Securing a Faculty Position: A Practical Negotiation Guide for Residents, Fellows, Junior Faculty, and Their Mentors

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Darwin Quiz: Which answer best sums up Darwin's Theory?

1) Only the fittest survive
2) Only the strongest survive
3) Only the smartest survive
4) Only the most adaptable survive

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Negotiation

- A process to determine the exchange of tangibles and intangibles

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Steps to Successful Negotiations

- Assess your assets/strengths
- Describe what is important
- Compare and contrast interests
- Create a basis for communications

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Assess Your Strengths

- Personal characteristics
- Professional knowledge and skills
  - Unique set of skills
  - Knowledge base current
  - Board certified/eligible
- Accomplishments

Phases of Interview Process

- Initial Contact
  1. Answering an advertisement
  2. Personal contact
  3. Being “recruited”
- First Interview
- Between Interviews
- Subsequent Interviews

What Is Important
Academic Factors

- Mentors
- Balance of clinical and academic expectations
- Academic/research support
- Factors for promotion – ability to achieve them

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What Is Important
Non-Academic Factors

- Time frame of decision
- Work environment/ethic
- Personal/family opportunities
- Salary and benefits
- Options for life style
- Cost of living

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What Is Your Negotiation Style?

- Competing
- Compromising
- Avoiding
- Accommodating
- Collaborating

Negotiation Dimensions

- Collaborative Negotiation
  - Gain - Gain
  - Interest-based
  - Expand the pie

Framing

- Interpretations, perceptions, objectives and other issues you bring to the negotiation process
- Desired frames promote resolution
- Undesirable frames promote disputing

Two "Frames"

- This is what I want as a faculty member and what you need to give me so that I will come (stay) here!
- To be successful, and an important contributor to the overall success of the division/department, these are the things that will help me.

Motive to Reframe

- When the frames are counterproductive and causing mutual loss
- Finding a frame for parties to share
- Finding a “new light” that helps the parties reach resolution

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The Successful Negotiation

- Focus on mutual success
- Agreement
- Commitment
- Conclusion

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One last comment: BATNA

Best
Alternative
To
Negotiated
Agreement

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Questions?

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