

A Resounding Success - Dinner for Women in Medicine **“Review “Pearls” for Contracting Advice**

The Maryland Chapter had a very successful dinner meeting on May 11th hosted by Dr. Regina Gan-Carden chair of the Women in Medicine Subcommittee. The topic for the meeting held at the Hopkins Club was “Part-Time/Contract Negotiations” with speakers Sapna Kuehl, Deborah Som, and Kimberly Peairs who gave their own perspectives on how they negotiated their part-time contracts to best fit with their family lives. Then Geno Schnell, PhD, of the Johns Hopkins Carey Program in Entrepreneurship & Management Center for Leadership Education of the JHU and former Director of the Organization, Development and Diversity Program at JHU and Catherine Morrison, J.D., Faculty Practitioner at the School of Professional Studies in Business and Education of JHU, and Associate Faculty of the Department of Health Policy and Management at Bloomberg School of Public Health both spoke from their experiences in assisting women in contract negotiation issues. From the meeting came a booklist of required reading for all women in medicine (or any career) which can be found on the Women in Medicine Subcommittee’s website at <http://health.groups.yahoo.com/group/womeninmedicine/>

Booklist:

Getting to Yes, by Roger Fisher, William L. Uri, and Bruce Patton, a best seller, this is how negotiation is taught. Not gender-based but reframes things in a more advantageous perspective.

Getting Ready to Negotiate, (Workbook for Getting to Yes), by Roger Fisher, Danny Ertel

Her Place at the Table: A Woman’s Guide to Negotiating Five Key Challenges to Leadership Success, by Deborah M. Kolb, Judith Williams, Carol Frohlinger, a systematic, sophisticated look at disadvantages for women and how to overcome them. Negotiation is the main perspective.

Women Don’t Ask: Negotiation and the Gender Divide, by Linda Babcock, Sara Laschever.

Deborah Tannen, multiple publications including Talking from 9 to 5: Women and Men at Work. That’s not what I Meant! How Conversational Style Makes or Breaks Relationships, You Just Don’t Understand: Men and Women in Conversation, Gender, and Discourse, (see website: <http://www.georgetown.edu/faculty/tannend/index.htm>)

Here are just a few pearls from the meeting:

Figure out what you want your life to be first, and then focus on salary; fit it as important as dollars.

Don’t accept the first offer. Men are 9 times more likely to respond to a negotiation and say it is not satisfactory than women, and get a counter-offer.

Being labeled a “witch” is recoverable –being labeled “passive” is less recoverable.

Talk with other people extensively, not just other women. Think diversely, and ask about other things related to the job which can help you in negotiation (salary information, responsibilities, benefits)

Negotiate as if you were doing it on behalf of others (e.g., your family, your significant other). Women do better negotiating when they are negotiating on behalf of someone else likely due to our feelings of “I don’t feel entitled.”

Don’t assume sensitivity when negotiating with another woman. Women can be more punitive and competitive with other women if there is a gender-linked task. Of course, don’t assume she is the enemy, but don’t assume sisterhood as it can backfire.

The model of negotiation follows male conversational patterns.

Take credit for your work. Think of “I” and what you offer the organization

Women are NOT asking! What’s negotiable -- almost everything! Practice negotiating. It’s a muscle, use it!

When you say “YES” to something say, “Yes, AND?” Yes, I’ll cover your clinic tomorrow afternoon AND I would need the following in return. “Yes, BUT” signals a defensive response. “AND” is the joining of two realities of value.

NO is a complete sentence. You don’t need a long explanation.

Negotiate for an equal base salary as it is difficult to negotiate once you’re already 15% off from other people’s salaries.

If you’re part-time, your Call should be part-time also, and written in your contract.

Information on salaries –contact a medical recruiter or headhunter, tell them you’re looking for a job, and they’ll share salary information. Also, Medical Economics journal has information on various salary information.

It never hurts to look at other jobs. Go into negotiation with an awareness of alternatives.

Share your accomplishments in an unembarrassed way. Don’t believe that nice girls don’t differentiate themselves.

Be clear about the shared definition of commonly understood terms: If you are supposed to work 3 full days, how exactly is a “full day” defined.

Check in periodically with your boss to see how things are working, and don’t let things go on too long before checking in.

The Subcommittee hopes that this information is helpful to all in contract negotiating situations. Be sure to visit the website as listed above.

Regina Gan-Carden, MD, Chairman, Women in Medicine Subcommittee