

Seminar Title: *Faculty Development as Student Mentors: A Collaborative Project of the Associated Colleges, the American Association of University Women and the WAGE Project*

Seminar Administrator: Dr. Mary Graham, Assoc. Professor, School of Business, Clarkson University

Contact Information: email graham@clarkson.edu, phone 268-6431, postal Box 5790, Clarkson University, Potsdam, NY 13699

Leadership Team Responsible for the Recruitment of Faculty from the four Universities:

Mary Graham, Associate Professor, School of Business, Clarkson University

Margaret Kent Bass, Associate Professor, Department of English, St. Lawrence University (tentative)

David Norenberg, Director of Career Services, SUNY Canton

Donna Seymour, Communications Coordinator, St. Lawrence County AAUW

Liliana Trevizan, Professor, Department of Modern Languages and Interim Director, Women's and Gender Studies, SUNY Potsdam

Lisa Wilson, Department Chair, English and Communication, SUNY Potsdam; and President St. Lawrence County AAUW

Guest Speaker / Trainer:

The guest speaker / trainer we would like to invite is Annie Houle, National Director, the WAGE project (www.WAGEproject.org). Annie has conducted many facilitator trainings, including sessions at Ohio State University and Western Michigan University in Fall 2009, and she is scheduled for facilitator sessions at Harvard University and the University of Connecticut in Spring 2010. The president of the WAGE Project organization is Evelyn Murphy, former lieutenant governor of Massachusetts.

Overview: Research documents that women are less likely than men to negotiate salary and other workplace rewards and resources (Babcock & Laschever, 2008). Universities are making great strides toward providing women opportunities in the educational realm, but students may not reap the full returns to their educational investments because of a lack of confidence in negotiating or a lack of knowledge about negotiations skills. In 2008, Clarkson conducted a program on salary negotiations for 35 students, with funding from the American Association of University Women (AAUW). We have been unable to meet the demand from Clarkson students and from other universities for future trainings.

The national American Association of University Women in partnership with the WAGE Project (www.wageproject.org) has developed a program to train facilitators to conduct salary negotiations training for students. We are requesting funds to bring the WAGE Project's National Director, Annie Houle, to Potsdam, to conduct facilitator training for approximately 25 University faculty, staff, and community members. Each of these 25 individuals would then be qualified to conduct negotiations trainings in the future, with the WAGE Project's technical support.

The facilitator training will permit faculty from diverse academic fields to learn and dialogue about the research, and strategies and techniques in negotiations, from an expert, for purposes of becoming more effective mentors to our students. In addition, by way of receiving the training, we would be qualified to deliver negotiations seminars to students.

Babcock, L. & Laschever, S. 2008. *Ask for it*. New York: Bantam Books.

Training Format:

Facilitator training will be conducted at Clarkson University on Sunday, March 28 in the Adirondack Lodge. Facilitator training participants will read the Babcock and Laschever book (see above) and WAGE project materials prior to the training. They will observe one student SmartStart training on 3/27 or 3/28, prior to their training. The facilitator training consists of background information on salary negotiations, with a focus on gender issues in salary negotiations. Trainer Annie Houle will share her materials and insights on conducting student workshops and give participants a chance to practice facilitating and delivering the material.

Schedule:

Feb. 15, 2010 – Recruitment of faculty training participants complete, and they receive a copy of the Babcock and Laschever book.

March 15, 2010 – reminder and details of training; WAGE Project materials to participants.

March 27 or March 28 – observation of student training (3 hours).

March 28, 2010 – facilitator training (3 hours).

June 2010 – facilitator follow-up regarding training and future directions.

Budget – Annie Houle's expenses

Airfare	\$400
Rental car	\$250
Clarkson Inn (2 nights)	<u>\$300</u>
Total	<u>\$950</u>

Note: Our proposal for facilitator training is part of a larger Women's History Month event in which Annie Houle will conduct salary negotiations trainings for 80 students (women and men) across the 4 Universities. An essential part of the facilitator training is observing Annie Houle conducting the student training sessions. There is a \$50 per person training fee for each facilitator that is being covered by a generous donation from Clarkson University's Entrepreneurship Program under the direction of Marc Compeau.

Supporting Documentation

Sent:

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Tue 12/22/2009 11:52
AM

From:

To:

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Cc:

Subject:

RE: WAGE Project

Attachments:

Mary,

I just met with our Provost, Bill Trumble, and Dean of Business, Linda Heilman, about the WAGE Project training, and SUNY Canton is committed; the school will find the money to participate. I will now move to identify our facilitators and think about how we will identify students for training.

There were two questions Bill & Linda had that I hope you can help with:

- 1) Does the content focus strictly on salary negotiation or does it include other perks in the process. For example, if company can't meet your salary requirement you could counter for more vacation. Do they cover the broad scope of possibilities in salary negotiation?
- 2) Does the WAGE Project have any data on their success in training students?


Now, one from me: you mentioned some canned emails; do you have one you have sent to faculty about signing up to be trained as a facilitator?

I'm glad to be able to make our involvement official.

Sincerely,
David

David Norenberg
Director of Career Services
SUNY Canton
Canton, NY 13617
o: 315.386.7119
x: 315.386.7980
www.canton.edu/career

Re: associated colleges proposal for negotiations event
Error! Hyperlink reference not valid.

 You replied on 1/15/2010 3:05 PM.

To: Error! Hyperlink reference not valid.

Cc: Error! Hyperlink reference not valid.; Error! Hyperlink reference not valid.

Hi Mary,

This email is to confirm that Dr. Trevizan and I are part of the leadership team working on the salary negotiations facilitator training scheduled for March 28, 2010. I am the department chair for English & Communication at SUNY Potsdam and am also the President of the St. Lawrence County branch of the American Association of University Women. Liliana Trevizan is immediate past present of the branch, SUNY Potsdam faculty member in Modern Languages, and interim director of the SUNY Potsdam program in Women's and Gender Studies.

AAUW board members and we will help publicize the event, and will recruit SUNY Potsdam faculty and staff to participate in the facilitator training.

Board members include Donna Seymour, AAUW Communications coordinator; Rebecca Gerber, AAUW membership chair and SUNY Potsdam faculty in music; Caroline Schwarz, AAUW secretary and SUNY Potsdam faculty member in Anthropology; Michele Pinard, AAUW vice president and SUNY Potsdam faculty member in Education; and Celena Haase, AAUW co-treasurer and SUNY Potsdam professional staff member in Computing Services.

We are still exploring options at SUNY Potsdam to cover the additional costs of our participation.

Best,
Lisa