



NORTHWESTERN MEMORIAL HOSPITAL

EMERGENCY



CORD AA 2016:

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

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Disclosures: No conflicts of interest to this presentation



THE BEST PART OF MY JOB

10 Tips in 10 Minutes

Fellowship and Faculty Search



#10 THE JOB SEARCH IS NOT THE MATCH.



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.

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



#7 IT REALLY IS ALL ABOUT WHO YOU KNOW

1. Academic EM is a small world.
2. Use your faculty members to help make connections.
3. Get over your pride and play the game.
4. **CRITICAL ERROR:** Not vetting jobs with your faculty.



#6 HONESTY IS ALWAYS THE BEST POLICY

1. Be 100% forthright. Don't play one job offer off another.
2. Expect the same in return.
3. Work only for people you admire and trust.



#5 READ A BOOK ABOUT NEGOTIATION

1. Why? Because your future boss did.
2. Why? Because we teach zero life skills in medical school.
3. Why? Because research shows that women don't aggressively negotiate and may get less ideal contracts.



#4 KNOW WHAT YOU NEED vs. WHAT YOU WANT

1. Money isn't the only motivator. But it is a necessity!
2. Time may become more valuable in the long run.
3. Opportunities for development matter.
4. Autonomy in administrative tasks and your research matter.

#3 EVERYTHING IS NEGOTIABLE

1. Negotiate for deal-breakers only.
2. Be prepared to walk away if they can't accommodate the deal-breaker issues that matter to you and your family.
3. Don't believe them when they say that something is "non-negotiable."



#2 EVERYONE NEEDS A CONTRACT LAWYER

1. You're a fool if you don't have a lawyer review your faculty contract. Don't bother for fellowships.
2. 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 for AY 15-16

- May 15: Know what you want to apply for
- June 15: Prepare your CV/cover letter
- July 15: Send CV to prospective employers
- Aug –Nov: Interviews, consider offers
- Nov – Dec: Yes to an offer letter
- Lawyer reviews contract
- Sign contract
- Withdraw your pending CVs



Thank you!

Questions?

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Enjoy CORD! (Best conference ever!)