

Dr. Jenna Carpenter, Associate Dean
Negotiation Skills for Women Faculty: Strategies for Career Success
November 18th, 2013

Attendance

- Twenty-three individuals attended the training and 21 completed evaluations.
 - Four (19.0%) participants identified full professors, four (19.0%) identified as associate professors, ten (47.6%) identified as assistant professors, one (4.8%) identified as a lecturer, one (4.8%) identified as a post-doc fellow, and one (4.8%) participant identified as a graduate student.

Quantitative Results from the Evaluation Form

My understanding of the importance of negotiating has increased as a result of attending this workshop.

	Frequency	Percent	Cumulative Percent
Agree	8	38.1	38.1
Strongly Agree	13	61.9	100.0
Total	21	100.0	

My understanding of how to negotiate has increased as a result of attending this workshop.

	Frequency	Percent	Cumulative Percent
Agree	10	47.6	47.6
Strongly Agree	11	52.4	100.0
Total	21	100.0	

I will be able to implement new strategies to negotiate for myself as a result of my participation in this workshop.

	Frequency	Percent	Cumulative Percent
Agree	10	47.6	47.6
Strongly Agree	11	52.4	100.0
Total	21	100.0	

This was a positive networking experience with other women faculty.

	Frequency	Percent	Cumulative Percent
Agree	5	23.8	23.8
3.50	1	4.8	28.6
Strongly Agree	15	71.4	100.0
Total	21	100.0	

I would recommend this workshop to others.

	Frequency	Percent	Cumulative Percent
Agree	3	14.3	14.3
Strongly Agree	18	85.7	100.0
Total	21	100.0	

How would you rate the overall quality of this workshop?

	Frequency	Percent	Cumulative Percent
Above Average	10	47.6	55.6
Excellent	8	38.1	100.0
Missing	3	14.3	
Total	21	100.0	

Qualitative Results from the Evaluation Form

1. What questions about negotiating do you still have after attending this workshop? Please list any areas and/or topics that you would like to receive additional information about or that need further clarification.
 - How to negotiate with “chicken” administrators who rely on “faculty governance” and don’t take charge.
 - How to negotiate with groups – faculty meeting.
 - How to negotiate salary and startup package.

- Initial negotiation with salaries, benefits, maternity/family leave time.
 - What's first contact for salary? Chair or dean? What's a good time to renegotiate? PTE? Offer? Publication? Always?
 - How to maintain good collegiate relationships while also negotiating.
 - It would be nice to expand this into a longer workshop.
 - Even though I know a lot about negotiation, I still learned.
 - I agree about the Otis Spunkmeyer. ☺
 - What do you do if the person making decisions is showing sheer favoritism?
2. What do you think were the most helpful or valuable aspects of the workshop you attended today?
- Personal anecdotes.
 - Hidden points in negotiating to being and later.
 - Practice.
 - Group activity.
 - Her depth of knowledge, and brisk pace.
 - Question/answer. Real life examples (rice farm story).
 - Visiting with others at the table.
 - That it's expected that I do negotiate.
 - The role playing.
 - Learning about how behavior patterns are established in childhood. Practical solutions for workplace negotiating.
 - Reminder to empathize with other side, other person.
3. What is one thing you will do differently as a result of attending this workshop?
- Apply techniques with new confidence.
 - Plan.
 - Not connect to the person – so hard!
 - Collecting information or data prior to negotiation.
 - More time for the seminar would be great. Perhaps one-on-one mentoring session.
 - Add negotiating into everyday life.
 - Ask.
 - Spend more time thinking about what I need and how to get it.
 - I'll think more about what I need and might be able to get.
 - In an uncertain situation, I'll encourage myself to just "ask."
 - ASK!
 - Practice implementing negotiation strategy.
4. How could the workshop be improved to be more beneficial to you?
- More practice.
 - Nothing, it was great!
 - It was very good! Hard to take two hours out of my day though.
 - More time to role play.
 - Short break would've been nice. Make slides available to the group or provide handouts.
 - Now I have an understanding of the importance of negotiation.
 - Not so much me, but I think some male faculty could also benefit and also negotiating in research collaborations.
5. Please provide any additional comments you have about today's workshop and/or the FORWARD program in general below or on the back of this page.
- Thanks!
 - This was outstanding, one of the best workshops.
 - Need for practice. ☺
 - Excellent workshop! Thank you for setting this up!
 - Very illuminating!
 - Didn't like the idea of relying on the man to have a successful negotiation!