

Negotiating Your Salary in Academic Medicine

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Negotiating Salary

- ▶ Gender: Does it Matter?
- ▶ AAMC Salary Guide
- ▶ Benefits
- ▶ Promotion
- ▶ Your Boss
- ▶ Travel

Gender - Does it Matter?

- ▶ Bowles, et al. When does gender matter in negotiation.
 - ‘Structural ambiguity’
- ▶ WSJ.com/Miller and Miller: “Four Negotiation Mistakes That Women Often Make...”
 - Adopting negotiating style that is not who you are
 - Not seeing a situation as an opportunity to negotiate
 - Not being willing to say ‘No’

AAMC Salary Guide

- ▶ AAMC salaries published annually (MD and PhD's)
- ▶ Lists national and regional academic faculty comparisons by specialty

Benefits

- ▶ MGPO has approximately 30% benefit package
- ▶ Retirement
- ▶ Travel / Academic Account
- ▶ Malpractice
- ▶ Health insurance

Promotion

- ▶ Is your job purely clinical, academic/clinical or pure academic?
- ▶ Are salaries tied to promotion or to patient volume?
- ▶ Will you have protected time?
- ▶ What are the promotion guidelines in your department?

Promotion - Publications

Facts regarding promotion:

- ▶ First, second and last (senior) authorship papers all count heavily in promotion
- ▶ For faculty wishing promotion to Assistant Professor, first and second are important

Promotion - Publications

Facts regarding promotion:

- ▶ For promotion to Associate and Full-Senior (last) author is important (yeah -- less writing!)
 - ◆ senior authorship indicates you are a MENTOR
 - ◆ only occasionally at Associate Professor or Professor is it appropriate to be first author

Promotion - Publications

- ▶ Publications historically been the key to promotion in academic medicine
- ▶ As early as possible in your academic career, build or become part of your “team”
- ▶ Seek advise from senior colleagues
- ▶ Grants
- ▶ Learn what writing tactics work for you

Promotion - Team Player

- ▶ Committees
 - ◆ Important as part of networking, being a good citizen
 - ◆ Be selective
- ▶ Example: National Committee: will it lead to more national name recognition ? If asked to be secretary– will it lead to being Vice-president or President?

Promotion Process – Assoc/Asst Professor

- ▶ Support of Chief and Chair
- ▶ HMS Executive Committee for specific department
- ▶ Inside and Outside HMS letters
- ▶ Compilation letter by Chief/Chair
- ▶ Promotion and Reappointment (P&R) Committee HMS
- ▶ Done!!!

Promotion Process – Professor

- ▶ Support of Chief and Chair
- ▶ HMS Executive Committee of specific department
- ▶ Inside and Outside HMS letter
- ▶ Partners Professor Committee (Dan Podolsky, Chair)
- ▶ Approval of Chief's Council and Board of Trustees
- ▶ Ad Hoc Committee appointed by Dean
 - ▶ 'Many' letters requested inside and outside
- ▶ Subcommittee of Professors
- ▶ Approval by Dean – HMS, Provost
- ▶ Done!!!

Your Boss

- ▶ How important is your relationship with your boss?
- ▶ Who puts promotion package forward in your Dept or Division?
- ▶ Who does the work of promotion?
- ▶ Is it tied to your salary?
- ▶ What is role/value to the Dept?
- ▶ If meeting about salary – make sure Chief knows.

Your Boss – Avoid “Battles”

- ▶ Focus on interests
- ▶ Invent options for mutual gain
 - ▶ *From “Getting to YES.... R Fisher and W Ury*
- ▶ Avoid having a bottom line
- ▶ The goal is an amicable outcome

Travel

- ▶ Visiting Professorships
- ▶ National Meetings
- ▶ Local Meetings
- ▶ Need to balance work at home and national role (e.g. too much time away can hurt your appreciation locally)

References

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3. Miller LE, Miller J. Four Negotiating Mistakes That Women Often Make. *Wall Street Journal*, [Career Journal.com](http://CareerJournal.com)
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www.massgeneral.org/womenscareers