

NEW FACULTY HIRE

Chairperson role

This is a negotiation regarding a new faculty recruit who will help to build a new Division clinical and research program in trauma-related pediatric neurology. You will play the role of the **Division Chairperson**, who is offering the new faculty recruit a clinical position along with research support at the University's medical school. The recruit is currently an assistant professor at a peer university, but they have not yet obtained any external NIH grant funds.

Information known only to you: Your Division recently was in the red during the last budget cycle due to insufficient clinical revenue. You were raked over the coals at the recent Division Chairs' meeting with the Department Chief and the Department Chief may cut back access to discretionary funds for startup support and other research support. The Department has new clinical space opening up in Radnor, and you are interested in identifying someone who could do significant clinical time at that location, especially given the favorable insurance payer mix.

There are eight issues of concern in this negotiation:

1. Title: The recruit's job title within the University.
2. Relocation expenses: The price the University will pay for relocation costs for the recruit.
3. Effective Date: The effective date of the appointment.
4. Location of practice: The University has offices in several locations, some of which are close to the main campus, but others which are up to 1.5 hours away.
5. Startup funds: The amount which the University will provide to facilitate launching the new faculty member's research.
6. Duration of startup package: The length of time during which the new faculty member will have access to the startup funds.
7. Salary: The new faculty member's salary with the University.
8. % protected research time: Amount of time the new faculty member will have for protected research time (that is, supported by the division) as opposed to generating revenue from clinical work. Your division will have to subsidize the research time from division funds for the first 3 years only (the applicant currently does not have any grant support).

Your goal, as the Division Chairperson, is to reach an agreement with the new faculty recruit that is best for you and your Division. The more points you earn, the better. You may determine what agreement is best for you by referring to the Division Chair Point Sheet on the next page.

The 8 issues are listed separately. There are 5 different alternatives for each issue. For example, the salary range can be anywhere between \$110,000 per year and \$150,000 per year. As a negotiator, you may settle upon any of these five alternatives for each of the issues. Thus, there are a very large number of feasible outcomes.

You should note that each issue has a different degree of importance to you, as indicated by the magnitude of the number of points you could gain or lose. You will have 30 minutes to reach agreement on all 8 issues. In order for any agreement to be binding, you need to reach an agreement with the new faculty hire on all eight issues.

Important instructions: Do not, at any time, tell the other person how many points you are getting. Also, do not let the other negotiator see your Point Sheet. This information is strictly for you.

Please become very familiar with your Division Chair Point Sheet. Feel free to make notes or write on it. The highest number of total points you can obtain from this negotiation is +66 and the lowest number of points is -42. These point totals were calculated by adding up the highest number of points you could receive for each of the eight issues and the lowest number.

Payoff Schedule Division Chair:

	Lowest	Highest
Startup Funds	-12	0
Title	0	20
Effective Date	0	4
Location	0	12
Moving Expenses	0	8
Salary	0	16
% protected research time	-30	0
Startup Package Length	0	6
Total	-42	66

Note: Do not let the other person see your payoff schedule.

FINAL CONTRACT

Please circle to indicate the final negotiation agreement.

We reached a deal as follows:

Title:	Associate-Tenure	Assistant-Tenure	Assistant-CE	Assistant-AC	Instructor
Moving Expenses:	\$50k	\$40k	\$30k	\$20k	\$10k
Effective Date:	June 1, 2017	Sept 1, 2017	Jan 1, 2018	Mar 1, 2018	June 1, 2018
Location:	CHOP main	3535 Market	Karabots	Bala Cynwyd	Radnor
Startup funds:	\$250k	\$200k	\$150k	\$100k	\$50k
Startup duration:	5yr	4yr	3yr	2yr	1yr
Salary:	\$150k	\$140k	\$130k	\$120k	\$110k
% protected research:	30%	40%	50%	60%	70%

Signatures of Negotiators:

