



THANKS TO ALL

WAGE feels so thankful for the contributions of friends, old and new, around the country who have helped us spread the word about our **Start Smart** programming and Facilitator training this year. Our collaboration with the AAUW has added many wonderful new partners, and we are well on our way to reaching our goal of 100 campus workshops in the academic year 2009/2010.

FACILITATOR TRAINING & HIGHLIGHTS

The fall Facilitator trainings were conducted at 2 sites in Pennsylvania; 3 in Ohio and in Minnesota, Florida and Nevada. We now have over 300 trained Facilitators in 28 states and Puerto Rico. Seventy (70%) percent of the workshops conducted this fall were led by trained Facilitators.

Here are some highlights from our wonderful Facilitators about their experience leading a **Start Smart** workshop:

Juli Parker, Director of Women's Studies, UMASS/Dartmouth: 16 students at the Bristol Community College workshop; 10 students for the Charlton College of Business workshop; 4 students for the College of Arts & Sciences; and have 17 scheduled for tonight's workshop for the College of Engineering!

Favorite student quote from a woman from the College of Business: "...*this is the best workshop I have ever been to!*" "Personally, I feel like the more you do the workshop, the easier it gets."

Janet Devries, Career Center Director, Casper College, Wyoming: 19 in presentation on November 19th [Casper College Academic & Career Orientation class + Women's Studies class]. This is the second year Janet has been offering the workshop at Casper!

"*This was a wonderful workshop! It brought a lot of additional information my way that will allow me to get a fair wage when I enter my career. Thank you for all the great information!*" Casper College student

Kathy Moxley, Coordinator, Women's Outreach Center, University of Oklahoma: 21 participants on November 6th. This is the second year Kathy has sponsored the Workshop.

"*It was exciting to see the light bulbs go on when the participants practiced negotiating their salaries. I realized for most of them, they never considered this aspect of the job search and came into the workshop thinking they would take whatever salary they were offered.*"

Kathleen Grove, Director, Office for Women, Indiana University - Purdue University Indianapolis: 11 participants on November 16th and 17th

"Although our numbers were small, they were enthusiastic and unanimous in scoring the workshop a 5 (highest rating) in their evaluations. In addition we had two guests, a Women's Studies professor and the interim director of our Campus Life program. Both were so impressed they agreed to help sponsor workshops next semester and encourage students to attend."

Ada Gregory, Director, Duke Women's Center, Duke University: *"The Duke workshop was well received. The students found all the information useful and wanted more opportunities to role-play the negotiation skills and to hear more examples of how to phrase the salary request in the same way that we talked about how to postpone the salary negotiation."*

Start Smart Workshops were also conducted this fall at:

State College, PA
University of Central Oklahoma
University of Nevada - Reno
Auburn University - Auburn, AL
Wright State - Dayton, Ohio
University of Akron - Akron, Ohio

Oklahoma State University
Bates College - Lewiston, ME
University of North Carolina - Charlotte
University of Minnesota - Minneapolis
Indiana University of Pennsylvania

We have inquiries about workshops and training in new states and repeat training in others. We are presently working on our winter/spring training and workshop schedule and hope to have dates out soon. Please go to our website www.wageproject.org for the schedule. If you do not see a Facilitator training scheduled for your area, please contact Annie Houle at ahoule@wageproject.org.

THE NEW FACE OF WAGE

When you go to our website, www.wageproject.org, you will see a completely new look. We hope our efforts will allow you to learn more about WAGE's efforts to eliminate the gender wage gap. Here you will find more information about The WAGE Project, our workshops, schedules, along with legal resources and partners. You can even shop for unusual gifts and accessories. So make sure you bookmark us!

START SMART RETURNS TO BOSTON UNIVERSITY

In October, Professor Michelle DeBiasse of Boston University invited Evelyn Murphy to present salary negotiation tactics to an audience of graduate students in dietetics (98% of dieticians are female), undergraduate students in the BU Women's Studies and interested faculty. This follow-up to the pilot **Start Smart** workshop at BU in fall 2007 shows that once a **Start Smart** workshop is introduced on a campus, students and faculty want more.

