

My Negotiation Story (A and B)

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Background - Chapter A

- Sasaki 14 years; Steinberg Hart 16 years; Taylor Design 1 year
- Primarily Pre-Design/Planning
- Interviewing for first time in many years; Where do you start?
- Spoke with WIA network, other friends in Architecture, former clients
- Looked for work on Glassdoor, Indeed, AIA site, individual websites (Google, IDEO, Udacity, Stanford, San Jose State, etc)
- Headhunters/Recruiters

Definition

- What type of work was I looking for?
- Who did I want to be?
- Where could I envision myself working?
- How did I want to portray myself?
- Had more confidence, based on articles, conferences, events, WIA support

Alignment

- Answer = Alignment
- Respect for women; Women in firm leadership
- Philosophy; Open-mindedness; Decency
- Transparency; Clarity; Diverse Voices
- Education clients
- Research – Trends – Articles

Choices

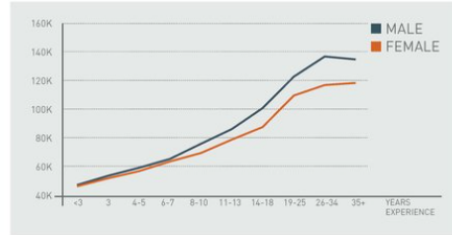
- Narrowed down to 2 firms
- Both offered me positions as Director
- Researched salaries to be able to talk about it
- Contacted WIA network for comparisons

Research

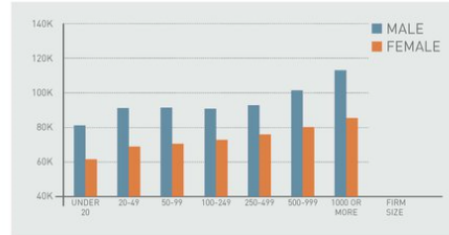
- EQXD Survey <http://eqxdesign.com/blog/2017/6/26/eq3sh1813brgmzndknr379oy05ajam>
- AIA Compensation Report <https://www.aia.org/resources/8066-aia-compensation-report>
- AIA Salary Calculator <http://info.aia.org/salary/>
- Salary.com <https://www.salary.com/>
- Glassdoor <https://www.glassdoor.com/Salaries/index.htm>
- Other industries (Construction, etc)
- Recent hires

PAY EQUITY: EQUITY IN ARCHITECTURE SURVEY 2016

AVERAGE SALARY BY YEARS EXPERIENCE



AVERAGE SALARY BY FIRM SIZE



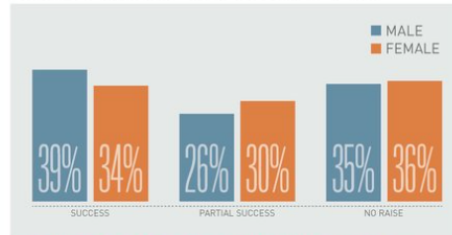
AVERAGE SALARY BY PROJECT ROLE



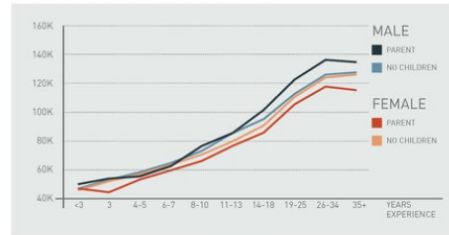
NEGOTIATION HISTORY



SUCCESS RATES AMONGST NEGOTIATORS



SALARY BY CAREGIVER STATUS



#EQxDM3 AT THE SAN FRANCISCO ART INSTITUTE 10/29/16
 FOR MORE INFORMATION, VISIT US AT AIASF/ME/EOxDM3
 INFOGRAPHICS BY ATELIER CHO THOMPSON

AIA Compensation Survey Salary Calculator

This calculator includes data for full-time architectural staff employees at AIA member firms in the U.S. with three or more architectural staff employees. The full 2017 AIA Compensation Report has more insights and information, such as compensation for 21 other positions at architectural firms, details on benefits packages, and select state and metro area salaries. Visit www.aia.org/compensation for details on how to order the report, either in its entirety, for the metro areas, or by region.

