

Dr. Jenna Carpenter, Associate Dean

Negotiation: Why Women are at a Disadvantage, How it Impacts the Success of Your Organization, and What You Can Do About it

November 18th, 2013

Attendance

- Twenty-one individuals attended the training and 19 completed evaluations.
 - Sixteen (76.2%) participants identified as administrators, one (5.3%) identified as a full professor, one (5.3%) identified as an associate professor, and one (5.3%) identified as an assistant professor.

Quantitative Results from the Evaluation Form

My understanding of the importance of using negotiating to advance one's career has increased as a result of attending this workshop.

	Frequency	Percent	Cumulative Percent
Agree	14	73.7	73.7
Strongly Agree	5	26.3	100.0
Total	19	100.0	

My understanding of why women are at a disadvantage when it comes to negotiation has increased as a result of attending this workshop.

	Frequency	Percent	Cumulative Percent
Agree	11	57.9	57.9
Strongly Agree	8	42.1	100.0
Total	19	100.0	

My understanding of how I can assist women faculty in using negotiation to advance their careers has increased as a result of attending this workshop.

	Frequency	Percent	Cumulative Percent
Agree	13	68.4	68.4
Strongly Agree	6	31.6	100.0
Total	19	100.0	

I will be able to implement new strategies to assist women faculty in my unit in negotiating to advance their careers as a result of my participation in this workshop.

	Frequency	Percent	Cumulative Percent
Disagree	2	10.5	10.5
Agree	12	63.2	73.7
Strongly Agree	5	26.3	100.0
Total	19	100.0	

I would recommend this workshop to others.

	Frequency	Percent	Cumulative Percent
Agree	9	47.4	47.4
Strongly Agree	10	52.6	100.0
Total	19	100.0	

How would you rate the overall quality of this workshop?

	Frequency	Percent	Cumulative Percent
Average	8	42.1	42.1
Above Average	8	42.1	84.2
Excellent	3	15.8	100.0
Total	19	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.
 - Some topics are more/less negotiable – what are key indicators?
 - How to mitigate against women leaders potential tendency to not negotiate as well (beyond training generally).
 - How do you get faculty (as a whole) to be more aware of the bias?
 - It doesn't seem like un-tenured faculty can't do much to help change the department...by implementing some of these strategies.
 - More specific examples of how to negotiate.
 - I'm not sure if I learned any new skills/insights as a result of today's workshop. Maybe, this was "preaching to the choir?"

2. What do you think were the most helpful or valuable aspects of the workshop you attended today?
 - Reminding us of two prongs: women trained to negotiate and transparent policies.
 - Nice synopsis and discussion of resources and strategies that can promote gender equity and the success of women faculty.
 - Tips on what to do...anything smallish? Not large scale policy.
 - Lots of examples – good!

3. What is one thing you will do differently as a result of attending this workshop?
 - Better awareness of women faculty requesting resources.
 - Draft section of department bylaws – transparent policies regarding resources.
 - Place even more emphasis on standardizing start up packages.
 - I didn't care for the anecdotes about how women are raised to not negotiate – work on making negotiation easier for everyone.
 - Reduce implicit bias in search process.
 - Encourage women faculty to negotiate more. Reduce "need" for faculty to negotiate and be open in department.
 - Try to eliminate/remove need to negotiate for work success.

4. How could the workshop be improved to be more beneficial to you?
 - Make it a bit more interactive; perhaps incorporate a case study or two.
 - Focus on working at making negotiation easier for everyone.
 - How can women be more proactive to overcome the cultural punishments for being assertive?
 - NDSU needs to make sure A/V equipment is up and running.
 - Examples as to how I can directly work with my women faculty to increase their negotiating skills.

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.
 - Dr. Carpenter – great job dealing with uncooperative A/V equipment. You know your stuff.