



***Making the Most of
Your Interview &
Negotiating
Effectively***

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1

Expectations



Be Present &
Engaged



Be an Active Listener



Be YOU



Respect Confidentiality



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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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Establish
your target
salary

- Salary.com
- Glassdoor
- PayScale
- SalaryList
- Indeed
- Salary Expert
- Bureau of Labor Statistics
- By job title
- Geography specific
- Experience and education are important factors

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HOW TO CALCULATE COST OF LIVING ADJUSTMET



<https://arizona.hosted.panopto.com/Panopto/Pages/Viewer.aspx?id=f1171cfb-f9de-47e7-bc09-ac560180443d>

<https://tinyurl.com/COL-adjustments>

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Determine a Resistance Point

- This is the lowest salary you are willing to accept and still take an offer.
- Reduces REGRETS!
- Below this point, you know to push back!

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Workshop Overview

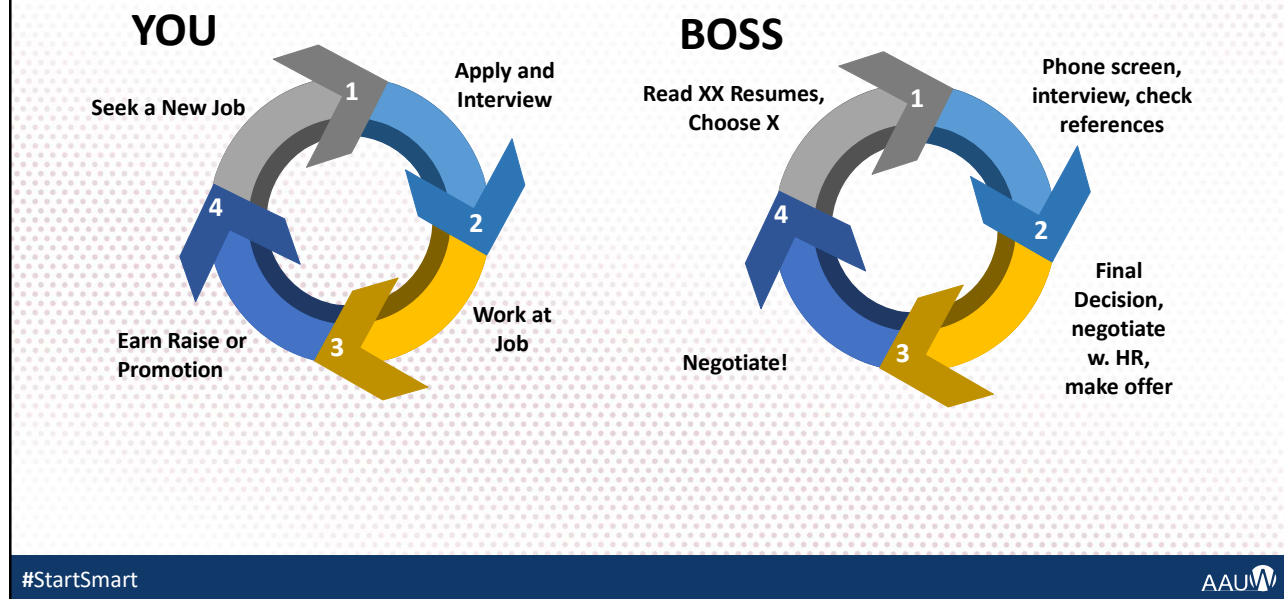
1. Prepare to negotiate
2. Role Playing
3. Guest Speaker

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The entire life cycle looks like this:



