Successful job negotiation

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Dr. Barbara Ducatman declares he/she has no conflict(s) of interest to disclose.

Purpose of negotiation

• The purpose of your negotiation is to get the best possible conditions (not just salary) for your new job
• Think of both long-term and short-term goals
• Need to balance short term goals with long-term relationships
• Think both long-term and short-term goals
  • Ex. Increased salary that requires additional service is NOT conducive for building an academic career
• What do you NEED to succeed, not what do you want?
• You are most likely to succeed if you do your homework first

The biggie: Compensation

• Candidate’s perspective: As much as possible
• The hiring authority’s perspective:
  • Just enough salary to recruit and retain the best candidate
  • Maintaining departmental equity
    • ALL members fairly/equitably (but maybe not equally) compensated by market norms and individual productivity (including academic productivity)
    • Exception:
      • Market-based
      • Particular skill set or experiences
      • Defined need with little or no competition

Compensation strategies

• Remember this will be your boss (long-term relationship)
• Know the market
• Your BATNA (best alternative to a negotiated agreement)
  • For you: Do you have another job offer? And is the offer better or worse?
  • You have considerably more leverage if you have another job offer with a larger salary
  • Are you ready to walk away? (lifestyle and location issues)
• Their BATNA
  • Is there a better candidate? How much? What do they want?
  • You may lose the opportunity... or not.
• Timeframe issues – how much time do you have vs. the practice? (r.n., this is usually in favor of your potential employer when you are coming out of training)
Details

- Go higher than your goal, but not too high (know the market)
- Explain why you are a great fit for the job and the value you’d bring
- Listen to their salary range
- Think of base vs. incentive
- Understand that bigger organizations may have a more rigid salary structure (think equity)

If you are asked about your salary expectations:

- Know the market
  - Online data bases
  - Talk to your friends with jobs (in general terms)
  - AAMC standards
  - MGMA standards

If they give you a number

- Politely ask if the salary is negotiable
  - If the hiring authority says “no” – I’d consider it non-negotiable
  - Know the market
  - If the salary is ridiculously low:
    - “That seems to be considerably below market” and wait for the explanation
    - What is your BATNA
  - If the salary is higher than you expect, you can still ask for me (but don’t get greedy)
  - Women don’t ask

"We believe in paying our employees as much as they need. Since you’ll be at your desk 90 hours a week, you won’t need much."
What else can you negotiate?

- **Partnership** – the biggie in private practice
  - Long-term view early partnership is worth more than a large starting salary
- **Academic rank** – the biggie in academics (after 1st job)
  - Benefits – usually not for academic departments; possibly for a group (health/life/disability insurance, retirement), **malpractice insurance** (standard for academics, remember for private practice)
  - Vacation – see above
  - Meeting time – possible

Long-term view

- Salary is generally year-to-year
- Understand the compensation structure of your employer
- Your biggest leverage is BEFORE you accept a position
- Afterwards, it is: Is your BATNA finding another job
- If you get a larger than market salary, you may find that you do not get as large raises as other people (equity)
- Advice: Know the market and be reasonable for your long-term future

What are the expectations?

**APC data: General practice model**

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<tr>
<th>APC data</th>
<th>Service Days</th>
<th>25th</th>
<th>50th</th>
<th>75th</th>
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<td>MGMA method</td>
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<td>4892</td>
<td>5786</td>
<td>6513</td>
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<td>Vizient method</td>
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<td>5742</td>
<td>7220</td>
<td>8359</td>
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</tbody>
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What are the benchmarks?

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<tr>
<th>Present</th>
<th>Median</th>
<th>Assistant</th>
<th>Associate</th>
<th>Fellow</th>
<th>P-value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Part A effort (if &gt; 0)</td>
<td>0.13</td>
<td>0.15</td>
<td>0.2</td>
<td>n.s.</td>
<td></td>
</tr>
<tr>
<td>Part B effort (FTE)</td>
<td>0.7</td>
<td>0.7</td>
<td>0.53*</td>
<td>P&lt;0.0001*</td>
<td></td>
</tr>
<tr>
<td>Days on Service</td>
<td>158</td>
<td>150</td>
<td>130</td>
<td>P&lt;0.005*</td>
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</tr>
<tr>
<td>wRVUs</td>
<td>5076</td>
<td>4706*</td>
<td>3394*</td>
<td>P&lt;0.0001*</td>
<td></td>
</tr>
<tr>
<td>Educational effort</td>
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<td>0.11</td>
<td>0.1</td>
<td>n.s.</td>
<td></td>
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<tr>
<td>Research effort</td>
<td>0.11</td>
<td>0.1</td>
<td>0.1</td>
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<tr>
<td>Total Salary</td>
<td>$200,391</td>
<td>$243,176</td>
<td>$289,405</td>
<td>P&lt;0.0001 for each pair</td>
<td></td>
</tr>
</tbody>
</table>

The flip side of compensation

- **Productivity**
  - Many programs now give a major component of compensation as incentive often linked to clinical productivity
  - Trade-offs to above average compensation
    - Work-life balance
    - Academic productivity, promotion, and tenure
    - Know yourself
      - Your values (i.e., work-life balance)
      - Your efficiency
      - Know the market (productivity figures)
Additional resources

- Ury and Fisher books
- CAP website
- Your department chair

Important Information
Regarding CME/SAMs

The Online CME/Evaluations/SAMs claim process will only be available on the USCAP website until September 30, 2017.

No claims can be processed after that date!

After September 30, 2017 you will NOT be able to obtain any CME or SAMs credits for attending this meeting.

THANK YOU