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
Nikisha P. Williams & Virginia 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.