

MID—Education & Research: Negotiating

Nancy M. Amato, University Of Illinois, Urbana Champaign
Ann Quiroz Gates, The University of Texas at El Paso

November 2, 2023
CRA-WP CMW, Chicago, IL



CRA-WP

Computing Research Association
Widening Participation

Setting the Stage



CRA-WP

Computing Research Association
Widening Participation

A Definition

Strategic discussion between two parties to resolve an issue in a way that is agreeable to both parties



CRA-WP

Computing Research Association
Widening Participation

Negotiation through Career Milestones

Early Career

- Starting salary
- Lab space
- Equipment (initial & replacement)
- Staff support
- Release time
- Teaching load (initial, typical)
- Travel support
- Research collaborations

Mid Career

- Salary raises
- Teaching, service and project assignments
- Support and resources for the department
- Research support - matching funds, staff assistance with large proposals/projects
- Release time
- Research collaborations



CRA-WP

Computing Research Association
Widening Participation

Considerations

- Prepare and plan before the ask.
- Clearly articulate the ask and reasoning.
- Be prepared with data and/or evidence.
- Understand protocols of engagement.
- Ask for clarification and justification during the negotiation.
- Consider fairness and consider the greater good in your ask.
- Walk away with closure and implementation if applicable.



CRA-WP

Computing Research Association
Widening Participation

Scenarios

Salary Raises and Workload

Turn to your neighbor:
What should be considered?



CRA-WP

Computing Research Association
Widening Participation

Ann: Salary Raises & Workload

- Consider timing.
 - When are financial decisions made for the new year?
 - Is your request aligned with promotion?
 - Do you have another offer?
- Consult and reference the Taulbee survey.
- Make sure that your CV is updated and that your contributions are documented.
- How does your workload align with the mission of the university/department?
- Negotiation may require reaching a middle ground



CRA-WP

Computing Research Association
Widening Participation

Nancy: Salary Raises & Workload

- Discuss your concerns & plans with a trusted mentor, ideally a senior colleague in the department
- For salary requests, actually have a number in mind.
 - Note - salaries in many public institutions are publicly available. If yours are, be sure to review them.
 - Beware - they can be confusing as they may include summers or other adjustments
- For workload equity requests, don't just compare to 1 or 2 individuals as they may have a situation you are unaware of



CRA-WP

Computing Research Association
Widening Participation

Changes in the Department (e.g., policy, curriculum, labs, ...)

Turn to your neighbor.
What should be considered?



CRA-WP

Computing Research Association
Widening Participation

Ann: Changes in the Department

- Who should be involved?
- Who are your allies and distractors?
- How well does the change align with the mission or advancement of the department?
- Gather data and resources
- Be prepared to address alternative views.
- What is negotiable and not negotiable?
- How can you build bridges?



CRA-WP

Computing Research Association
Widening Participation

Nancy: Changes in the Dept

- Discuss your ideas & goals with a trusted mentor, ideally a senior colleague in the department
- Look for ways to make it a win-win for all parties
- Try to 'recruit' or at least discuss with potential detractors in advance of faculty meetings
 - dynamics of individual or small group discussions better enable mutual understanding
 - avoid discussions of controversial topics on email lists - its easier to uncollegial on email



CRA-WP

Computing Research Association
Widening Participation

Collaborative Proposals

Turn to your neighbor:
What should be considered?



CRA-WP

Computing Research Association
Widening Participation

Ann: Collaborative Proposals

- What value do you bring to the proposal?
- Ask questions about expectations of your involvement.
- Understand the time commitment.
- Prepare for possible negotiation about the resources that are needed to meaningful contribute.
- Consider the fairness with respect to other collaborators.
- Prepare a statement of work.



CRA-WP

Computing Research Association
Widening Participation

Nancy: Collaborative Proposals

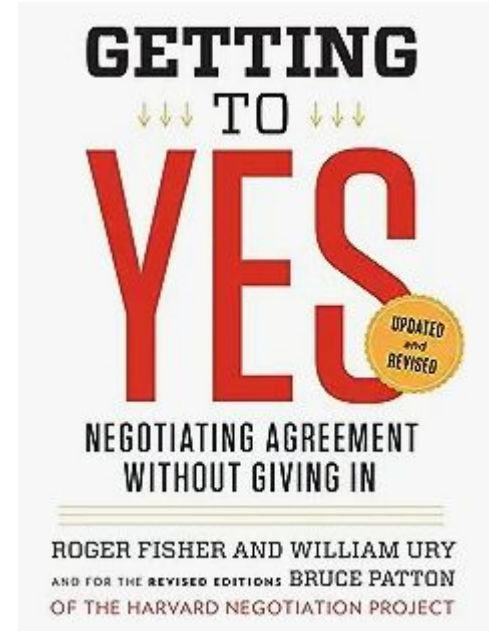
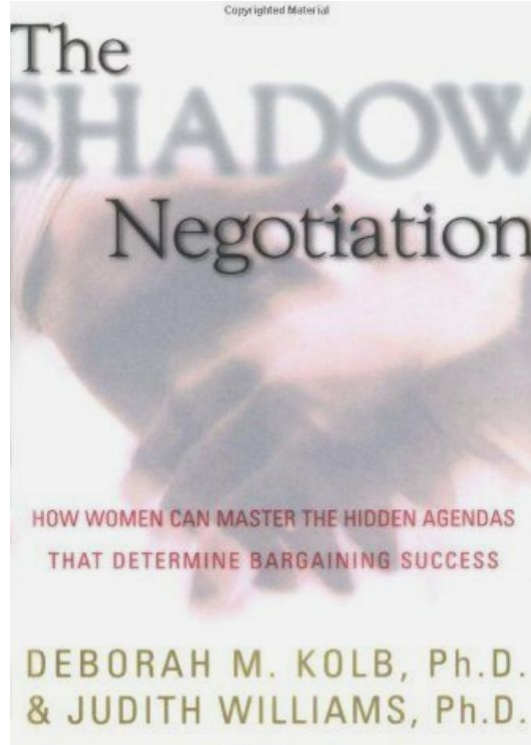
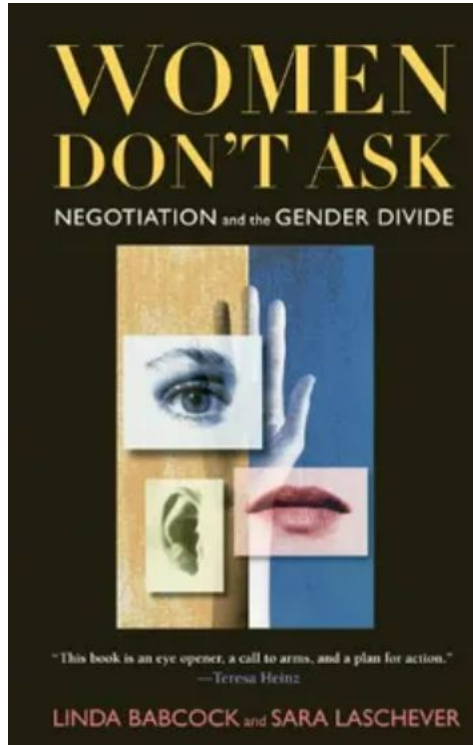
- Review your plans with a trusted senior mentor who has experience with collaborative projects
- Think about how this fits into your overall career objectives
 - You have limited bandwidth and need to be selective
- Are you looking forward to working with the team?



CRA-WP

Computing Research Association
Widening Participation

Resources



CRA-WP

Computing Research Association
Widening Participation

Q & A



CRA-WP

Computing Research Association
Widening Participation