



Interview Skills & Contract Negotiation Advice for the Fellowship or Junior Faculty Applicant

MICHAEL A. GISONDI, MD
VICE CHAIR OF EDUCATION
DEPARTMENT OF EMERGENCY MEDICINE



Stanford
MEDICINE | Emergency Medicine

Disclosures

No conflicts of interest related to this presentation.

THE BEST PART OF MY JOB

10 Tips for a Successful Job Search in Medicine



#10 The Job Search is NOT the Match.



#9 Be honest about what YOU want.

Wrong answer in an interview:

“Yes, Dr. Chair, I definitely would consider running your hyperbarics program. Really, I just love teaching residents and students – I would happily take on any administrative task in order to join your faculty.”

Correct answer in an interview:

“My five year plan is to become an assistant residency director. To be successful, I will need to develop skills in the following areas. Are there openings on the core faculty? Do you anticipate opportunities in residency leadership within the next five years?”

#8 Prepare for 8 – 10 hours of interviews.

- ✓ Full day of interviews – **stay strong!**
- ✓ Ask for an **itinerary** before you visit.
- ✓ Know the **names** of your interviewers.
- ✓ Bring **examples of your work** to show and describe.
- ✓ Bring **updated CVs** if necessary.



#7 It really is all about WHO YOU KNOW.

- ✓ Academic EM Is a **small world**.
- ✓ Use your faculty members to **make connections**.
- ✓ Get over your pride and **play the game**.
- ✓ **CRITICAL ERROR**: Not vetting jobs with your faculty.



#6 Honesty is always the best policy.

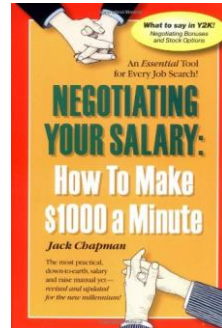
- ✓ Be 100% forthright. **Do not** play one job opportunity off another.
- ✓ Explain your weaknesses as junior **faculty development needs**.
- ✓ **Expect honesty** in return.
- ✓ Work only for people you **admire and trust**.



#5 Read a book about negotiation.

- ✓ WHY? Because **your new boss did**.
- ✓ WHY? Because we teach **zero life skills** in medical school.
- ✓ WHY? Because research shows that **women don't aggressively negotiate** and they may get less ideal contracts.

- ✓ Here's one I recommend:



#4 Know what you NEED vs. what you WANT.

- ✓ Money should **never** be your only motivator. (But it's important!)
- ✓ **Time** may be much more valuable in the long run.



- ✓ CRITICAL: **Opportunities** to develop your skills.
- ✓ CRITICAL: **Autonomy** in your research and administrative duties.

#3 Everything is negotiable.

- ✓ Negotiate for **deal-breakers** only.
- ✓ Be prepared to walk away for deal-breakers related to **family**.
- ✓ **Don't believe** anyone who says something is “non-negotiable.”



#2 Everyone needs a contract lawyer.

- ✓ You are a fool if you don't have a lawyer review your faculty contract.
- ✓ (Don't bother for fellowships.)
- ✓ **My recommendation:** Bill Sullivan, DO, JD
Emergency physician in practice in IL
Lawyer who specializes in contracts for physicians
sullivanlegal@gmail.com



#1 The early bird gets the worm.

TIMELINE

Before your final year of training:

- ✓ Explore career options and decide on what you want.
- ✓ Prepare your CV and cover letter.

During your final year of training:

- ✓ July: Send your CV to prospective employers.
- ✓ Aug-Nov: Interview and consider offers.
- ✓ Nov-Jan: Accept an offer and sign offer letter.
Your lawyer reviews your contract.
Sign contract and withdraw your other CVs.





Stanford
MEDICINE | Emergency Medicine