WAGE IN THE MIDWEST

WAGE just returned from a Midwestern swing through Indiana, Ohio and Pennsylvania, where 25 more facilitators were trained at Ohio State University, Indiana University/Purdue University Indianapolis [IUPUI] and Indiana University of Pennsylvania [IUP]. **Start Smart** Workshops were held at IUPUI and IUP. Both of these student workshops



Start Smart workshop at Indiana University Pennsylvania (IUP)

were planned by women who had been trained in earlier Facilitator trainings, and who were committed to bringing the workshops to their campuses. Seeing a workshop presented is a wonderful way to become familiar with the material and helps in promoting it to other sites.



Kathy Grove (left) and Anne Houle (2nd from right) with student participants at IUPUI

WAGE IN THE WEST

WAGE conducted a \$tart \$mart campus workshop at the University of Nevada Reno on October 24th. Despite the fact that the workshop was scheduled on homecoming weekend, we had a wonderful group of young women in attendance. We had our first mother/daughter pair! Also, one of the women in the group had her salary negotiation meeting scheduled for the following Monday, so the workshop was most valuable to her. The workshop was organized by the AAUW Reno branch and after the workshop, a Facilitator training took place. 14 new Facilitators were trained, including two women who flew in from Scottsdale, AR and three who came from California. With this kind of dedication, we should see the gap begin to close in those western states any day now!



WORK \$MART ACTIVITIES TAKE HOLD

While Annie Houle was on campuses throughout the country, WAGE President Evelyn Murphy gave **Work \$mart** workshops for working women to determine raises in their current positions and raises along with promotions.

Latina Leadership

In September, 20 Latina leaders in business and the nonprofit sector came to Washington DC the day before their scheduled meeting at the National Hispana Leadership Institute in order to participate in a three hour **Work \$mart** workshop. Led by Deborah Aguiar-Velez, this workshop was engaging, illuminating and vibrant—rare qualities for a topic as steeped in intensity as salary negotiation.

Women Surgeons Take the Lead

In the fall, Dr. Evelyn Murphy gave two **Work \$mart** presentations at day long conferences of women surgeons. The first, at the Liberty Hotel abutting Massachusetts General Hospital in Boston, MA, with the leadership of Surgical Oncologist, Dr. Christina Ferrone, attracted dozens of women surgeons from the teaching and community hospitals throughout the area. The second, sponsored by the University of Pittsburgh Medical School also attracted dozens of women surgeons in the metropolitan Pittsburgh area.

In mid October, Dr. Murphy gave a three hour workshop for 80 women surgeons at the annual meeting of the Association of Women Surgeons in Chicago, IL. Trauma surgeons, neurosurgeons, orthopedists, pediatric surgeons and others participated in a rigorous three hours of learning the tools of benchmarking salaries for their current positions and negotiation techniques.

A quote from an article for which Dr. Murphy was interviewed explains WAGE's excitement in interest of women surgeons being paid fairly:

“Dr. Murphy believes that female surgeons may be the best among professionals to lead the charge for wage equity. *‘If anybody is going to be able to take on this challenge, because of the demands in this particular profession, women surgeons have a kind of leadership instinct,’* said Dr. Murphy.

“If any women’s group is going to lead the way, women surgeons very well may be the best candidates for it.”

STATE GOVERNMENT EFFORTS AT PAY EQUITY

In late October, Dr. Murphy testified before a legislative committee at the State House in Boston on two bills to advance the state’s efforts to institute a salary structure similar to the groundbreaking precedent in Minnesota where every state employee’s job is rated based on skill, experience, performance and work conditions and the state pays for the job, not who does the job. State Senator Pat Jehlen and Representative Alice Wolf have filed legislation to get Massachusetts on this track at long last.



=Pay Button

=PAY BUTTONS

WAGE has just received a new shipment of =PAY buttons, and we will be delighted to send you some for workshops, Equal Pay Day and other gender rallies. They would make great stocking stuffers! Because we did not have an underwriter for the buttons this order, we must charge \$20 for 100. We will cover the shipping. Please contact Annie Houle, ahoule@wageproject.org with your order and give us plenty of lead time to get them to you.

\$HOP \$MART

With the Holidays just around the corner, now is the time to visit our on line store to give gifts that not only promote equality for women, but also support the work of the WAGE Project. Just go to our web site www.wageproject.org and click on “**Stop at the WAGE shop**” in the green bar. There you will find t-shirts, sweat shirts, infant clothing, tote bags, ball caps and mugs. Coffee actually tastes better when there is an =PAY logo on the cup! And which of your friends wouldn’t be thrilled to receive a tote bag with “*I want my million dollars!*” emblazoned on the front!

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