How much are you worth?

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How much are you worth?

It’s usually more than you think!
Good news: Entry level salaries for engineers are equalizing

Bad news: Salary divergence still happens as they progress
2012 Compensation Survey Data
Compensation by Responsibility Point

Male Median TAC
Female Median TAC
Male Mean TAC
Female Mean TAC

Responsibility Points

Compensation

<200 225 275 325 375 425 475 525 575 625 675 725 775 825
2012 Compensation Survey Data
Compensation per Responsibility Point

- male median $/point
- male mean $/point
- female median $/point
- female mean $/point
Percentage of workers who believe barriers that prevent women from reaching management level exist.
To be seen as equally “competent” by reviewers, female researchers need to publish:

3 more articles in *Nature or Science*  
OR  
20 more articles in specialist journals

than male applicants when applying for a medical fellowship.
Women are 50% more likely to advance in an orchestra audition if they can’t be seen.\(^3\)
“We would have to see her job talk”

“I would need to see evidence that she had gotten these grants and publications on her own”

Psychology professors reviewing identical CVs were 4x more likely to write cautionary comments for female applicants.
Only partially meet the advertised requirements?

Men are likely to apply, regardless.

85% of women would only apply if they met them “fully” or “pretty well”.

“Qualified”
There are 3 main factors when individuals decide to apply:

- Identification with the Job
- Reward Preference
- Expectation of Application Success
### Interview Best Practices

<table>
<thead>
<tr>
<th>Category</th>
<th>Questions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job technical and skill requirement</td>
<td>• Is this what I want to do?</td>
</tr>
<tr>
<td>Compensation, work-life balance</td>
<td>• What benefits do you offer?</td>
</tr>
<tr>
<td>Expectations for availability and travel</td>
<td>• How do current employees handle family demands?</td>
</tr>
<tr>
<td>Working relationships and workplace climate</td>
<td>• Will there be people like me?</td>
</tr>
</tbody>
</table>

These are universally helpful, regardless of gender, but particularly important to women and young workers (Millenials).
As an Employer: Word Choice

**feminine**
• excellence in the market
• understand markets to establish appropriate selling prices
• committed to providing

**MASCULINE**
• dominance in the market
• analyze markets to determine appropriate selling prices
• determined to deliver

Gendered language has no impact on men, but may dissuade women.
The decision to hire you is the **big** one.

Reasonable salary negotiations generally won’t affect that.

! Caution: Future increases may be % of starting salary.

Don’t Sell Yourself Short
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Compare yourself fairly with your peers
- Being “too cheap” reduces your value
- Network! What are others offered in comparable jobs?

Consider the total package
- Prior work terms
- Geography & hours
- Bonuses / profit sharing / overtime
- RRSP & benefit premiums
- Vacation & flexible work
The Numbers Game

Whoever names the number first loses
Engineers are not covered by the Employment Standards Act.

Ensure everything is spelled out in your contract:
- Compensation
- Hours
- Holidays & Vacation
- Leaves (parental, illness)
- Benefits
- Termination
Women in Leadership Positions

Use of Communal behaviour

Use of Agentic behaviour

Likeability

Respect from coworkers

{\textbf{Observed Effects of Women Using Forced Agentic Behaviour}}

- Increase ♀’s competence scores to equally agentic men
- Seem more \textit{threatening}; less persuasive \& less \textit{influential}
- Decrease compliance of workers for ♀ managers

If women need to manage the impressions they give off, it can lead to \textit{stress, anxiety and reduced task performance}. 

Both actions carry a \textbf{risk of being disqualified} from a job application.
Advice for Mentees

- Do your homework. Know your value.
- Network and get mentored.
- Prepare for your promotion.
- Check in yearly. Update your resume, too!