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Economic conditions are placing unprecedented pressures on universities and funding agencies. For young scholars, this translates into fewer postdoctoral and faculty lines. For highly experienced senior scholars, it emerges as fewer opportunities for new programs of research and collaborations, and this in turn limits the options available to senior scientists for training young scientists. Research and economic analyses predict that the impact of the economic crisis to be more detrimental for females than for males (see, e.g., the 2009 ILO Report on Women and the Economic Crisis). Against this backdrop, reports that recent male PhDs are almost three times more likely than recent female PhDs to initiate financial negotiations assume immense significance (Babcock & Laschever, 2003). In this climate in particular, it becomes essential for individuals and institutions to acknowledge and work to offset this pattern that is particularly detrimental to female scientists. Given the large attendance and high level of interaction at the annual WICS workshops held at professional meetings and the active participation and involvement of both junior and senior scientists (and the fact that this interaction among junior and senior scientists is highly appreciated, as evidenced in anonymous written evaluations after the panel), WICS is in a unique position to address the concerns of junior and senior scientists. In the coming year, we intend to 1) panel discussions 'The Psychology of negotiation: When, why and how', and to supplement our panel discussions at two professional meetings to include a highly interactive small group discussion and a meet-greet-speak event. This includes testing the invited speaker format by inviting Dr. Kolb from Simmons College to lead the panel on negotiation at one meeting (CSS) and 2) retain the program of fostering collaborations between junior and senior scientists by supporting travel by junior scientists to professional meetings for previously arranged meetings with senior scientists.

- 1. Interactive Discussions: The Psychology of negotiation: When, why and how.***
- 2. Foster collaborations between junior and senior scientists by supporting travel by junior scientists to professional meetings for previously arranged meetings with senior scientists.***

WICS is in the ideal position to promote these goals. WICS has a successful track record in planning panel discussions at the meetings of the Psychonomic Society and other professional societies. The format of the proposed meeting and awards will follow the general structure that has been used the past. A general announcement of each meeting will be sent to the listserves of WICS and each of the participating professional societies.

The unique value of the proposed events is 1) its focus on attitudes toward as well as techniques of negotiation and 2) its particular relevance for junior scholars who are embarking on their scholarly careers in this period of limited resources.