

# Leadership Excellence and Gender in Organizations

---

## Evidence based approaches for gender equity in pay negotiations: An organizational guide

Alice F. Stuhlmacher  
astuhlma@depaul.edu

Mary Keegin

Follow this and additional works at: <https://docs.lib.purdue.edu/cgg>



Part of the [Communication Commons](#), [Human Resources Management Commons](#), [Organizational Behavior and Theory Commons](#), [Political Science Commons](#), [Psychology Commons](#), and the [Sociology Commons](#)

---

### Recommended Citation

Stuhlmacher, Alice F. and Keegin, Mary (2018) "Evidence based approaches for gender equity in pay negotiations: An organizational guide," *Leadership Excellence and Gender in Organizations*: Vol. 2 : Iss. 4 , Article 1.

Available at: <https://docs.lib.purdue.edu/cgg/vol2/iss4/1>

This document has been made available through Purdue e-Pubs, a service of the Purdue University Libraries. Please contact [epubs@purdue.edu](mailto:epubs@purdue.edu) for additional information.

## Abstract

Pay negotiations are one of the highest-stake interactions that job seekers encounter over the course of their careers. Unfortunately, research shows a pervasive gender difference between women and men in negotiating salaries. This paper reviews evidence-based interventions for organizations to reduce gender inequity in pay negotiations. By being transparent in workplace negotiations, auditing organizational norms and mindsets, and embracing good HR practices, organizations can remove some inequity in salary negotiations. We also provide a roadmap for organizational data collection and insights on how to partner with researchers to test new directions and offer more complete evidence for interventions.