Gender and Negotiation
WHAT WE KNOW

Both men and women react more negatively to women who negotiate than to men who negotiate, and women who are perceived as self-aggrandizing are viewed particularly negatively. As a result, success for women requires demonstrating larger benefits for an organization.

EXAMPLE 1
You want an assistant
Show how the assistant will make you or your section more productive and allow you to add a needed function or improve an existing function.

EXAMPLE 2
You want a course release
Show that you will use the time to apply for a grant in a new area or embark on some other new activity that will benefit the institution.

EXAMPLE 3
You want a salary increase
Justify it by explaining:

- What the going rate seems to be
- Extra responsibilities you’ve assumed
- Benefits you’ve brought to the institution
- Initiatives you plan to undertake
EVERYTHING CAN BE NEGOTIATED

Salary

Resources

Travel Funds

Teaching

- Number & level of courses
- Labor-intensiveness of course
- Teaching assistance
- Ability to teach in one’s area

Extra compensation for extra work

- Research assistants
- Summer salary
- Course reduction
- Support for postdoc / grad student
- Equipment
- Extra term off or early sabbatical
learn to
NEGOTIATE
THREE PARTS OF NEGOTIATION

Williams & Valian, 2003

PART 1: PREPARING
♦ Know what you want and what you are prepared to give up.
♦ Consider what likely matters to the other person.
♦ Practice negotiating with someone else beforehand
♦ Consider power differences.

PART 2: CONDUCTING
♦ Be pleasant and neutral throughout.
♦ Listen carefully and sympathetically to the other person’s concerns without forgetting your own interests.
♦ Search for common interests.
♦ Compromise when necessary and do so pleasantly.

PART 3: CONCLUDING
♦ End politely and gracefully.

NEGOTIATION IS A skill.
IT CAN BE learned.
EFFECTIVE NEGOTIATION REQUIRES ENTITLEMENT
...at least a little bit

In order to negotiate effectively, it is crucial that women understand how entitlement works and how it interacts with gender.

Women and men differ in how entitled they feel and behave.
- Women perform equal or better work for less pay.
- Women ask for less

Women have negative attitudes towards affirmative action for themselves.
- Women chosen on the basis of their sex have more negative self-evaluations than do men chosen on the basis of their sex.

Women and men may differ in attributions for success & failure.

Women deny personal disadvantage.