

## **Negotiation Experiences and Salary Equity in Higher Education: A Storytelling Circle and Methodology Discussion**

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As in most other occupational sectors, salary inequities between men and women persist in higher education. Women faculty members continue to receive lower salaries than male faculty members, even when disciplinary differences, experience, productivity, etc. are accounted for. Various explanations and discourses exist to explain this phenomenon. However, negotiation experiences specifically have not received much attention.

This workshop is part of an on-going, mixed-methods project entitled Research on Salary Equity Transformation (ReSET). ReSET examines men's and women's salary negotiation experiences and the roles that gender plays therein. The first phase of the project was a nationwide survey to gather information on salary negotiation experiences of tenured and tenure track faculty in engineering, biology, sociology, psychology, and philosophy. Our experiences conducting that survey raised methodological questions about how best to study negotiation and salary equity, and highlighted the need for 1) additional data collection, and 2) input from the higher education community on methods for exploring these issues. For example, both men and women believed that women do not negotiate as often as men (and prior studies support this), but our data show that women negotiate just as often as men. What types of further research are needed to make sense of such conflicting findings?

Therefore, this workshop is phase two of the project and is designed to build on our survey findings and experiences. The workshop, which will be of interest to both faculty and administrators, will consist of two parts. The first part is a storytelling circle in which attendees are invited to share their negotiation experiences. Storytelling circles are a critical methodology intended to draw participants into the research process in meaningful ways. The second part is a group discussion of methodological issues and questions related to studying negotiation and salary equity. Organizers will discuss findings and

issues that arose from the survey, and attendees' are invited to share their thoughts on how to address those issues.

Please note the following:

- This workshop is not, in the first place, intended to provide negotiation advice; although, participants may learn from hearing from others' stories.
- The storytelling circle is a means of data collection for our on-going project and will be audio recorded. IRB approval will be discussed at the start of the workshop.

### **Workshop Agenda**

- Introductions and background [5 minutes]
- Storytelling circle [45 minutes]
- Organizers present results and issues from nationwide survey [10 minutes]
- Discussion with attendees on methodological issues related to studying negotiation and salary equity [25 minutes]