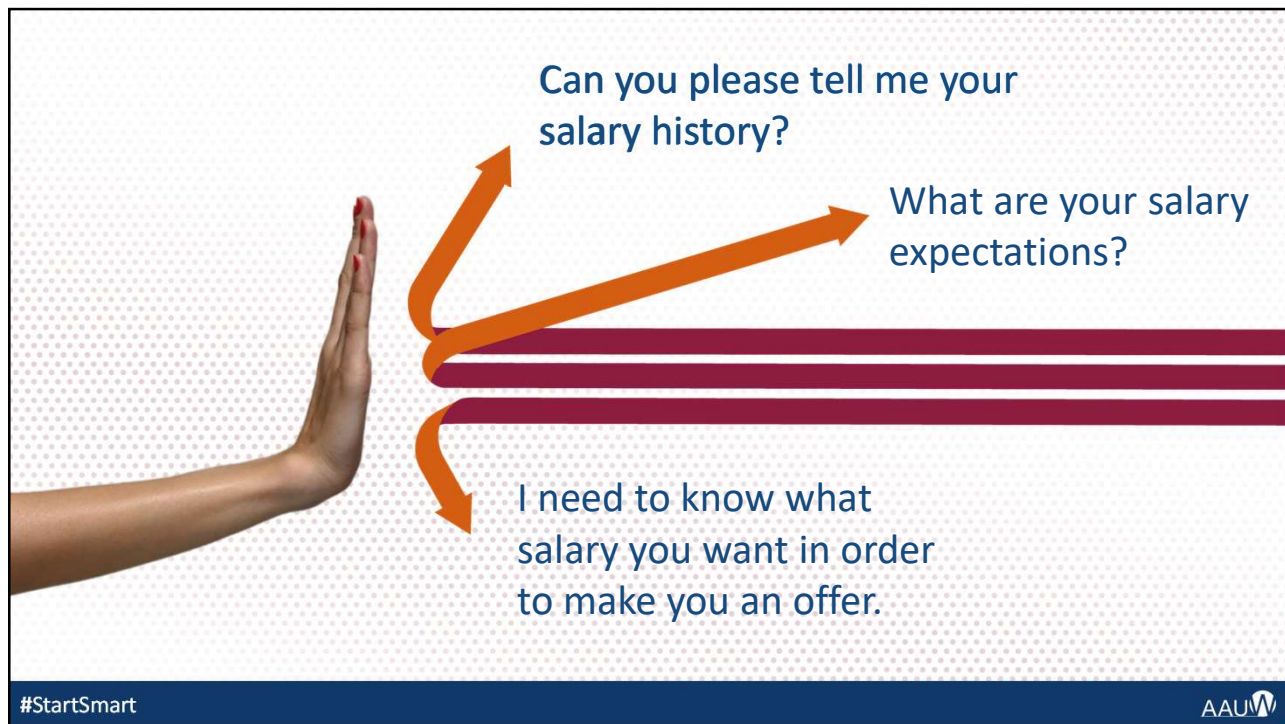
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Tips for Entering Your Negotiation

