

Gender Equity Project Sponsorship Program

Fall 2003 Workshop #7

Entitlement at Work and Negotiation

December 3, 2003

Agenda

1:00 – 1:10 pm

Program Administration

1. All GEP workshops will be held in 506TH or the GEP space next semester
2. We need associates to help us from 3:00 – 5:00 pm on Feb 4, 2004
3. Criteria for the 2004 - 2005 Sponsorship Program

1:10 – 2:55 pm

Entitlement at work and negotiation

1:10 – 1:30

Presentation *V. Rabinowitz & V. Valian*

1:30 – 1:45

Activity 1: *Break into groups of 4-5*

Each group will role-play a negotiation between a faculty member and her department chair. First, read the assigned scenario and discuss the negotiation with the entire group. Consider what the chair's position on the issue might be and how you can either address her or his concerns to negotiate more effectively, or how you can create a solution that is mutually beneficial. Decide the best way to conduct the negotiation. When and how will you approach the chair? How will you raise the subject of the negotiation? How will you respond if the chair initially denies your request or seems unwilling to negotiate, etc?

Scenario 1: Negotiating for a larger office

Scenario 2: Your chair asks you to teach a 200-level course with 45 students and a substantial writing component

(See today's "Topic Discussion and Activity" handout for more detailed descriptions.)

About the chair: The chair has recently been extremely busy handling increasing demands from the administration regarding revisions to the curriculum, organizing the search for 2 new hires, and establishing a new mentoring program for honors students. In addition, the chair has had a hard time engaging the faculty's help with these tasks as well as filling the seats on standard departmental committees (e.g., the grade appeal committee). The last 2 faculty members to ask the chair for special consideration on an issue or a favor have had their request refused.

1:45 – 2:10

Report back to the main group: Lessons learned from Activity 1

2:10 – 2:25

Activity 2: *Break into groups of 4-5*

Negotiating with a chair is one common type of negotiation you may encounter in your day-to-day work-life. Negotiating with a colleague over authorship credit (i.e. who will appear as authors of the work and the order in which they will appear) of academic writing is another. Think about a recent instance in which you were required to negotiate authorship with a colleague (negotiating co-authorship with students and research assistants is a different type of negotiation and will be addressed in a future workshop). What were some of the issues at stake? For example, was it clear who would be first author? Did you have difficulty determining whether certain work on the project (e.g. data analysis, editing and revising the paper) merited authorship? Discuss with your group how you handled the situation. Possessing your current knowledge about negotiation, how would you handle the situation differently now? Try to cull at least one piece of wisdom or "lesson learned" from each associate's story.

2:25 – 2:55

Report back to the main group: Lessons learned from Activity 2

2:55 – 3:00

Workshop Evaluation: *Complete part I before leaving*