

Negotiating

Early career, Education & Research tracks

CRA-WP Career Mentoring Workshop 2023

Amy Briggs, Middlebury College

Tracy Camp, CRA and Colorado School of Mines



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Session Plan

- Introductions
- Negotiating examples
- Why and how to negotiate
- Negotiating styles
- Activities: Negotiating in practice



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Negotiation

Involves 2 or more parties

- One with resources and priorities
- One with need of resources and who can fill a priority
- Find win-win for all parties

Compensation, resources, work logistics, work assignments



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Early Career Negotiation – often asking re: ...

- Starting salary (later raises)
- Start up funding and lab space
- Equipment (initial & replacement)
- Staff support (admin, technical)
- Release time
- Service assignments (department and university)
- Tenure clock
- Teaching load (initial, typical)
- Teaching assignment
- Travel support
- Research collaborations



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Some facts about negotiation

Not asking can lead to...

Lower starting salary (life-long impact)

Lower raises and/or more time between promotions

Accumulation of disadvantages

Having to do everything

Misperception of performance

Festering resentment



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Some common tendencies in negotiation

Many women tend to:

- be satisfied with less, and ask for less
- focus on personal need; not use “market power”
- need stronger ties
- see collaboration and mutual benefit

Many men tend to:

- initiate negotiation much more often and about more things
- leverage acquaintances
- see competition



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Some common tendencies in negotiation

Many women tend to:

- presume meritocracy, and wait for recognition
- believe circumstances cannot be changed
- compare themselves to other women
- feel more anxiety about negotiating

Many men tend to:

- just ask, not wait
- believe they exercise control over circumstances
- compare themselves to other men



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Keep in Mind It is Possible/Okay to ...

Become a more effective negotiator

Let people know what you want

Determine what you are worth (make better comparisons)

Have non-negotiables

Challenge the status quo

Practice the ask

Practice in low-risk situations (CC companies, car dealers, etc.)

Ask for yourself, not just others!

Survive the “no”



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It Helps to Have ...

Data

- collect from legit sources
- ask a LOT of questions
- ask the SAME questions of different people

Good targets (ask for more, get more)

Allies / Sponsors / Advocates / Mentors

Patience



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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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Negotiation Styles

Accommodating

Avoiding

Collaborating

Competing

Compromising



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Some 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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Next: Negotiation in Practice!

What are your questions?



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Exercise: Data, data, data

Specifics

- Think about where you are at this point in your career
- Think about all the things a faculty member might negotiate
- Where are you for each item on that list? Are you where you s/b?

Break into groups of 3-4

- Spend 1-2 min writing down data you need to collect/understand
- Share with others, and make a plan for next steps



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Scenario Exercise: Format

1. Preparation (2-3 mins): Choose roles

- **Requester:** What should you ask for? What is your dream? What do you need? What can you settle for? How will you ask? What are your talking points? How might you react if your supervisor says no?
- **Resource holder:** What resources do you have? How can you allocate reallocate them? What is your decision-making framework? Don't just say yes!

2. Role play (5 mins)

3. Debrief in small groups (2-5 mins)

- What is your primary negotiation style?
- What worked? What did not work?



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Scenario: A New Center

Break into groups of 3-4

- 1 of you plays the role of department chair
- 1 of you plays the role of professor trying to launch a new research center
- The other 1-2 of you take notes, offer feedback

Specifics

- In this scene the professor is negotiating with their chair for departmental support to start a new initiative. For example, you are a finalist for a research grant and, to make the grant successful, you feel you deserve better space and university support
- When you rotate through roles, you can also switch up the scene: Is the department chair male or female? Are they eager to advocate for you to the provost or higher-ups? Or are they less supportive?



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Any other questions?

Amy Briggs, Middlebury College, briggs@middlebury.edu

Tracy Camp, CRA and Colorado School of Mines, camp@cra.org



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