

## What Questions Do You Have About Negotiations

Question	Response
How to discuss salary?	Salary should always be discussed in a broader context: It is never money alone. It is money + other tangible and intangibles such as the number of vacation days, time off for meetings and conferences, professional allowance, partnership track (if available), the overall fit of the practice with your own culture and values, room for growth and job enrichment, geographic location, quality of technical and managerial support, quality of administrative support (filling of regulatory and credentialing paperwork, coordination with insurance and other payers, etc.). All this support adds a considerable cost to the “salary” proper and needs to be evaluated if you end up having to assume in time and cost it on your own.
Do I need a lawyer to review the contract?	Yes, maybe it is a good idea, but some contracts are standard (like the contracts in academic practices). Hiring a lawyer will cost a lot of money with little benefit unless you have specific questions (for example you want to negotiate how much you can earn through moonlighting while employed on that job.)
What to look for in a contract?	<p>Job description, salary, partnership track (if any), benefits covered, disability clause, Allowance for time off and vacation days, Allowance for conference days, allowance for professional expenses, non-compete clause, termination clause, arbitration, or litigation clause (under which state jurisdiction).</p> <p>If not your first job, may need to negotiate nose/tail malpractice coverage.</p> <p>Note that with standard contracts, you may not be able to change that, but could have some detail or adjustment in a “Schedule” appended to the contract that is just as binding. May be useful to include that the “contract” may be generic, and the “schedules” may be where the meat of the offer is.</p>

	<p>Note that comparable salaries are local and that much of the published data is more generalized. Try to search out more granular data for the location of the interview.</p> <p>Work-Life Balance is my least favorite question from applicants because none of them say what they mean. I think that the applicant needs to come up with their definition/expectations. I had an applicant tell me that they expected to go home at 5 pm every day as their definition of work-life balanced when I asked- not realistic and frankly disqualified that applicant!</p> <p>Privileges at hospitals may include more than medical licenses- some hospitals require CDS and DEA licenses regardless of specialty.</p> <p>How are Medical Staff Dues handled?</p>
Is salary really negotiable?	Always, don't forget to sign on and end of year bonuses
How to access information in preparation for negotiations (comparable salaries/etc.)?	Some of it is available in published forums (MGMA, Medscape surveys, CAP, and other organizations surveys) ... A lot of it is discovered through informal conversations with recruiters, colleagues, insiders to a practice of interest, colleagues in "neighboring practices", etc.
Best approaches to negotiations (how to sound confident and assured, not "entitled")?	You are NEVER entitled to anything, irrespective of your degree or level of specialization. Always approach a negotiation with a clear understanding of the strength you bring to the table (from a personal and professional point of view) but with the humility to also understand the other party's needs and priorities. Find the "sweet spot" that is a win-win for both parties: For example, the other party may need something as simple as a "warm body" to cover one of their remote sites, irrespective of the five fellowships that you bring to the table: Are you willing to do that for them? If yes, for how long? If yes, does it come at a premium in salary and benefits? This is where the negotiation game works because each party is giving and taking from the other
Any key starting points with negotiations - i.e., what to always ask for?	If and or when asked what your salary expectations are, counter with the notion that you want to be compensated fairly and for the value that you bring to the team rather than anchoring with a specific ask. The time and place for that will come. Instead, ask what they pay for someone with your level of skill and experience and what benchmarks

	are they using to come up with that determination. That's typically a better way of reaching your ultimate goal of fair compensation.
How to ask for more without appearing greedy?	Instead of asking for a salary increase ask if you would like to increase your compensation and how can you do it (in this case you are asking for advice) Or if you have achievements, promotions, or tasks accomplished you can present them and request compensation (in this case you are asking for what you have rightfully earned). Some practices may have the option to offer staggered compensation, meaning they can build salary growth with gained experience and efficiency. Be sure to ask if that's an option.
How to ask for "work-life balance" or to understand the flexibility in the job?	You are not only being interviewed; you are interviewing the recruiting party too. You need to ask them questions about their hobbies, the amount of time they feel that they have for family and kids, the last time they had a great vacation and where and for how long, how flexible the group is for covering colleagues in case of unforeseen personal events, whether they regularly attend national conferences, etc. You don't want to find out about these items after the fact!
How do you find out who to negotiate with (recruiter? chair?), and how to deal with competing offers?	You will be negotiating with whoever officially makes the offer. Don't dilute your negotiation energy with multiple parties.
For an academic job, what are the negotiable items and what are the non-negotiable items?	This depends on the structure of academic practice. It is very difficult to know it without insider knowledge. Always review the institution's website ahead of time. Some benefits are offered to all physicians at that institution and don't change.
In the private practice setting should you negotiate differentially if it's your first job vs. a second?	Definitely. Experience and flexibility come at a premium especially if needed by the recruiting party.
How would you salvage an interview that you feel is going badly?	The first question to ask is: Do you want to salvage it? Why is it going badly? If you believe that it is going badly because of something you may have done (for example, not showing up on time or forgetting about an interview meeting or an inappropriate remark during a conversation), immediately come clean about it or immediately follow up your visit with your evaluation of how you could have handled better the interview (or the interview process) and how you still are very much interested in the position and would love a second chance to shine. You are dealing with human beings who (should) understand that screwing up is part of the game sometimes.
What is the average salary for someone with similar years of experience?	Check the CAP salary survey

<p>What are some things can I leverage to increase my salary?</p>	<p>Understand first the pressure points of that practice and decide if you can realistically address these pressure points for them. If yes, you have the leverage to negotiate a better deal for you (in money or other items of “added value”).</p>
<p>Academic positions are known for being rigid and without room for negotiating, in 2023 is this still the case?</p>	<p>This is a misconception. While academic centers must abide by certain metrics and benchmarks and make an effort to compensate their faculty as fairly and uniformly as possible, not all positions are created equal, and not all pathologists are compensated equally. Academic centers do pay for value too. The more value you bring, the higher compensation you can demand. Entry-level positions generally have less room for negotiation but there is always room. Other factors come into play too including geography, level of need, etc. Finally, not all academic centers operate similarly.</p> <p>Even if the salary isn’t flexible, you can still negotiate other perks such as sign-on bonuses, end-of-year bonuses, research funds, etc.</p>
<p>How to create a win-win scenario for both negotiating parties?</p>	<p>Same comment as above: Understand first the pressure points of that practice and decide if you can realistically address these pressure points for them. If yes, you have the leverage to negotiate a better deal for you (in money or other items of “added value”).</p>
<p>Generational differences in negotiation?</p>	<p>The young generation needs to be respectful of how “things used to be done” and the not-so-young generation needs to understand and respect that personal and professional priorities have shifted for our younger colleagues. Like anything else in life, it has to be a two-way street. If it is not, this should be a red flag that that particular practice may not be a good cultural fit for you and your family in, the long term.</p>