


AAUW START SMART

Understanding the Gender Pay Gap & Establishing Your Salary Goals


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Expectations

- Be Present & Engaged
- Be an Active Listener
- Be YOU
- Respect Confidentiality



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Job Market

Trends

- Better market for skilled than for unskilled workers
- **EVERYTHING** is online – interviews, negotiations, etc., but still dress for success
- Retiring boomers
- Companies can “save” \$ with less experienced workers
- A lot of data is preliminary
- Know how to use the technology

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Workshop Overview

- Understand the Gender Pay Gap
- Know Your Value, Target Salary, & the Importance of Benefits

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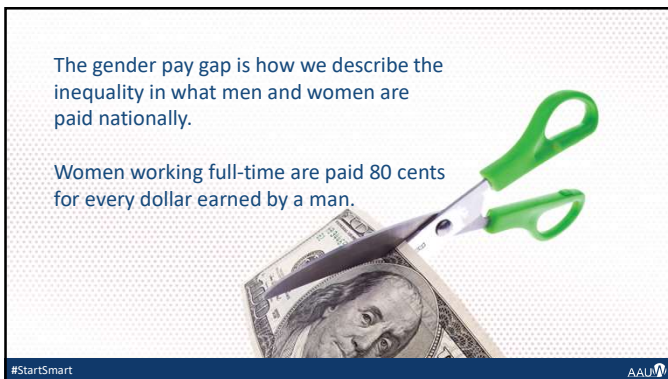
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The Gender Pay Gap and How It Affects You

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The gender pay gap is how we describe the inequality in what men and women are paid nationally.

Women working full-time are paid 80 cents for every dollar earned by a man.

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What causes the gender pay gap?

- Many in –
 - Low-wage jobs
 - Low-paying industries -- health care, education, and public administration
- Fewer in high-wage occupations
- Career complexities – family leave, etc.
- Less experience with/using of negotiation
- Discrimination, e.g. the “daddy bump”

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Straight out of college, women make \$4 less per hour than men--and the gap is getting wider

Real average hourly wages of working people age 21–24 with a college degree, 2016

Men
\$20.94

Women
\$16.58

Men's wages rose 8.1% since 2000

Women's wages fell 6.8% since 2000

More than \$8,000 per year!

The gap grows over time, despite getting equal % raises

Wages are for working people who aren't teachers, nurses and health workers & graduate degree holders. Source: BLS Bureau of Economic Analysis. Copyright 2017 by Economic Policy Institute

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Latinas lose as much as \$1,043,800 over the course of a 40-year career compared with white men




87% Asian American women
79% White women
63% Black women
59% Native Hawaiian women
57% American Indian women
54% Hispanic women

The gender pay gap is important as a FAMILY ISSUE

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A Family Issue, Indeed

- \$50,000 "fair" starting salary
- \$45,000 actual
- Average raise 5%
- Cumulative difference over a career is more than \$750,000
- Housing, college education for kids, standard of living, retirement



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What are **YOUR** biggest challenges around negotiating a salary or raise?

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WHEN YOU LEARN HOW MUCH YOU'RE WORTH, YOU'LL STOP GIVING PEOPLE DISCOUNTS.

Step 1: KNOW YOUR VALUE!

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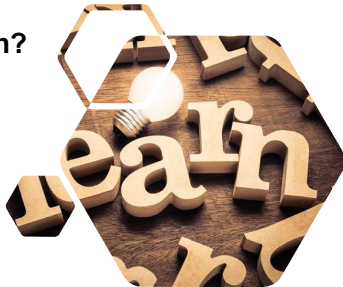
Directions for breakout (15 minutes)

1. Try sharing your resume on your screen
2. Or, put the URL for your Google documents in the chat so the other person can open them
3. Talk about the strengths that standout in the resume
4. Share your ideal job description using method 1 or 2
5. Talk about matches between your strengths and the job requirements
6. For "help" use that button or leave the breakout

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What did you learn?

- Chat your response
- 2 to 3 people will share



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Articulating your value

- Because of my effort to

- I achieved

- Which provided the following specific benefits to my organization

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Articulating your value -- Example

- Because of my extensive online teaching experience
- I can design and deliver instruction that engages students in a learning community
- Which improves learning and provides flexibility for my institution

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Articulating your value

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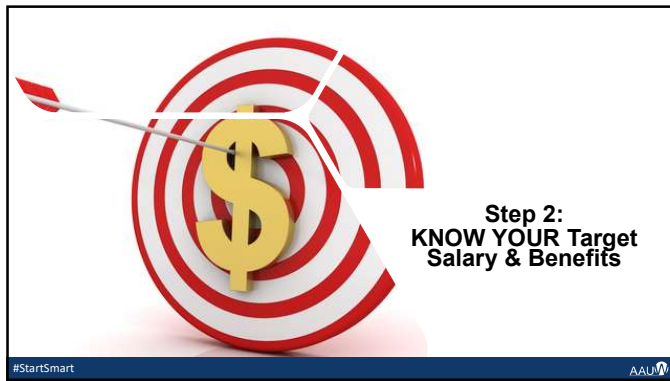
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What did you learn?

