

Money is Good

UW ADVANCE

December 11, 2015



Fall 2013 ADVANCE Salary Study (10 depts in CoE, 2 in Environment, 7 in A&S)

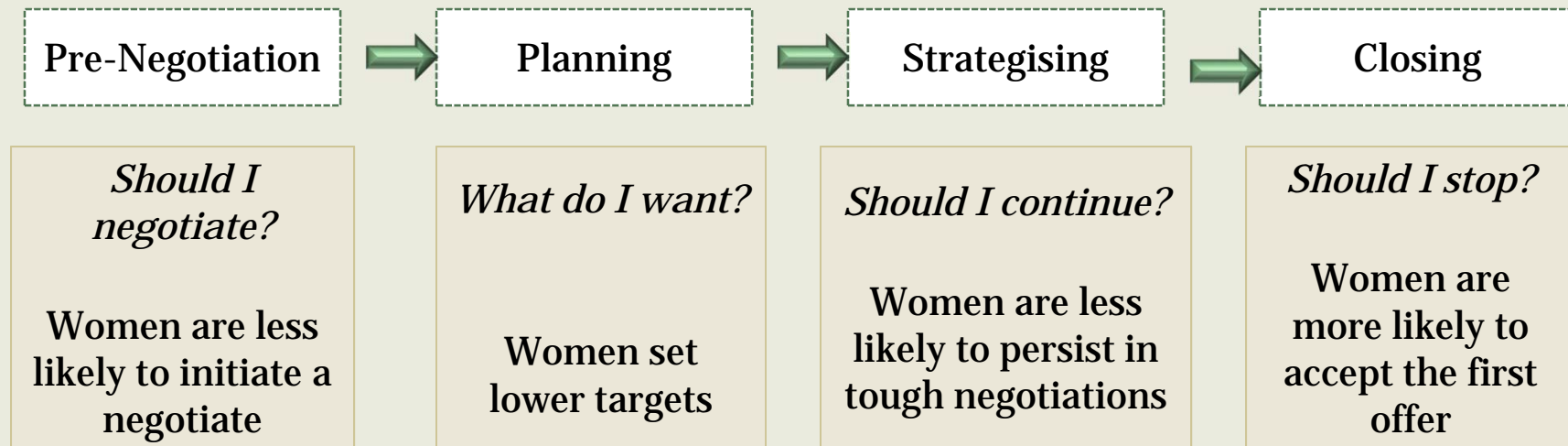
- > Female assistant professors (N=10) are paid 1% more than men (N=25)
- > Female associate professors (N=11) are paid 1% less than men (N=24)
- > Female full professors (N=30) are paid 10% less than men (N=145)



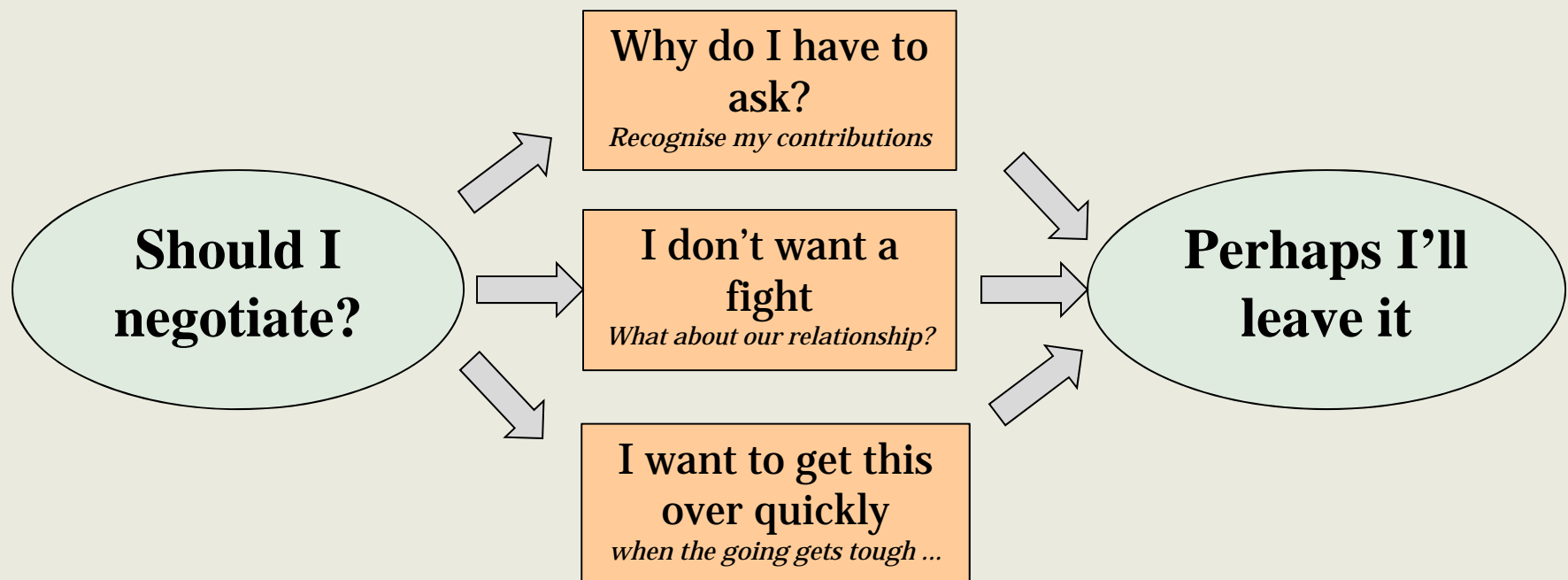
Professor Mara Olekalns of Melbourne Business School at University of Melbourne Slides on Negotiation



Decision Points in Negotiation



Why don't women negotiate?



(Babcock & Laschever, 2003; Gray, 1999; Kolb & Williams, 2003)

Planning

What do I want?



- **Women are more likely to focus on their bottom line**
 - **Negotiators who focus on their targets perform better than negotiators who focus on their bottom line**
- **Women set lower targets**
 - **Higher targets lead to higher outcomes**
- **Become more effective in setting targets**
 - **Be well-informed**
 - **Have good reasons for your request**
 - **Understand what you are willing to trade and what it's worth to you**

Strategising and Closing

Should I take this deal?

- **Women are unwilling to invoke alternatives**
 - **Developing and using good alternatives increases power**
- **Women are more willing to accept the first offers**
 - **They receive less generous offers than men**
- **Become more effective in managing the end game**
 - **Invoke your alternatives when they are good**
 - **Never accept the first offer**
 - **Always evaluate an offer against your needs and interests**

UW Salary Adjustments You Likely Know about

- > Merit salary adjustment
- > 7.5% promotion salary adjustment
- > Retention salary adjustment (competitive offer)



UW Salary Adjustments You May Not Know about

- > Preemptive retention offer
- > A/B retention salary adjustment
- > Unit adjustment

- > See <http://ap.washington.edu/ahr/policies/compensation/salary-adjustments/>



Following Maria Klawe's Advice at Grace Hopper Conference 2014...

Turn to your neighbor and ask for a raise

