

Facts about the pay gap

- *in Alaska*, women on average earn just 82% of what men earn—this is the pay gap
- *the pay gap* begins right out of college, and continues throughout women's careers
- *women earn less* than men in almost every field, even when they have identical educational backgrounds, skills, and experience
- *the median salary* for college-educated women in Alaska is \$48,043; for college-educated men, the median salary is \$58,589
- *do the math*: by the end of a typical college-educated woman's 25-year career in Alaska, she will have earned over a quarter of a million dollars less than the man she sat next to at UAF graduation (what would you and your family do with a quarter of a million dollars??)

Resist the pay gap.
Negotiate!

Visit the American Association of University Women (AAUW) website for more information about the pay gap and other issues:
<http://www.aauw.org/research/behindPayGap.cfm>

UAF Career Services

UAF Career Services
110 Eielson Building
907-474-7596 email: fycsc@uaf.edu
www.uaf.edu/career/

Resources to make your job search a success!
Mock interviews, professional and trade magazines, workshops, data about national salary trends in your field, and more! Visit them to see what they can do to assist you to land your dream job.

Thanks, AAUW!

A special thank you to the American Association of University Women for the generous grant that funded the Now You Know Project. Thanks also to the local AAUW affiliate.

For more information about the AAUW Behind the Pay Gap project, visit:
<http://www.aauw.org/research/behindPayGap.cfm>

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Now You Know Project

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Salary Negotiation Tips for Women*

*and others



Now You Know Project

UAF Women's Center
& the American Association of
University Women

Salary Negotiation Tips for Women*

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Do you have a potential job offer? Congratulations! **Now get ready to negotiate your salary!** Studies document that, on average, women earn less than men do, and that salary inequities begin right out of college. Your first job out of college shapes your salary for the rest of your career, so you need to learn negotiation skills alongside the other work skills you are learning at college. Here are some tips to help. Although this how-to guide was written specifically with women in mind, all job seekers can use these tips.

Before going on the job market

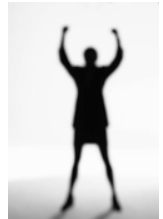
- find one or two successful people in your field who are willing to be your mentors. Many women find it helpful to have a woman mentor. If you are in a field that is mostly men, consider finding a man and a woman to be your mentors
- join a professional peer organization that offers networking possibilities
- find out if your field has an organization for women, and join it
- attend professional conferences in your field; often, there are reduced rates for students; at UAF, departments often will help students find funding to attend conferences

Negotiation tips

- *understand* employers expect to negotiate
- *realize* you may need to initiate the process
- *remember* that if you don't ask, they can't say yes to you
- *recognize* opportunities to negotiate and actively prepare for these opportunities
- *research* salaries in your field by consulting professional organizations' websites, talking with UAF Career Services, and scanning national salary studies
- *be* enthusiastic about the job and the organization throughout negotiation
- *manage* the impression you are making during negotiation; practice projecting confidence in your abilities
- *remind* your potential employer of the value you would bring to the organization, such as your degree from UAF
- *don't accept* the first offer that is made to you; instead, ask if the salary can be negotiated; tell them you may need a day or two to consider their offer
- *negotiate* with a goal, but be flexible; ask for more than you are willing to settle for to demonstrate your willingness to compromise and be a team-player
- *know* that often there are other things up for negotiation, such as office location, car allowance, reimbursement of relocation costs, and new computer equipment
- *create* phrases you can use, and practice these phrases repeatedly so you will have your words ready for negotiations
- *practice* alone first, then with a friend

Have your words ready

Experts say to have your words ready, so when that job offer comes, you will already know what to say and how to say it. Imagine getting the phone call for a position, and role-play all possible scenarios with a friend, mentor, or an advisor from Career Services. Work up phrases that you can use for every contingency, and write the phrases down so you have them handy when the call comes. Work on projecting genuine enthusiasm for the job while you are negotiating details such as salary and benefits. And practice, practice, practice! Now is the time to get over any shyness about negotiating—do it in front of a mirror first, then work with a friend who will offer constructive critiques.



Suggested phrases

Practice these kinds of phrases, so when your opportunity arrives, you will be ready to negotiate:

- Thank you so much for calling! I am especially interested in joining [name of company.]
- Your offer is a bit lower than I had expected. Nationally, the starting salary in our field is about _____. [Do the research so you know what the figure is.] Could you meet this?
- That certainly is a fine offer; I'd like to think about it for a day or two and get back to you.
- I have another job offer I would like to consider alongside yours. May I call you in a couple of days?
- What are the possibilities to negotiate other things, such as reimbursement for moving expenses? [car allowance; new computer; company housing, etc. Do the research so you know what is appropriate to ask for.]