

# ACADEMIC NEGOTIATIONS

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# Asking and Being Asked

## *Asking*

- Salary, space, equipment
- Teaching load/assignment
- Grants and support
- Course release
- Administrative support
- Technical support

## *Being asked*

- Committee assignments
- Teaching assignments
- Organizing/participating in non-academic events
  - new students
  - STEM initiatives
  - Job fare



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# Not Asking Can Lead To

- Lower salary
- Lower raises/less support
- Having to do everything
- Accumulation of disadvantages
- Misperception of performances
- Festering resentment



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# Women and Negotiation

- Men negotiate, & initiate negotiation much more often and about more things
- Women are satisfied with less, and ask for less
- Women tend not to use “market power”, focus on personal need
- Men leverage acquaintances, women need stronger ties
- Men see competition, women see collaboration and mutual benefit.



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# Women and Negotiation

- Women more likely to think circumstances cannot be changed, outside forces are in control.
- Men think they exercise control over circumstances
- Women presume meritocracy, and wait for recognition.
- Men don't wait, they ask.



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# Women and Negotiation

- Men compare themselves to men, women compare to women.
- Women feel more anxiety about negotiating, especially for themselves!



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# How to Say No

- Just say it
- Don't keep saying it – pick your battles
- Offer an alternative
- Volunteer for something you want to do
- When you take one for the team, make sure everyone knows it – so that you get to say no next time



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# Gender Stereotypes and other Baggage

- Likeability
- Being 'nice'
- Friendly, cooperative, nonconfrontational, considerate
- **Tendency to apologize and self-blame**
- Wanting to fit in
- Not wanting to upset the status quo



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# Unconscious Bias

- Blind orchestra auditions
- During the final round, “blind” auditions increased the likelihood of female musicians being selected by 30%.
- 30% of the increase in the proportion female among new hires and 25% of the increase in the percentage female in the orchestras.



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# So you are asking...

- Let people know what you want
- Ask firmly, do not lead with “If”
- Learn to recognize opportunities for negotiation
- Reframe the interaction – learn to read the room
- Find out what matters to the other side
- Determine what you are worth (make better comparisons)
- Have non-negotiables



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# What to Negotiate With

- Data
  - ask a lot of questions
  - ask the same questions to different people
- Allies
- Sponsor/advocate/mentor
- Patience
- An offer they can't refuse
- Survive the 'no', and have a come back



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# Resources

- *Women Don't Ask* – Babcock and Laschever
- *The Shadow Negotiation* – Kolb & Williams
- *Getting to Yes* – Fisher & Ury
- *Lean Out: The Dangers For Women Who Negotiate*



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