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5 Steps to Benchmarking Your Salary and Benefits



1. Use your ideal job title
2. Find the salary range and establish your target salary
3. Establish your range
4. Determine your resistance point.
5. Assess the value of benefits.

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PERCENTILE	SALARY IRVINE ASSOC. PROF.
10th Percentile	\$76,421
25th Percentile	\$105,100
50th Percentile	\$136,600
75th Percentile	\$235,200
90th Percentile	\$324,970

Establish your target salary

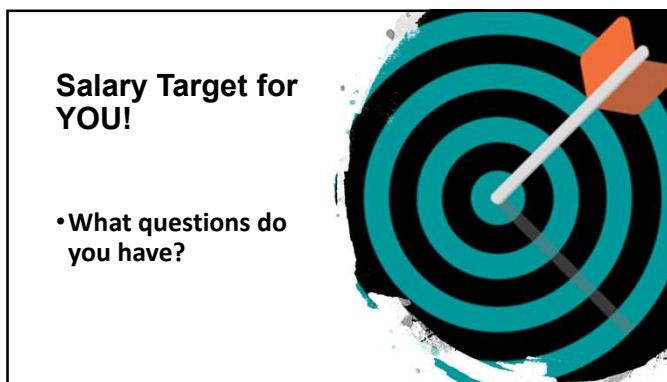
- Salary.com
- Glassdoor
- PayScale
- SalaryList
- Indeed
- Salary Expert
- Bureau of Labor Statistics

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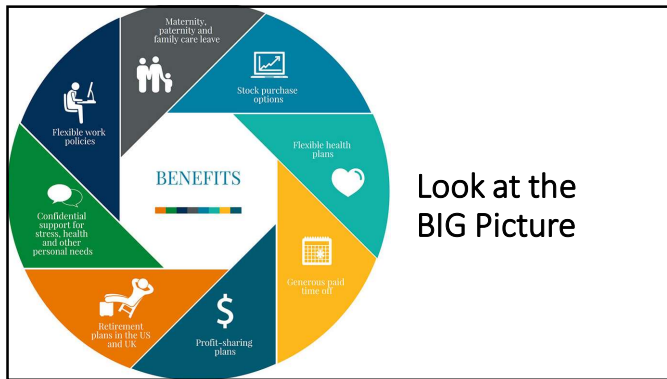
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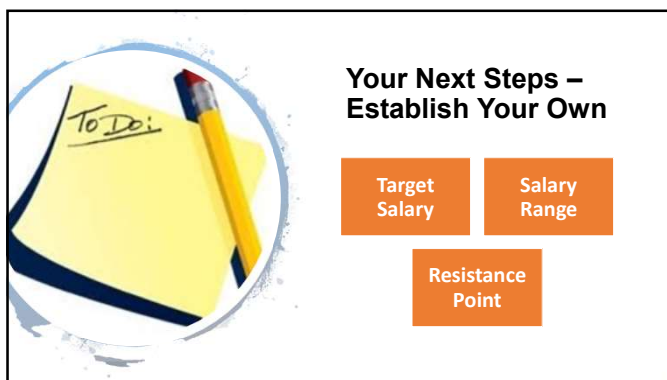


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Look at the
BIG Picture

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GRC Resources -- <https://gradcenter.arizona.edu/career-support>

GRADUATE CAREER ADVISING

- ▶ Career Exploration
- ▶ Professional Profiles
- ▶ Networking
- ▶ Application Materials
- ▶ Interviewing
- ▶ Negotiating Offers

Schedule an appointment today by emailing:
Joel Muraco, Ph.D. at muraco@email.arizona.edu
Ryan Stramon, M.A. at rstramon@email.arizona.edu

BEYOND THE ACADEMY
For good students and previous thinking about careers outside the academy.
To learn more visit: gradcenter.arizona.edu/career-support

A NEW CHOICE BEGINS EVERY MONTH TO REGISTER EMAIL JOEL MURACO: MURACO@MAIL.ARIZONA.EDU

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More Job-Related Resources



<https://gradcenter.arizona.edu/resources/start-smart-salary-and-negotiation-workshops>

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Join us October 21, 2:00 to 3:30 PM
 Guest – Angie Maze
 Vice President, Customer Success and Experience at ETQ
 November 4, 2 PM Open Q & A



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Take our survey!

- \$25 gift certificate drawing
- Google doc URL



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