How to Negotiate a Job in Academic Medicine

Fady Hannah-Shmouni, MD DABIM FRCPC

Chief, Outpatient Endocrinology & 5NW Inpatient Ward; Principal Investigator, Endocrine Genetics & Hypertension; Associate Director, NIH Endocrinology Fellowship (IETP), Section on Endocrinology & Genetics

NIH | *Eunice Kennedy Shriver* National Institute of Child Health and Human Development
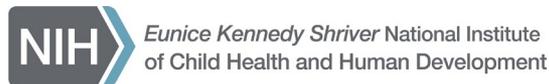
Disclosures

- 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