

To: j.mahoney@wayne.edu  
From: "Peter J. Hammer" <hammer@umich.edu>  
Subject: Checking In  
Cc: f.lombard@wayne.edu, a2257@wayne.edu  
Bcc:  
Attached:

Dear Joan,

I hope that you are having a pleasant break. I was away visiting family last week. It would be helpful to touch base in the next few days if possible. Maryland and Toledo are expecting a reply from me by week's end. Negotiating salary is the least pleasant part of this process. While I am very attracted by Wayne's offer, I would not be able to accept the current proposed salary.

I like being very up-front in my dealings. In terms of the financing, here is how the numbers stack up: 1) Michigan – Base Salary (127,000) + Summer (19,000) = 146,000; 2) Maryland – Base Salary (122,000) + Summer (15,000) = 137,000; 3) Toledo – Base Salary (103,000) + Summer (12,000) + Moving/Transition (6,000) = (121,000); and 4) Wayne – Base Salary (105,000) + Summer (0) = 105,000. In terms of the first year of employment, Wayne's offer is 28% less than what I am currently making, 23% less than Maryland's offer, and 13% less than Toledo's (factoring in summer and transition funds).

I would put on the table the following proposals – either a base of 112,000 with research funds for this summer, or a base salary of 115,000 with no research grant this summer. I am sensitive to the equity constraints that you face with your present salary structure. I am also sensitive to that fact that it is not reasonable or possible for you to match Maryland's offer directly. I believe, however, that the figures I propose are reasonable. Even at these numbers, I would be taking a substantial pay cut both in terms of my current position, and in relation to competing offers. In terms of plus factors, I have 8 years of teaching experience, in addition to meaningful experience in private practice, a clerkship with the former Chief Judge of the Ninth Circuit, and a Ph.D. in economics. These type of negotiations force one to be immodest. I am very good at what I do. I am one of the best classroom teachers at Michigan, I am a nationally respected scholar in my field, and I would quickly become an important member of the Wayne community and a team player in helping to build the institution.

I will be checking my e-mail messages regularly and can be reached either in my office (734-763-4586) or at home (734-429-3732). I look forward to hearing from you. Best holiday wishes.

Peter

