

Know your worth: Negotiating employment offers and pay

You always want to make sure you are accepting the best job or internship offer, whether it involves choosing between offers, or making sure you are being fairly compensated for the offer you end up accepting.

It is important to understand that you should consider all of the factors involved with your offer. Offers differ when comparing internships/co-ops vs. full-time employment.

With full-time employment, the salary is only one factor to consider. There are also benefits (health insurance, paid-time off, 401K, etc.), growth potential within the organization and the type of work you would be doing. Don't just accept the highest offer without comparing all of the details.

Once you receive an offer for employment, it doesn't necessarily mean it's time to negotiate salary. If the salary compares to what you researched, there's no need to ask for more. Remember, you are asking for a raise before you even start!

However, if you feel the offer is lower than what you were expecting (average starting salary) you can negotiate a better offer, but you must back it up with support. Why are you asking for more money?

This is where your internship/co-op experience, prior work experience, GPA, school projects and student organization involvement come into play. The more evidence you provide for requesting a higher salary, the more likely an employer will honor your request, or meet you somewhere in the middle.

Internships and co-ops are different. Employers will typically offer non-negotiable pay rates. You can choose to negotiate, but will need strong supporting evidence for your request. Remember, you are also gaining valuable experience and/or on-the-job training which will help in securing full-time employment once you graduate.

The most important thing is to do your research and know your worth.

If you don't know your own worth and value, don't expect someone else to calculate it for you.

Starting Salaries: Engineers*

	BS	MS
BioE	\$57,257	\$60,777
ChemE	\$65,782	\$64,140
Civil	\$57,368	\$58,290
CompE	\$68,820	\$87,546
CS	\$75,195	\$90,934
EE	\$67,593	\$86,218
IE	\$56,364	\$58,312
ME	\$62,239	\$66,786

*NACE: Class of 2015 First Destination

EVENTS

International Student Career Week

March 13th – 16th | SCE Illinois Room
Multiple events hosted by OIS
[Schedule of events with details](#)

Navigating a Career Fair

Tues, March 14th | 3:30 – 5 PM
SCE Tower: Room 613
[Event details](#)

ITA Upcoming Events

Networking, webinars, workshops,
Tech Challenge Teaser 4/3-4/14
[Upcoming Event Details](#)

All-Majors Career Fair

Thurs, March 16th | 10AM – 2PM
SCE – Illinois Room (3rd Floor)
[Details & list of employers](#)

Engineering Council Meeting

Thurs, March 16th
4:30 – 6:00 PM | ERF 1043
[RSVP here](#)

Google Games: Chicago

Sunday April 2nd | 10AM - 5PM
Registration deadline: March 22
[Details & Registration link](#)

Next Week: If you have not secured an internship for this summer (or full-time employment if you are graduating)
Spring Break! Spring Break is a great opportunity to spend some time searching and following up with employers.

Internships, co-ops and jobs posted on [UICcareers](#)

ENGINEERING: 588
Is your resume updated & uploaded?
Employers review profiles often
New to UICcareers? [Go here](#)

Career Advice from the Experts

We have hand-selected recent articles with career development advice to help you prepare for your future career in engineering.

Featured articles this week: Negotiating salary

- [How to Negotiate Salary: 37 tips you need to know](#)
- [Payscale: Salary negotiation guide](#)
- [10 salary negotiation mistakes to avoid](#)

Engineering Career Center

816/818/820 – SEO

[Walk-in Hours](#)

Tuesday – Thursday | 11AM – 3PM

Services Offered

- Individual career coaching
- Resume and cover letter reviews
- Interview preparation
- Salary and job offer negotiation
- Internship & full-time job search strategies
- Career Fair preparation (Elevator speech)
- Professional etiquette
- Networking & LinkedIn tips
- Career related workshops

NOW HIRING: Featured Employers

Companies with postings on UICcareers

Click logo to visit company website