Please note: The salaries found in the calculator are broad averages – salaries may vary from these averages due to many factors, such as firm size, type, and location.

Select a Position:

Senior Project Manager

Position Description: Ten or more years of experience, licensure preferred but not required, bachelor's degree in architecture from an accredited program; coordinates all project efforts in order to ensure effective execution, prepares strategic plans, and serves as primary client liaison. Estimates scope of work and oversees less experienced project managers.

Handles the most complex projects of the largest magnitude. Responsible for coordination of all project efforts, administrative and technical, to ensure the most efficient and cost-effective execution of assigned projects. Prepares strategic plans for project success. Serves as primary liaison contact with clients to complete projects on schedule, within budget, and with maximum client satisfaction. Actively manages client budgets, schedules, and programs; budget and schedule; project communications and documentation; office administrative tasks; and project team assignments. Estimates fees, determines scope of work, and prepares proposals and contracts on the most complex projects. Provides oversight and monitoring of work of less experienced project managers. May act in a team leader capacity in the absence of the manager. Bachelor's degree in architecture from an accredited program plus 10 to 12 years of experience. Registered architect preferred.

Choose which cases to include in the calculations by selecting a Census division or revenue segment (or INCLUDE ALL to include all cases).

<input type="radio"/> INCLUDE ALL				
Census Divisions			# of establishments	# of positions
<input type="radio"/> New England (CT, MA, ME, NH, RI, VT)				
<input type="radio"/> Middle Atlantic (NJ, NY, PA)				
<input type="radio"/> East North Central (IL, IN, MI, OH, WI)				
<input type="radio"/> West North Central (IA, KS, MN, MO, NE, ND, SD)				
<input type="radio"/> South Atlantic (DC, DE, FL, GA, MD, NC, PR/VI, SC, VA, WV)				
<input type="radio"/> East South Central (AL, KY, MS, TN)				
<input type="radio"/> West South Central (AR, LA, OK, TX)				
<input type="radio"/> Mountain (AZ, CO, ID, MT, NM, NV, UT, WY)				
<input checked="" type="radio"/> Pacific (AK, CA, HI, OR, WA)				
Revenue (establishment)				
<input type="radio"/> <\$250,000				
<input type="radio"/> \$250,000 - \$999,999				
<input type="radio"/> \$1 - \$4.99 million				
<input type="radio"/> \$5 - \$14.99 million				
<input type="radio"/> \$15 million or more				

Base Pay	mean	median	# of establishments	# of positions
Your Selection	\$112,580	\$110,500	124	382
All Respondents	\$107,740	\$105,360	533	1,617

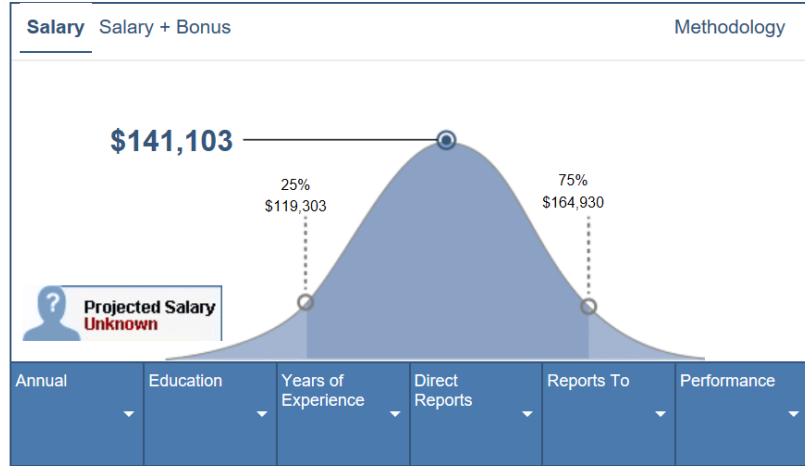
Additional Cash Compensation	
Your Selection	\$8,750
All Respondents	\$11,370

