

## **Women's Negotiation Academy**

May 23-24, 2016

Straus Institute for Dispute Resolution

Pepperdine University School of Law

### **Program Report**

#### Program evaluation

The Women's Negotiation Academy's mission is to create skilled and sophisticated negotiators who can negotiate effectively on behalf of themselves and on behalf of others. The coursework spanned two very full days, and included lectures on topics like the female advantage in distributive and in integrative negotiations, large group exercises to hone listening and response skills, and role play exercises where we negotiated our own salaries with employers. It was exhaustive, fun, and probably the best external professional development experience in my career to date. The two faculty leading the workshop, Stefanie Blondell and Denise Madigan, have very impressive careers in the legal and mediation professions. The participants, too, mostly had legal backgrounds but there were other professions represented in the workshop, including myself (librarian), an officer in the LA fire department, a steel industry executive, and a maritime labor administrator. This mix of women leaders from interesting professions led to very rich perspectives about how we handle negotiations filtered through the lens of gender.

#### Impact on my job responsibilities

This training will certainly have an impact on my job responsibilities. I am currently the interim director of an academic health sciences center library. I have twenty-nine (29) employees that I negotiate with and on behalf of when it comes to salary, personnel, and internal policy issues. I negotiate with vendors for resource and subscription contract licenses. I also negotiate with my boss, the Vice Chancellor for Health Sciences, at my university, and other external stakeholders in positions of influence and leadership. For example, the main campus library director and I are involved in a direct negotiation currently with a Big Deal journal vendor. As part of the process, we have had to negotiate with the vendor for acceptable content and financial terms; with our university administration for adequate recurring funding to cover the costs; and with our university faculty in a less formal manner to ensure that we are on a path toward cost savings (and potential content loss) that they can live with.

#### Impact on my career goals

One of my career goals is to become an effective and persuasive health sciences library administrator, and I believe this workshop will enable me to attain that goal. I have a greater understanding of why women don't ask for things they want (mostly a learned and cultural affect), why imposter syndrome keeps us from realizing our full potential (we need to really believe when we achieve a position of

leadership we are deserving of the right to be there), and that, yes, women are different than men, but those differences should be leveraged to our advantage when it comes to negotiations (women tend to be better listeners and read facial expressions more accurately than men, amongst other strengths). Another lesson – one of the advantages women have is that we tend to worry less about being vulnerable, and so we ask more questions to have a fuller understanding of all sides in a negotiation. That can be a very powerful advantage and one women should be proud of. I intend to take these lessons to heart and lean on them as I progress in my career goals.

#### Usefulness in preparation for leadership positions

I believe the Women's Negotiation Academy has prepared me for future leadership positions. Most of the librarians and library leaders I have worked with in my career are women, so in many ways my observances of negotiations in the workplace have been filtered through the lens of the female gender already. This workshop has provided a contextual framework for what I'm already observing but also, as I begin to interact with more male leadership at my university, I have a better understanding of why we approach negotiations differently. I also learned, sadly, that women's likeability tends to plummet the more responsibility they have in their job, whereas men's tends to increase. What a sad state of affairs! My take away from that is women in the workplace need to start being far more supportive of other women leaders and far less critical. (And also, we need to stop worrying so much about being liked.) The workshop has really caused me to pause on those concepts. I want to move forward in the rest of my career as an administrator who holistically supports and grows competent and confident women leaders in the workplace.

I'd like to again thank AAHSL for awarding me a leadership scholarship for 2016. I highly encourage future scholarship winners to consider the Women's Leadership Academy as their funded professional development activity.

Respectfully submitted,

Elizabeth Ketterman, MLS  
Interim Director  
Laupus Health Sciences Library  
East Carolina University