Money is Good

UW ADVANCE

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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

**Pre-Negotiation**
- *Should I negotiate?*
  - Women are less likely to initiate a negotiation

**Planning**
- *What do I want?*
  - Women set lower targets

**Strategising**
- *Should I continue?*
  - Women are less likely to persist in tough negotiations

**Closing**
- *Should I stop?*
  - Women are more likely to accept the first offer
Why don’t women negotiate?

- Should I negotiate?
- Why do I have to ask? *Recognise my contributions*
- I don’t want a fight *What about our relationship?*
- I want to get this over quickly *when the going gets tough ...*
- Perhaps I’ll leave it

*(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