

SALARY NEGOTIATION

NACE Salary Survey

The National Association of Colleges and Employers (NACE) provides national averages for starting salaries of college graduates. The [NACE Salary Calculator Center](#) is a salary survey data resource. The [Salary.com](#) website provides salary averages for your field and in your geographic area of interest.

Tips for negotiating your salary:

- Do not accept or decline an offer based on salary alone.
- Negotiating is a conversation for win-win solutions.
- Negotiations are over when you accept the offer. Get it in writing!
- DO NOT engage employers in a bidding war if you have multiple offers.
- Know your values. The highest salary is NOT always the best choice when comparing offers.
- Conduct research to ensure that you should have a clear idea of what the salary range is for the job.
- Understand how your skills, experience, education, and geographic location stack up in the marketplace.