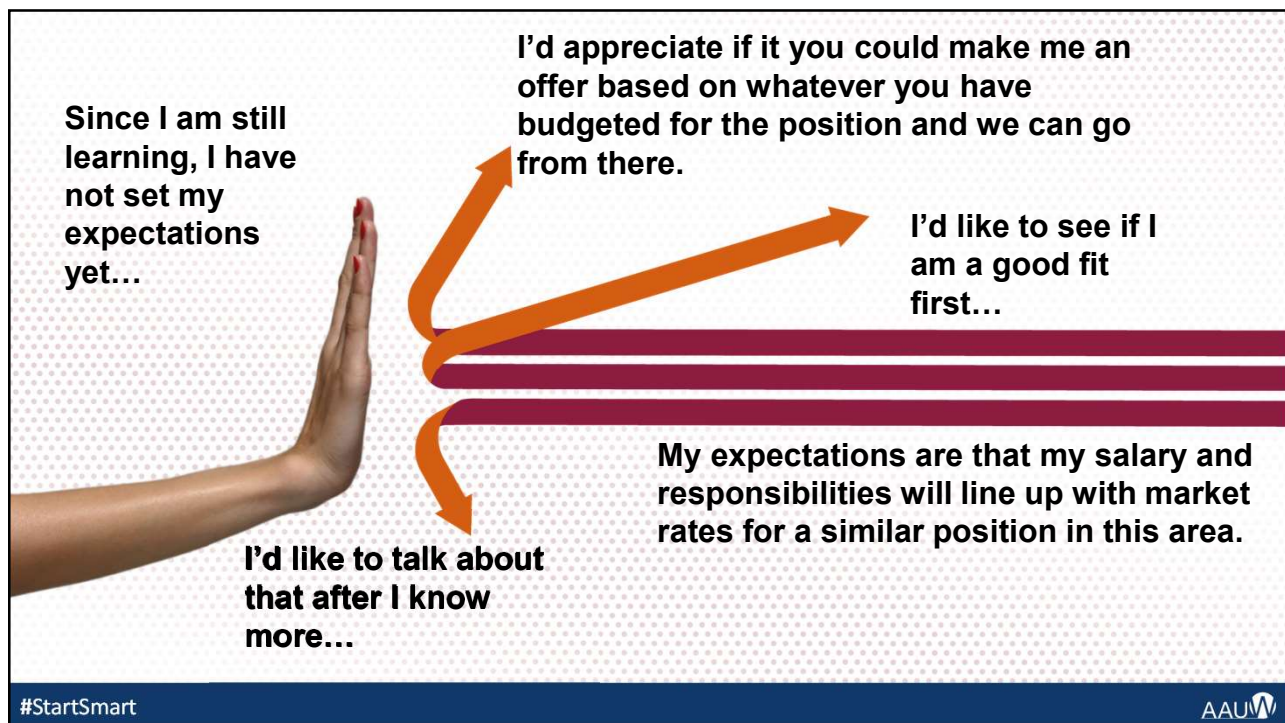
- It is a co-creation
- Preparation will pay bonuses
- Bring notes
- Positive and flexible
- Anticipate!
- Remember: They want YOU!

The background shows a hand holding a blue marker, writing the word 'win' on a glass surface. A circular graphic with a handshake icon is also visible.

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**You got the job
offer!
Now what?**

**NEGOTIATION
TIME!**



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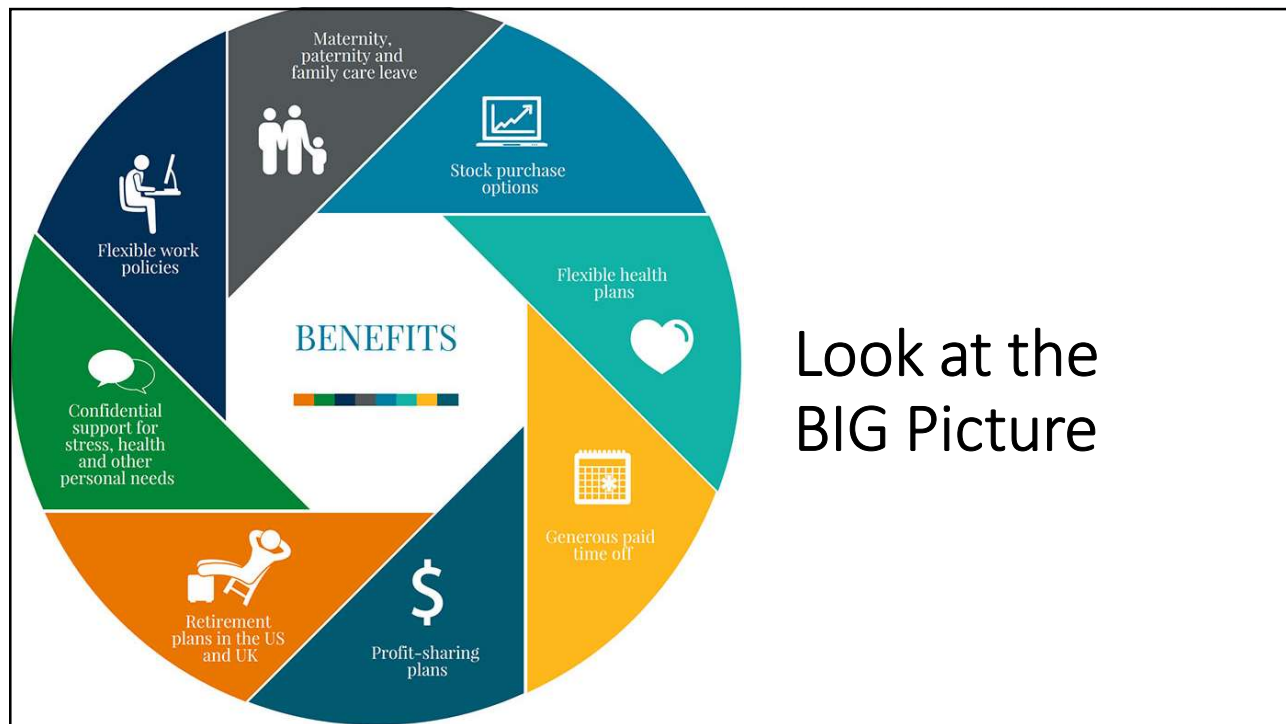
Articulating your value -- Example