AIA Compensation Survey

Design Manager San Francisco, CA

- Results
- Salary
- Benefits
- Detailed Job Info
- Similar Jobs
- Job Openings

Purchase The Full Report



Design Manager San Francisco, CA Update

Ads by Google related to: Design Manager

[linkedin.com](#)
Top Design Jobs - Find Your Dream Job Today.
 Reach Out To The People You Know At The Places You Want To Work.
 Create A Profile · Millions Of Jobs
[Manage Your Profile](#) [Get LinkedIn Premium](#)
[Update Career Interests](#) [Search For Jobs](#)
 Join 500 Million Members

[indeed.com](#)
Design Manager Jobs, Employment | Indeed.com
 ★★★★★ (4)
 Indeed.com. One search. All jobs Find your new job today!
 World's Best Job Site · Easy Resume Upload
 Services: Job Search Engine, Job Email Alerts
[Employers - Post a Job](#) [Post your resume](#)



Senior Project Manager

Salaries

San Francisco, CA

Search

Senior Project Manager Salaries in San Francisco, CA Area

About This Data ?

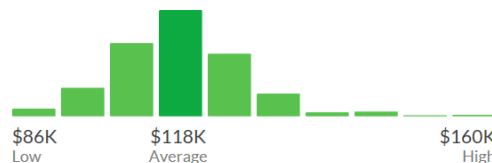
5,163 Salaries Updated Jun 25, 2018

Industries Company Sizes Years of Experience

Average Base Pay

\$118,256 /yr

18% above national average



Additional Cash Compensation ?

Average \$8,868

Range \$2,032 - \$27,498

How much does a Senior Project Manager make in San Francisco, CA?

The average salary for a Senior Project Manager is \$118,256 in San Francisco, CA. Salaries estimates are based on 5,163 salaries submitted anonymously to Glassdoor by Senior Project Manager employees in San Francisco, CA.

Salaries for Related Job Titles

Program Manager	\$100K
Senior Technical Project Man...	\$123K
Assistant Project Manager	\$82K
Senior Product Manager	\$155K
Senior Program Manager	\$119K

Open Senior Project Manager Jobs in San Francisco, CA Area

Loading Jobs ..

[See All Jobs >](#)

Salaries by Company

Sort: Popular | Most Reports | Salary

Filter by Location

- San Francisco, CA Area



or

Search for Specific Employer

Search

3 WORST INTERVIEW ANSWERS

10 JOB INTERVIEW QUESTIONS

JOB INTERVIEW TIPS

STRONG INTERVIEW ANSWERS



Negotiations

- Told both companies that I had offers
- Shared what the offers were
- Total compensation (salary + bonus + benefits)
- Was able to receive the salary I wanted
- 40% higher than previous
- Accepted position with Taylor Design as Project Director

Lessons Learned

- Women get paid 80 cents / \$1 dollar of Men
- Do your homework
- Ask others what similar positions make in their firms
- Think about alignment of values
- Use facts, backed up with qualifications
- Don't settle; if we speak about it, mystery will dissolve; More equitable

Background - Chapter B

- While at Taylor, doing BD, pursued Stanford School of Medicine
- Stanford contacted me for Senior Facilities Planner position
- Interviewed; Accepted offer; Went through 'background check'
- If hadn't been pursuing SoM, wouldn't have met
- Now I'll be working in a University - pursuing dream of working with education clients - from the inside

Lessons Learned

- Always stay professional; don't burn bridges
- Never know where relationships and networking will lead
- Always keep your Resume/Portfolio current
- Maintain positive attitude; Respect
- Stay true to yourself and your passions