Negotiating Your Salary in Academic Medicine

Noontime Learning Series
March 28, 2005

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Negotiating Salary

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

  - ‘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


4. Office for Women’s Careers website: www.massgeneral.org/womenscareers