- **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**

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Look at the
BIG Picture

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"Practice isn't the thing you do once you're good. It's the thing you do that makes you good." - Malcolm Gladwell

Role Playing

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Role-Play Tips

Employers

- **Do** pay your new hire a fair salary. Good pay attracts and keeps good employees.
- **Don't** give away the farm. You can't pay what you can't afford.



Employees

- **Do** have a target salary in mind.
- **Do** sell yourself and aim high (but be realistic).



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The Negotiation Meeting

- Prepare and practice a pleasant opening
- Be ready with your value statements and rationale
- Try twice
- Know which benefits are worth negotiating
- Remind them you need everything in writing

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Role Playing, Round 1 (12 minutes)

1. Decide who is going to be the employee and employer in round 1
2. Access **ONLY** the document meant for your role. It will give you information for round 1 and 2. Write down the information.
3. The employee has received a job offer \$5,000 below their target salary
4. Employee starts the conversation
5. Try to come to agreement on salary and one benefit that is worth \$ to employee.
6. Use the “help” button if you need assistance (someone will come into your breakout) or leave the breakout and come back into the main room for assistance

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What did you learn?

- Did you feel comfortable?
- Agree on your target?
- Do differently?
- What did you learn about negotiating?

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Role Playing, Round 2 (12 minutes)

1. Change roles – employee becomes employer, etc.
2. Employee starts the conversation
3. Try to come to agreement on salary and a benefit.
4. Use the “help” button if you need assistance (someone will come into your breakout) or leave the breakout and come back into the main room for assistance

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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

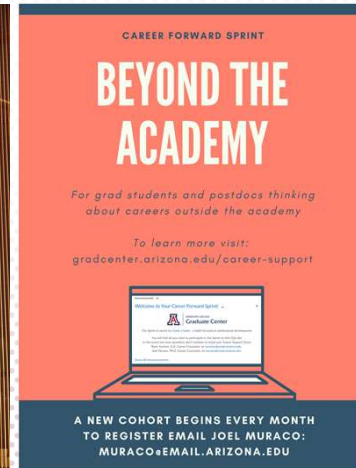
Schedule an appointment today by emailing:

