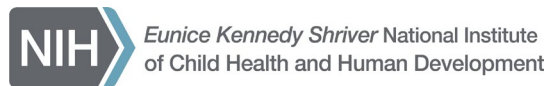


How to Negotiate a Job in Academic Medicine

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Disclosures

- Nothing to disclose



Take Home Point

- Just don't say “Yes” right away



Prerequisites: TCGE

- Time: collect your thoughts
- Clarify: offer details?
- Gather: always ask for more information
- Evaluate
 - Priorities
 - Negotiation
 - Determination of final offer



Time

- Knowing what you want
 - Salary
 - Institutional prestige
 - Happiness
 - Geographic area
 - Tenure, academic growth
 - Resources



Clarify & Gather

- Seek information
 - Department
 - University
 - Chair
 - Human Resources
 - Friends, colleagues



Evaluate

- Power balance shifts in your favor once an offer has been made
- Look out for your own interests
- Offers are often constructed on the assumption that negotiation will occur
- Everything is negotiable! Be honest, and play fair
- Do not assume; ask



Negotiations

- Salary
- Moving expenses
- Parking
- Space
- Appointments of spouses or partners
- Housing
- Benefits: healthcare, recreation and day-care centers, gym, classes, college tuition, advance on your first paycheck



Harvard Business Review: The Rules

- Don't underestimate the importance of likability.
- Help them understand why you deserve what you're requesting.
- Make it clear they can get you.
- Understand the person across the table.
- Understand their constraints.
- Be prepared for tough questions.
- Focus on the questioner's intent, not on the question.
- Consider the whole deal.



Harvard Business Review: The Rules (continued)

- Negotiate multiple issues simultaneously, not serially.
- Don't negotiate just to negotiate.
- Think through the timing of offers.
- Avoid, ignore, or downplay ultimatums of any kind.
- Remember, they're not out to get you.
- Stay at the table.
- Maintain a sense of perspective.



Take Home Point

- Just don't say “Yes” right away

