Negotiating for Equal Pay in the Postdoctoral Community and Beyond

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Donna J. Dean, Ph.D.
Are you the penguin or the whale?
Gender-Based Wage Gap

- Non-STEM jobs
  - Men: $1.20
  - Women: $0.40

- STEM jobs
  - Men: $1.20
  - Women: $0.40

Department of Commerce, "Women in STEM: a Gender Gap to Innovation" 2010
Gender-Based Wage Gap

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Why does it exist?

- Offered less?
- Child bearing, raising?
- Less education?
Why does it exist?

- Offered less?
- Child bearing, raising?
- Less education?
- *Less likely to negotiate?*
Are Women Less Likely to Negotiate?

- Yes, if not clearly spelled out in *solicitation*
- Less likely to negotiate for *raises* if they don’t think it’s an option
- Don’t know what’s on the table
Why is that?

- Negative correlation: likability & success
- Socialization: nurtured to take what we get and be grateful for it
- Penalized: “bossy”, “self-interested”
- Implicit bias
Implicit Bias Hiring B.S.

Implicit Bias Hiring B.S.

Implicit Bias Hiring B.S.
Implicit Bias
Not Unique to Science

- Psychology faculty viewed “female” CV as less desirable hire
  
  *Sex Roles, 41(7-8), 509. 1999.*

- IPO, CEO compensation evaluated by MBAs less if woman in charge
  
  *Journal of Management, April 25, 2012.*

- Double blind review increases number of women first-authors
  
  *Trends Eco Evo, 23(1), 4. 2008.*

- Orchestra auditions performed behind screen leads to more women accepted
  
  *Amer Econ Rev, 90(4), 715. 2000.*
A Failure To Negotiate Has a High Cost

- **Average Woman**: makes less than a man by $1 million over a lifetime

- **Medicine**: $350,000+ over the course of a 30-year career

- **MBA**: $1.5 million over a 30-year career, easily

## Psychological Element

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Negotiable Elements in Startup Package

- Summer Salary (9 vs. 12 month)
- Equipment, computers, reagents, people
- Supplies, office furniture
- Travel money
- Journal publishing costs
- Reduced teaching load
Access to Resources Matters

“Gender differences in institutional support have had a crucial effect on the publication rates of females”

“Causal relationship between gender differences in resource allocation and ... publication rates”

Startup Package Can Help Your Tenure Clock

- Anything that can “buy” you time
- “Money is time” – Julie Martin
Knowing what is on the table

- Industry, Government, Non-profit
- Stock options
- Severance package
- Pension
- Bonuses
- Benefits, 401K matching
Places to Find Out About Salaries

- Academia: Public university salaries posted online, scientific societies websites
- Publicly owned companies: www.sec.gov
- Privately owned companies: www.hoovers.com
- Nonprofit organizations: www.guidestar.org
- Federal government: www.commerce.gov
Resources to Read More About Negotiating

- *Ask for It*, by Linda Babcock, Sara Laschever
- *Negotiation Genius*, by Deepak Malhotra, Max Bazerman
“You can listen to thunder after lightning and tell how close you came to getting hit.

If you don’t hear it, you got hit, so never mind.”

http://www.juliantrubin.com/kidsquotes.html
Critical Concerns

- Have I developed the skill sets that I need?
- Am I focusing my efforts in the most productive manner and directions?
- Do I know what I need to be doing in this career phase?
Just a heads up that we have no intention of stabbing you 23 times on the Ides of March.
But we will present 23 concepts that can help you in your career negotiations.
Four Stages of Negotiation

1. Preparation
2. Exchange Information
3. Bargaining
4. Closing and Commitment

Phases of a Negotiation

Emotional Intensity

Prospecting
Preparing
Presenting
Bargaining
Closing
Implementing
Renegotiating

Phases of a Negotiation

- Investigate
- Determine your BATNA (best alternative to a negotiated agreement)
- Presentation
- Bargaining
- Closing
Critical Questions

- What must I stop doing?
- What must I start doing?
- What must I continue doing?
Key Concepts for Negotiation*

- Personal Attributes
- Skills
- Preparatory Work
- During the Process

Personal Attributes in Negotiation

- Integrity
- Judgment and general intelligence
- Experience
- Insight
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Skills in Negotiation

- Ability to express thoughts verbally
- Listening
- Thinking clearly and rapidly under pressure and uncertainty
- Ability to persuade others
- Assertiveness
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Advance Work in Negotiation

- Knowing what you want
- Preparation and planning
- Knowledge of the subject matter
- Aware of the process and style of the other person
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“You’ve got to be careful if you don’t know where you’re going, because you might not get there.”

--Yogi Berra
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- Understanding the other side
- Thinking and talking about possible areas of agreement
- Considering lots of options
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During the Negotiation Process

- Patience
- Decisiveness
- Flexibility
- Stamina
- Open mind
- Staying detached
- Perseverance
Negotiating Start-up Packages

- Not a confrontational process
- Articulate what you want and need
- Do a thorough, careful review of your BASIC needs supplemented by:
  
  A *minimal* list (for you)

  A prioritized wish list (for you)
Research the Organization

- Know the constraints
- Don’t guess
- Be aware of benefits (health, 401K, etc)
- Think about aspects other than the money
Mistakes in Negotiation

- Over identification with the other side
- Asking for too little
- Not thinking about your ‘market value’
Asking for a Promotion

- Review the criteria
- Assess your progress to the criteria
- Ask for guidance and advice from chair, director, and/or peers
- Know the constraints
- Don’t guess
The lens you peer through determines the view you see.
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