Joel Muraco, Ph.D. at muraco@email.arizona.edu

Ryan Sermon, M.A. at rsermon@email.arizona.edu



GRADUATE COLLEGE
Graduate Center

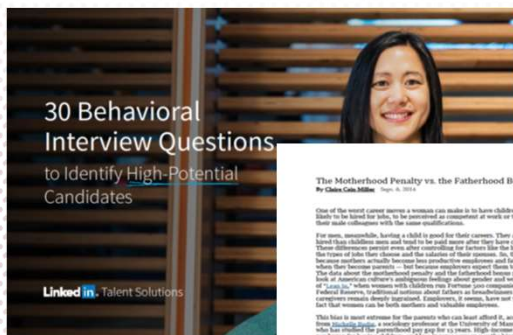


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More Job-Related Resources



The Motherhood Penalty vs. the Fatherhood Bonus

By Chitra Gato Miller | Sept. 8, 2014

One of the worst career moves a woman can make is to have children. Mothers are less likely to be hired for jobs, to be promoted or compensated as much as to be paid as much as their male colleagues with the same qualifications.

For some women, having a child is paid for their career. They are more likely to be hired than childless men and tend to be paid more after they have children.

These differences persist even after controlling for factors like the father's income, the type of job they choose and the salaries of their spouses. In the disability is not because mothers actually have less productive employees and fathers work harder when they become parents.

The data about the motherhood penalty and the fatherhood bonus suggest a clear-cut look at women's careers: mothers are paid less and fathers are paid more. Even in the age of "lean in," when women with children are praised for their commitment and hard work, the fatherhood bonus is a reality. Mothers are paid less and fathers are paid more.

This bias is most extreme for the parents who can least afford it, according to new data from David Coltrane, a sociology professor at the University of Massachusetts, Amherst. He found that mothers with children are paid less than fathers with children, even when they have the same job and the same income. The fatherhood bonus is a reality. Mothers are paid less and fathers are paid more.

Cultural assumptions aside, here is the reality: 25 percent of mothers with children at home work, according to the Bureau of Labor Statistics, and women are the sole or primary breadwinners in 40 percent of households with children, according to data from the Pew Research Center.

The impact of the pay gap seems to arise from old-fashioned notions about motherhood. "Mothers and fathers are more visible and committed to their work. They have a family to provide for, so they're more likely to be able to do it," says Coltrane. "That is the essence of how motherhood is understood by our culture. The conventional story is that mothers work and then to some degree raise the kids."

Mr. Miller found that on average, men's earnings increased more than 6 percent when their first children are born, while women's decreased a percent or more. Childless men have had their study based on data from the National Longitudinal Survey of Youth from 1980 to 2000, which tracked people's labor market activities over time. Children, unmarried women earn at least for every dollar a man earns, while married mothers earn 16 cents, reducing the gap.

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

FREE Online course:

<https://courses.aauw.org/learn>

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Angie Maze

Senior-level business professional with 15+ years leading teams

- Expertise in operations, organizational effectiveness, strategic planning, system implementation, change management, performance driven culture, human resources, learning and development
- Change Agent skilled at analyzing current state, defining gaps, implementing, decreasing silos, improving customer experience and providing the guidance necessary to drive program effectiveness

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Median Annual Earnings, by Race/Ethnicity and Gender, 2015

Race/Ethnicity	Men	Women
White	\$55,886	\$45,100
Black	\$38,141	\$28,141
Asian	\$61,897	\$48,100
Hispanic/Latino	\$38,141	\$28,141

Source: U.S. Bureau of Economic Analysis, Bureau of Labor Statistics, Bureau of Economic Analysis

\$3.7 MILLION
HOW MUCH WE GIVE
TO STUDENTS AND
GRASSROOTS PROJECTS
EVERY YEAR

43%
of our fellowships
and grants support
STEM fields

12,000 WOMEN & GIRLS
are empowered by the Community
Action Grant projects we support

American Association of University Women

- Research that matters to women and girls
- STEM initiatives
- Campus Initiatives such as Start Smart
- Public Policy
- Millions in Scholarships

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Take our survey!

- \$25 gift certificate drawing
- <https://forms.gle/qRofDRoZqszURa qZ6>

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\$25
 Gift Card

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Now it is your turn! Good luck!

Open Q & A Nov. 4 – 2 PM PST

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