BACKGROUND AND SURVEY RESULTS
Data compiled by Dianna Quan, MD; presented by Kamakshi Patel, MD and Holli Horak, MD
AANEM Annual Meeting Women in NM Medicine SIG 2019
Financial Disclosure

Nothing to Disclose
Warning

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Q1 What is your specialty?

Answered: 37    Skipped: 0

- **Neurology**: 60%
- **PMR**: 30%
- **Other (please specify)**: 10%
Q2 Please describe your professional situation:

Answered: 37   Skipped: 0

- I am just starting out...
- I am mid career (6-10...)
- I am more senior (11-2...)
- I am senior (> =21 post...)

Bar chart showing the percentage distribution of responses for different career stages.
Q3 Please describe your situation further:

Answered: 37    Skipped: 0

- I am in private...
- I am in academic...
- I have a mixed private-acad...
- I am mainly a researcher...
- None of the above apply ...

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%
Q4 Please describe your pay:

Answered: 37  Skipped: 0

- I don’t know how my pay...
- My pay is more than my male...
- My pay is the same as my m...
- My pay is less than my male...
Prior experiences negotiating salary

Q5 Please describe your prior experiences with negotiating salary and other workplace conditions:

- I never negotiated
- I negotiated and got more...
- I negotiated and got a few...
- I negotiated and got nothing...

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>I never negotiated and accepted what I was offered</td>
<td>38.89%</td>
</tr>
<tr>
<td>I negotiated and got most of the things I wanted</td>
<td>25.00%</td>
</tr>
<tr>
<td>I negotiated and got a few of the things I wanted</td>
<td>27.76%</td>
</tr>
<tr>
<td>I negotiated and got nothing I wanted</td>
<td>6.33%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>100 (%)</td>
</tr>
</tbody>
</table>

Answered: 36  Skipped: 1
Experience with negotiating

Q7 During the workplace negotiation process, please describe your experience:

Answered: 22  Skipped: 16

<table>
<thead>
<tr>
<th>ANSWER CHOICES</th>
<th>RESPONSES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not applicable, I did not negotiate</td>
<td>4.55%</td>
</tr>
<tr>
<td>I believe the outcome was not influenced by gender, ethnicity, age, religious</td>
<td>50.09%</td>
</tr>
<tr>
<td>belief, or other forms of bias</td>
<td>13</td>
</tr>
<tr>
<td>I believe the outcome was influenced positively by my gender, ethnicity, age,</td>
<td>4.55%</td>
</tr>
<tr>
<td>religious belief, or other &quot;fundamental&quot; aspect of who I am</td>
<td>1</td>
</tr>
<tr>
<td>I believe the outcome was influenced negatively by my gender, ethnicity, age,</td>
<td>31.82%</td>
</tr>
<tr>
<td>religious belief, or other &quot;fundamental&quot; aspect of who I am</td>
<td>7</td>
</tr>
<tr>
<td>TOTAL</td>
<td>22</td>
</tr>
</tbody>
</table>
Q8 If you answered c or d in question 7, what factors do you think were important (choose any that apply)?

Asked: 8  Skipped: 29

- Gender
- Ethnicity
- Age
- Religious Belief
- Sexual Orientation
- Other (please specify)
Comfort with negotiation

Q10 Please describe your level of comfort with the negotiation process:

- I know what I am doing and... (9.36%)
- I have some skills and... (50.00%)
- I have some skills but... (21.88%)
- I am uncomfortable with negotiation and avoid it (18.75%)

TOTAL: 100%
Workplace offerings

Q11 Please describe the situation at your workplace:

**Answer Choices**

<table>
<thead>
<tr>
<th>Response</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>My workplace offers free education/training in negotiation</td>
<td>25.81%</td>
</tr>
<tr>
<td>My workplace offers education/training in negotiation, but I must pay for it</td>
<td>3.23%</td>
</tr>
<tr>
<td>My workplace offers no education/training in negotiation</td>
<td>70.97%</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
</tr>
</tbody>
</table>
Effectiveness of negotiation training

Q12 Please describe your attitude toward education/training in negotiation:

<table>
<thead>
<tr>
<th>ANSWER CHOICES</th>
<th>RESPONSES</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have participated in class(es) or workshop(s), and it helped</td>
<td>27.27% 9</td>
</tr>
<tr>
<td>I have participated in class(es) or workshop(s), and the techniques didn’t work</td>
<td>3.05% 1</td>
</tr>
<tr>
<td>I have participated in class(es) or workshop(s), but am too nervous to try the techniques</td>
<td>9.09% 3</td>
</tr>
<tr>
<td>I have not participated in class(es) or workshop(s), but it might help me if I did</td>
<td>57.69% 16</td>
</tr>
<tr>
<td>I have not participated in class(es) or workshop(s), but doubt anything would help</td>
<td>0.00% 0</td>
</tr>
<tr>
<td>I don’t need classes, I have learned what I need to do on my own</td>
<td>3.05% 1</td>
</tr>
<tr>
<td>TOTAL</td>
<td>32</td>
</tr>
</tbody>
</table>
Wellbeing/ wellness offerings

Q14 Negotiating a fair salary for yourself at work is one ingredient that can contribute to wellbeing. But other things matter too. Please describe your workplace environment and its attention to employee wellbeing:

- My workplace does not acknowledge wellbeing as an issue important to employees: 6.06% (2 responses)
- My workplace acknowledges wellbeing as an issue important to employees but has made no identifiable moves to support employee wellbeing: 36.26% (12 responses)
- My workplace acknowledges wellbeing and has taken one or more steps toward supporting employee wellbeing: 48.88% (18 responses)
- My workplace is amazing and fully supports my wellbeing: 5.03% (1 response)

TOTAL: 100% (33 responses)
Future SIG topics

Q16 What topics would you like the Women in Neuromuscular Medicine SIG to highlight in the future (choose as many as you like):

Answered: 32  Skipped: 5

<table>
<thead>
<tr>
<th>Topic</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conflict Management</td>
<td>28.13%</td>
</tr>
<tr>
<td>Bias recognition</td>
<td>62.50%</td>
</tr>
<tr>
<td>Managing expectations</td>
<td>62.50%</td>
</tr>
<tr>
<td>Wellness and work-life</td>
<td>43.75%</td>
</tr>
<tr>
<td>Building support</td>
<td>50.00%</td>
</tr>
<tr>
<td>Other (please specify)</td>
<td>12.50%</td>
</tr>
</tbody>
</table>

Total Respondents: 32
Negotiation and Bias educational tools

https://www.aamc.org/professional-development/leadership-development
Resources cont.

- **AAN**
  - Sessions at the Annual Meeting
  - Emerging Leaders course
  - Director Mentorship Program
  - Women Leading in Neurology
  - Diversity Leadership Program
  - Live Well Lead Well
  - https://www.aamc.org/professional-development/leadership-development
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AANEM Women in Neuromuscular Medicine 2019 survey:

Negotiations

- To complete the survey:
  - [https://www.surveymonkey.com/r/WomeninNM](https://www.surveymonkey.com/r/WomeninNM)
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