

Negotiating for success

How to know what you want and negotiate for what you need

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WOMEN
Like men,
only cheaper.



IF YOU DON'T LIKE IT,
HELP US RIGHT IT.

Negotiating today

- ▶ What are the personal consequences of the wage gap?
- ▶ How do you benchmark a compensation package?
- ▶ How do you target your personal compensation?
- ▶ How do you negotiate to be paid fairly?

The Pay Gap



Women, on average, earn 80 cents for every dollar that men earn. That is a 20% gap.

The average African American woman earns 61 cents for every dollar that a white man earns.

The average American Indian/ Alaskan Native earns 58 cents for every dollar that a white man earns

The average Latina earns 53 cents for every dollar that a white man earns.

From <https://www.aauw.org/resource/quick-facts-the-simple-truth-about-the-gender-pay-gap/>



A woman college graduate will approximately \$1 million less over her work life than the man standing next to her who receives the same degree at the same time.

From <http://www.wageproject.org> and AAUW Start Smart Salary Negotiation materials

Sociologists call the exponential transformation of small disparities into dramatic differences the **accumulation of disadvantage**.

And yet, women don't ask

- ▶ Consider additional wealth tied to:
 - ▶ - bonuses
 - ▶ - stock options
 - ▶ - pensions
 - ▶ - negotiating additional promotions

Women's rational for not negotiating or acting on wage discrimination.



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"Explain it again how giving me a 2% raise would destroy the ozone, weaken our schools, deplete the whale population, and lead to even greater conflict in the Middle East."

"I am so grateful for what I'm making in this tough economy."

"Why should I ask for more? It's fine!"

I ask, they may revoke the offer."

They might think that I'm too pushy or aggressive."

I don't know what's negotiable."

"I'm not comfortable."

The Tiara Syndrome



"That's an excellent suggestion, Miss Tiara. Perhaps one of the men here would like to make it."



Women work hard in the hopes that someone will put a "tiara" on their heads in recognition of their good work.

Hope is not a strategy

From www.negotiatingwomen.com

Benchmarking



How to do your homework before entering any salary negotiation

The internet is your friend

<http://www.glassdoor.com/Salaries/index.htm>

<http://www.salary.com/>

<https://data.chronicle.com/>

<https://www.insidehighered.com/news/2018/04/11/aaups-annual-report-faculty-compensation-takes-salary-compression-and-more>

<http://www.higheredjobs.com/salary/>

<https://www.cupahr.org/surveys/results/professionals-in-higher-education/>

Network

- ✓ Have your “elevator speech” ready at all times.
- ✓ Ask questions during networking that you might not be able to ask during an interview.
- ✓ Interview even when you’re not looking for a job.



What do you need in an academic position?

- ▶ Departmental characteristics
- ▶ Job flexibility and autonomy
- ▶ Protected time
- ▶ Clinical responsibilities
- ▶ Salary & Benefits
- ▶ Mentorship



From: “The First Academic Job Search”
<http://ap.psychiatryonline.org/article.aspx?articleId=1659648>

What is negotiable?

- ▶ Appointment title or titles
 - ▶ Units Tenure status
 - ▶ Starting date
 - ▶ Starting salary
 - ▶ Living expense
 - ▶ Contributions to housing relocation expenses
 - ▶ Benefits Child care
 - ▶ Tuition benefit for children
 - ▶ Spousal job opportunities
 - ▶ Reimbursement of moving expense Travel Budget
 - ▶ Facilities / Space
 - ▶ Office furniture and computer equipment Parking fees
 - ▶ Staff support
 - ▶ Nine month or twelve month appointment
 - ▶ Immigration and Naturalization contingency
 - ▶ Research support or continuing research support
 - ▶ Research equipment
 - ▶ Research staff
 - ▶ Additional hires in a specific research area
 - ▶ Reduced or free service from campus facilities,
 - ▶ Support for Postdocs
 - ▶ Graduate student fellowships
 - ▶ Normal teaching duties in the unit(s)
 - ▶ Particular teaching expectations
 - ▶ Number and source of summer ninths
 - ▶ Number of course releases
 - ▶ Center or Institute affiliations
 - ▶ Service expectations
 - ▶ Sabbatical
 - ▶ Date by which candidate should respond
 - ▶ Time for candidate to resign from current position
 - ▶ Release time for consulting
- From: HumanEd Consulting and Jane Tucker & Associates

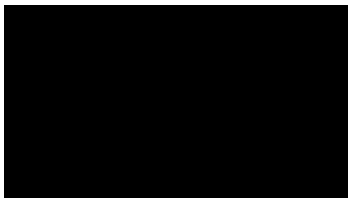
Negotiating 101



- ▶ Set goals
- ▶ Support your goals with concrete information
- ▶ Develop alternatives
- ▶ Anticipate challenges
- ▶ Consider how you will introduce your request - and **practice.**

** from Negotiating Women, Inc., "5 Tips for Negotiating Salary"

Fake it until you make it



Amy Cuddy: Your Body Language May Shape Who You Are

https://www.ted.com/talks/amy_cuddy_your_body_language_shapes_who_you_are/language-enfr-1152744

More tips for the negotiation

- ▶ They need to like you
- ▶ They have to believe you deserve it
- ▶ They need to be able to justify and act on it internally
- ▶ You need to be flexible about what you need
- ▶ They have to believe they can get you
- ▶ Negotiate multiple issues simultaneously
- ▶ What is not negotiable today may be negotiable tomorrow

** See Prof. Deepak Malhotra lecture for a full explanation of this and more.
https://www.youtube.com/watch?v=km2Hd_xgo9Q

How do I get started?



Watch the video:
"How to Negotiate Salary" with Ramit Sethi
http://www.youtub:06:8e.com/watch?v=XY5eCL_RNE#

Negotiation Role Play

Divide into groups of 2

- ▶ Employer
- ▶ Prospective employee



Negotiate

- ▶ Reading over exercise
- ▶ Preparing for negotiation
- ▶ Participating in negotiation
- ▶ Debriefing what happened

Thank you!

Additional Resources:

- “Negotiating at Work” by Deborah Kolb and Jessica Porter
- “Women Don’t Ask” and “Ask For It” by Linda Babcock & Sara Laschever
- <http://www.womendontask.com/>
- <http://www.negotiatingwomen.com/>
- “Negotiation Genius” by Deepak Malhotra and Max Bazerman
- A framework for negotiations:
<https://leanin.org/education/negotiation/>

You miss **100%**
of the shots
you don't take
-Wayne Gretzky
