# StartSmart

Understanding the Gender Pay Gap & Establishing Your Salary Goals

Expectations

- Be Present and Engaged
- Be an Active Listener
- Be You
- Respect Confidentiality
Workshop Overview

1. Learn about AAUW
2. Understand the Gender Pay Gap
3. Know Your Value, Target Salary & Benefits
AAUW Tucson
Monthly speakers on important issues

- Start Smart seminars
- Fundraising to support scholarships
- STEM & other initiatives

We invite you to join AAUW Tucson because gender equity is still an issue!

- Attend informative programs and receive current updates
- Volunteer on a committee to gain valuable experience and have IMPACT on your community
- Have your voice heard by being a 2 minute activist

U of A undergrads (free): https://svc.aauw.org/RECore/wMembership/join_esaf_member.asp
Pima students ($17): https://ww2.aauw.org/student-join/
Graduates (18.81): https://ww2.aauw.org/student-join/
General public: http://www.aauw.org/national-member-join-renew

#StartSmart
The Gender Pay Gap and How It Affects You
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.

What are the causes of the gender pay gap?

Women are

• Overrepresented in low-wage jobs and underrepresented in high-wage ones
• Well represented in undervalued fields such as health care, education, and public administration
• Face barriers that result in lower pay because they are often caregivers
• Fewer negotiate their first salary and raises
• Discriminated against
More than $8,000 per year!

The absolute $ gap grows over time, despite getting equal % raises

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

Why is the gender pay gap important to you?
What is the long term effect on you?

Your family?

- $50,000 “fair” starting salary
- $45,000 actual
- Average raise 5%
- Cumulative difference over a career is more than $750,000

Let’s discuss what you identified as your biggest challenges around negotiating your salary and benefits?
Negotiation Step 1: KNOW YOUR VALUE!

You are worth more than you think!
Match Your Value to the Job

Articulating your value

• Because of my effort to
  __________________________________________________________

• I achieved
  __________________________________________________________

• Which provided the following specific benefits to my organization
  __________________________________________________________

What did you learn about your value?
Articulating your value

What did you learn about your value?

• Because of my efforts as co-chair of the Difference and Inequality committee,

• I helped bring prominent speakers in disability studies to my department,

• Which has initiated a revision to our program policies toward a universal design model.

What did you learn about your value?

• Because of my effort to ________________________________________________________

• I achieved ________________________________________________________________

• Which provided the following specific benefits to my organization ________________________________________________________________
Negotiation Step 2: Do Your Research!

7 Steps to Benchmarking Your Salary and Benefits

1. Research and identify a comparable job title
2. Find the salary range and establish your target salary
3. Identify your target salary range
4. Create a realistic budget
5. Determine your resistance point.
6. Assess the value of benefits.
Salary Target for YOU?

• What questions do you have?
Your Target Salary Range

Start with your target salary and then stretch upwards

Create a Realistic Budget

50% -- Necessities

20% -- Financial goals

30% -- Flexible/Choice


Current UA Salary Database: https://docs.google.com/spreadsheets/d/1d2wLowml5grmsqTjqFj2ke9k--s1gN_oEZ6kstSX6c/edit#gid=0

The link is available from the Daily Wildcat: http://www.wildcat.arizona.edu/article/2019/03/i-salary-database

Historical databases are available through the Library website: https://new.library.arizona.edu/find/ua-info

https://www.higheredjobs.com/salary/salaryDisplay.cfm?SurveyID=51

### Occupational Employment Statistics

#### May 2018 Metropolitan and Nonmetropolitan Area Occupational Employment and Wage Estimates

Each area name is a link to its occupational employment and wage estimates. Choose an area below, or view metropolitan and nonmetropolitan area estimates listed by county or town.

**Austin-Round Rock, TX**

<table>
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<tr>
<th>Occupation code</th>
<th>Occupation title (click on the occupation title to view its profile)</th>
<th>Level</th>
<th>Employment</th>
<th>Employment File</th>
<th>Employment per 1,000 jobs</th>
<th>Location quotient</th>
<th>Median hourly wage</th>
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<th>Annual mean wage</th>
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<tr>
<td>25-1066</td>
<td>Psychology Teachers, Postsecondary</td>
<td>detail</td>
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<td>2.2%</td>
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<td>detail</td>
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<td>1.23</td>
<td>(5)</td>
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<td><strong>$102,040</strong></td>
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<td>25-1071</td>
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<td>detail</td>
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<td>15.9%</td>
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<td>0.31</td>
<td>(5)</td>
<td>(9)</td>
<td>$85,980</td>
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</table>

**Target Salary**
Using the BLS, capture the mean wage data for a Postsecondary Sociology Teacher in Austin, Phoenix, San Antonio (occupational code 25-1067)

San Antonio $80,620
Phoenix $105,120
Austin $102,040

From the BEA, get the Regional Price Parities for the three Metropolitan Areas

San Antonio 94.4
Phoenix 97.7
Austin 100.5

Then compare the wages across the three geographic areas

San Antonio $80620/(94.4/100) = $85,403
Phoenix $107,595
Austin $101,532

Comparing Target Salaries
Resources

- Career One Stop: [https://www.careeronestop.org/ExploreCareers/explore-careers.aspx](https://www.careeronestop.org/ExploreCareers/explore-careers.aspx)
  - Explore: Occupational Profiles
  - Salaries


- Bureau of Economic Analysis, Regional Price Parities: [https://www.bea.gov/data/economic-accounts/regional](https://www.bea.gov/data/economic-accounts/regional)

Target Salary

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Job Scan

- YouTube channel: [https://www.youtube.com/channel/UC5sYqXT3rOEHDMTScfa0_Ug](https://www.youtube.com/channel/UC5sYqXT3rOEHDMTScfa0_Ug)

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!
Your Next Steps – Establish Your Own

Target Salary

Salary Range

Budget

Resistance Point

Take a minute to complete our online survey at https://forms.gle/kMtsuCLow74AUN7m7

$25 Starbucks gift card to one lucky person!

Join us HERE October 4, 12:00 to 1:30 for Make the Most of Your Interview and Negotiate Effectively

https://arizona.zoom.us/meeting/register/819e4b951d7f1b7957c24e00bf0acd2b8