



Negotiating with the Chair



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Objectives & Disclosures


1. Teach basic negotiation preparation
2. Advise PD on potential chair considerations for negotiation

• I disclose an advisory role with Thalamus and Dilon Technologies and I am eligible to receive royalties from Oakstone and McGraw Hill Publishers.


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Basics



- What type of negotiation is this?
- Preparation
 - What is important to you?
 - What is important to the chair?
 - Prioritize each list
 - Target? Reservation price?
 - BATNA?
 - Opening move?




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What is important to you?

- Remuneration?
- Time
 - Yourself
 - Others
- Personnel
 - Administrative
 - Assistant Directors
- Space
 - Office
 - Didactic
 - Simulation

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What is important to you?

- Other?
 - Fixed time (vs. flexible)
 - Venue: home office?
 - Additional time when compromised by service, interviews, other
 - Development (yourself and team):
 - Key meeting attendance
 - Leadership course
 - Resources (ie. Laptop, etc)
 - Budgetary oversight with GME funds flow transparency
 - Marketing
 - Web-based resources
 - Recruitment software

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What is important to Chair?

1. Reputation: external
 - Strong programs
 - Important research
 - Clinical excellence
2. Reputation: internal (respected)
 - Fairness (ie. Compensation, time, DEI)
 - Commitment
 - Communication and transparency
3. HR – staffing
4. Budget – positive margin
5. Academic Medical Center global priorities

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Prioritize each list



- What is important to you is not necessarily important to your chair.
- Variance in prioritization affords opportunities to “expand the pie” whereby you support high priority items for your chair and your chair supports high priority items for you. Each party concedes low priority items in this scenario, maximizing satisfaction for both parties



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Target, Reservation Price, BATNA



- Target: the goal outcome you are trying to reach
- Reservation price: the offer, below which you walk away from negotiation
- BATNA: Best alternative to the negotiated agreement
- Opening move ???
 - Opening move request ABOVE target – give yourself “room to negotiate”

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When to negotiate?



TIPS

- Fully staffed (August – October)
- Pre-budget season
- Strong BATNA
- Chair needs your help
- Limited authority to make decisions (without speaking with family)

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