

Workshop: The Psychology of Negotiation: When, Why and How

Keynote Speaker: Hannah Riley Bowles

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Economic conditions are placing unprecedented pressures on universities and funding agencies. For young scholars, this translates into fewer postdoctoral and faculty lines. For highly experienced senior scholars, it emerges as fewer opportunities for new programs of research and collaborations, and this in turn limits the options available to senior scientists for training young scientists. Research and economic analyses predict that the impact of the economic crisis to be more detrimental for females than for males (see, e.g., the 2009 ILO Report on Women and the Economic Crisis). Against this backdrop, reports that recent male PhDs are almost three times more likely than recent female PhDs to initiate financial negotiations assume immense significance (Babcock & Laschever, 2003).

Bowles will describe her recent work on gender and negotiation (Bowles, & Flynn, in press; Bowles, & Gelfand, in press; Bohnet, & Bowles, 2008)

2010-2011 Series: The Psychology of negotiation: When, why and how

Women in Cognitive Science is organizing a series of talks and panel discussions on negotiation. At the Cognitive Science meeting, we will organize a half-day tutorial to address the issue of negotiation. Our keynote speaker is **Hannah Riley Bowles** *talking on: Three things to know about gender and job negotiations.*

Negotiation takes many forms and yet, over the range of formal and unstructured contexts, men and women have different styles of negotiation. In addition, survey data reveal that men report that they have negotiated for something more recently and that they negotiate more often, and with better outcomes, than do women (e.g., Babcock & Laschever, 2003;

Stuhlmacher & Walters, 1999). Further, gender based differences around willingness to negotiate are not restricted to people with lower levels of education. In fact, recent male PhDs are almost three times more likely than recent female PhDs to initiate financial negotiations in their first professional position. Finally, the pattern is as common among twenty year olds as among 40 year olds (Babcock & Laschever, 2003), and gender differences are observed both in face-to-face negotiations and in 'virtual' negotiations through email, telephone, or video (Stuhlmacher, Citera, & Willis, 2007).

For both men and women, the tendency to avoid entering into even informal negotiation impacts not only one's salary and employment opportunities, but often one's productivity and visibility more generally. Importantly, a recent longitudinal study showed that the subjective value (feelings, perceptions, and emotions) that incoming employees achieved during their job negotiations significantly predicted job satisfaction, compensation satisfaction and turnover intention as measured one year after the negotiations had taken place (Curhan, Elfenbein, & Kilduff, 2009). Interestingly, this subjective value was more strongly associated with later job attitudes or intentions to leave than the economic value achieved in the negotiations. Again, women seem to be at a disadvantage here, as research has shown that women experience lower levels of confidence, self-efficacy, and satisfaction with their negotiation performance (e.g., Stevens, Bavetta, & Gist, 1993; Watson & Hoffman, 1996; for a review, see Kolb, 2009).

Negotiation in start up packages is obvious to all academics. Less obvious is the importance of negotiation in getting university buy in for a new grant, matching new job offers and arranging leaves. Similar issues arise when working with editors during the review process and program directors for grants. The aim of the session is to examine not

only tactics and strategies but also social and personal forces that contribute to the tendency to settle rather than to initiate negotiation, and to provide insight and skills that will help junior and senior scientists, both women and men, to negotiate more proactively and effectively for salary, opportunities, and resources. This issue impacts scholars at all levels and on both sides of the negotiation table.

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We will bring together scholars at various points along the career path, administrators, editors, and program officers of major US granting organization) who can are willing to share their experiences and expertise. WICS will make special efforts to invite persons with varied backgrounds and experience to participate in the panel.

The unique value of the proposed event is 1) its focus on attitudes toward as well as techniques of negotiation and 2) its particular relevance for junior scholars (men and women) who are embarking on their scholarly careers in this period of limited resources.

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