs Users Orientation
- REGISTER in MinerJobs and GoinGlobal
- CREATE a resume and have it reviewed
- CREATE a LinkedIn profile and have your profile picture taken
- CHECK-OUT career.mst.edu
- ATTEND a COER workshop
- START a “Career Development File”
- LEARN about different career paths
- VOLUNTEER or JOIN a design team/student organization
- BUY a suit or VISIT the COER Suit Closet
- WRITE a Power Introduction
- NETWORK at employer information sessions and career fairs

SOPHOMORE
- UPDATE your resume and have it reviewed
- UPDATE your LinkedIn profile and photo
- RE-REGISTER for GoinGlobal and update your MinerJobs profile
- JOIN campus organizations
- CONSIDER co-op, internship, externship & study abroad opportunities
- ATTEND COER workshops
- SCHEDULE a practice interview
- TAKE Strengths Quest assessment
- START building your online brand
- RESEARCH companies you are interested in
- ATTEND BOTH career fairs
- DEVELOP relationships with faculty and employers
- BEGIN a reference page
- OTHER: __________________________

JUNIOR
- BECOME a leader in an organization
- UPDATE your resume and have it reviewed
- UPDATE your LinkedIn profile and photo
- RE-REGISTER for GoinGlobal and update your MinerJobs profile
- SECURE a co-op or internship
- ATTEND COER workshops
- SCHEDULE a practice interview
- ATTEND BOTH career fairs and continue networking
- WRITE a cover letter
- INVESTIGATE Graduate School
- MAINTAIN your online brand
- COMMUNICATE with your references about your job search
- OTHER: __________________________

SENIOR
- ADAPT your resume to each job you apply for
- UPDATE your LinkedIn profile and photo
- RE-REGISTER for GoinGlobal and update your MinerJobs profile
- PURCHASE a business suit
- ATTEND the COER Etiquette Dinner
- RESEARCH average starting salaries for your major
- ATTEND BOTH career fairs and continue networking
- TAKE graduate school entrance exams
- EVALUATE job offers; seek assistance from COER Career Advisor if needed
- REPORT your post-graduation plans to COER
- OTHER: __________________________

Students who follow our Professional Development Plan on average earn 4% higher starting salaries!
COER Calendar of Events

CAREER OPPORTUNITIES & EMPLOYER RELATIONS

Missouri S&T

Fall 2016 Calendar of Events

Third Floor, Norwood Hall | (573) 341-4343
Office Hours: 8:00 a.m.– 5:30 p.m.

@HireMiners

Career Opportunities & Employer Relations
Thank you!

Q & A

Email: career@mst.edu
Phone: (573) – 341 – 4343

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