



Resources for Job Offer Negotiations

Websites for researching salary ranges

- Payscale.com
- Indeed.com
- Glassdoor.com
- LinkedIn.com
- Nonprofit's 990
- Guidestar.com (for research on Nonprofit organizations)

Skills on negotiating

- American Association of University Women
- <https://courses.aauw.org/pages/12/aauw-work-smart-online>

Pay Equity Resources

- <https://capd.mit.edu/resources/category/pay-equity-resources/>

Formula for a reasonable salary range

- Approximate the total budget x a percentage for personnel (generally 60-70%)
- Use the total number of personnel to derive the salary average
- Assume lead/supervisory positions run \$10-20K above the average