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

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