

Department of Medicine
Survival Skills for the Research Years:
Negotiating for an Academic Faculty
Position

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Academic Job Descriptions

■ Physician-Scientist

- >50% research (protected time)
- generally <25 % clinical
- Scholarly contributions necessary for promotion
- Excellence in teaching/teaching portfolio required for promotion

■ Clinician-Teacher

- <50% research
- 25-75% clinical
- Excellence in teaching/teaching portfolio is of paramount importance
- Some scholarly contributions necessary for promotion

■ Clinician-Clinician (Clinical) Faculty

- >95% clinical

Academic Job Descriptions

- Full-time vs. Part-time Faculty Position
- Adjunct/Affiliate Faculty
- 'Regular Faculty' vs. 'Research Faculty'

“Tenure Track” vs. Tenure

- Tenure Track
 - Eligible for promotion
 - Job security
 - Faculty code
- Tenure
 - Conventional– promotion to Associate Professor
 - UWSOM – state payline
 - Clinical department vs. basic science department

Reporting Structure

- **Varies with institution**
- **Division Head/Director**
- **Hospital Division Chief**
- **Chief of Medicine**
- **Chair of Medicine**
- **Medical Director**
- **Institute Director**

Job Description and Expectations

- **Criteria for promotion to Associate Professor**
- **Productivity**
 - Expected scholarly activity
 - i.e., # of peer-reviewed pubs/yr
- **Clinical duties**
 - In-patient
 - Out-patient
 - Call schedule
 - Resident/fellow
 - Productivity – RVUs, \$
- **Teaching responsibilities**
- **Administrative responsibilities**

Contract

- Relocation/moving expenses
- Office set-up
- Yearly salary
 - Hard Money
 - Soft Money (grants)
 - Clinical/practice plan income
 - Merit/bonus

Contract

■ Benefits

- Medical
- Dental
- Retirement
- Investment program
- Life insurance
- Disability
- Long-term care
- Housing assistance
- Subsidy
- Low/no interest loan
- Tuition waver/reimbursement for dependents

Office and Administrative Support

■ Office

- Space and Location
- Furniture
- Computer
- Phone
- Fax
- Avoid multiple offices

■ Administrative Support

- Shared with how many faculty?
- Grant and contract support
- IT support

Clinical Support

■ Ward

- Dedicated mid-level (PA/ARNP) support
- Allied health support

■ Clinic

- Dedicated nurse(s) assigned to clinic
- Scheduling personnel
- Supplies

Start-Up Package

- Applies primarily to physician-scientists
- Many young faculty fail to negotiate for sufficient resources
- Duration: usually 3 yrs
- External candidates usually are offered significantly larger packages than internal candidates
 - Typical start-up packages for Assistant Professors
 - \$50-250K/yr x 3-5 yrs
 - \$150-750K total

Start-Up Package

■ Potential Components

- PI hard salary (%)
- Equipment – important
 - Do not forget the small stuff
 - Itemize list in consultation with established PI
 - This is the time to ask
- Supplies
 - Reagents
 - Animal costs – mice are expensive
- Technician
- PDF
- Study coordinator/nurse
- Biostats support
- Beware of ‘in kind’ support
 - Items such as FACS hrs, etc. OK

Start-Up Package

■ Other Considerations

- Vivarium (with capabilities for your research)
- Access to Cores
 - Transgenic mouse core
 - FACS core
 - Proteomics Core
 - Imaging core
 - Others
- All equipment does not have to be in your personal laboratory, but you do need reasonable access to it
 - Biosafety/culture hoods
 - Real-time PCR
 - Spectrophotometer
 - ELISA reader, etc.

Graduate School Status

- Do you want to train graduate students?
 - Being a mentor for a graduate student is a significant time and effort commitment
 - Would it work better for you to have clinical fellows and post-doctoral fellows in your lab
- Departments of Medicine do not usually have graduate school status
 - Molecular Medicine and Mechanisms of Disease (M3D) PhD Program
- Cross-appointment vs. Adjunct/Affiliate appointment
 - Consider 'cost' of appointment to basic science department
 - Avoid seeking adjunct appointments to multiple departments

Important – Final Negotiation

- Define the expectations and metrics for success
- Recommend
 - You prepare a written list of 3-5 goals that you consider will define 'success'
 - Ask your 'employer' (e.g, Division Head) to prepare a written list of 3-5 yr goals/expectations
 - Determine whether the 2 lists are in agreement
 - 'Controversial' points should be addressed before assuming the position

Negotiating for an Academic Faculty Position

Summary Points (1)

- Be sure that the start-up package provides reasonable and sufficient resources to give you a chance to be successful
 - Be wary of 'in kind' components in a package

Negotiating for an Academic Faculty Position

Summary Points (2)

- Understand the following:
 - What you are getting into before you sign the contract
 - The reporting structure at your institution before you start
 - The promotion process at your institution
 - ? Up or out policy
- Your clinical responsibilities
 - Months of clinical service
 - Call schedule
 - Out-pt responsibilities
 - Expected productivity: RVUs/billings

Negotiating for an Academic Faculty Position

Summary Points (3)

- Define the expectations and metrics for success during negotiation
- Understand the following:
 - Your teaching responsibilities
 - Your administrative responsibilities
 - Expectations of academic productivity for your position
 - Ex: # of peer-reviewed publications expected per year and for promotion
 - Administrative support provided
 - Benefit packages provided

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Questions and Discussion