Division Chair Point Sheet

	<u>OPTIONS</u>	<u>POINTS</u>
Startup Funds	250,000	-12
	200,000	-9
	150,000	-6
	100,000	-3
	50,000	0
Title	Associate-Tenure	0
	Assistant-Tenure	5
	Assistant-CE	10
	Assistant-AC	15
	Instructor	20
Effective Date	June 1, 2017	4
	Sept 1, 2017	3
	Jan 1, 2018	2
	Mar 1, 2018	1
	June 1, 2018	0
Location	CHOP main	0
	3535 Market	3
	Karabots (West Philadelphia)	6
	Bala Cynwyd	9
	Radnor	12
Moving Expenses	\$50,000	0
	\$40,000	2
	\$30,000	4
	\$20,000	6
	\$10,000	8
Salary	150,000	0
	140,000	4
	130,000	8
	120,000	12
	110,000	16
% protected research time	70%	-30
	60%	-23
	50%	-15
	40%	-7
	30%	0
Startup Package Length	5 yrs	0
	4 yrs	2
	3 yrs	3
	2 yrs	5
	1 yr	6

NEW FACULTY HIRE

New Faculty Confidential Facts

This is a negotiation regarding a new faculty recruit. You will play the role of the **new faculty recruit**, who is seeking a position that includes both clinical activities and research support at the University's medical school so that you can develop a program in trauma-related pediatric neurology care (your research involves human subjects). You are currently assistant professor at your university, but have not yet obtained any external NIH grant funds.

Information known only to you: Your partner has family in Radnor (you get along with them). S/he completed a PhD in theoretical mathematics, joined a hedge fund as a quantitative analyst and was recently promoted to partner; the hedge fund is setting up a site in Radnor. Her/his salary, with bonuses, is in the seven figure range (while you have considered putting your career on hold, a family member died from pediatric trauma, and this drives your personal commitment to the field). Your partner's excessive work schedule means that a priority for you is to have a flexible work schedule with minimal clinical duties so that you can be available for family issues related to your three kids. You are also interviewing for a position at the University of North Dakota, but could also stay at your current University (Yale).

There are eight issues of concern in this negotiation:

1. Title: The recruit's job title within the University.
2. Relocation expenses: The price the University will pay for relocation costs for the recruit.
3. Effective Date: The effective date of the appointment.
4. Location of practice: The University has offices in several locations, some of which are close to the main campus, but others which are up to 1.5 hours away.
5. Startup funds: The amount which the University will provide to facilitate launching the new faculty member's research.
6. Duration of startup package: The length of time during which the new faculty member will have access to the startup funds.
7. Salary: The new faculty member's salary with the University.
8. % protected research time: Amount of time the new faculty member will have for protected research time (that is, supported by the division) as opposed to generating revenue from clinical work. The division will have to subsidize the research time from division funds for the first 3 years only (the applicant currently does not have any grant support).

Your goal, as the new faculty recruit, is to reach an agreement with the Division Chairperson that is best for you. The more points you earn, the better. You may determine what agreement is best for you by referring to the New Faculty Recruit Point Sheet on the next page.

The 8 issues are listed separately. There are 5 different alternatives for each issue. For example, the salary range can be anywhere between \$110,000 per year and \$150,000 per year. As a negotiator, you

Copyright 2017 Nalaka Gooneratne and Eric Max

may settle upon any of these five alternatives for each of the issues. Thus, there are a very large number of feasible outcomes.

You should note that each issue has a different degree of importance to you, as indicated by the magnitude of the number of points you could gain or lose. You will have 30 minutes to reach agreement on all 8 issues. In order for any agreement to be binding, you need to reach an agreement with the Division Chair on all eight issues.

Important instructions: Do not, at any time, tell the other person how many points you are getting. Also, do not let the other negotiator see your Point Sheet. This information is strictly for you.

Please become very familiar with your New Faculty Recruit Point Sheet. Feel free to make notes or write on it. The highest number of total points you can obtain from this negotiation is +66 and the lowest number of points is -42. These point totals were calculated by adding up the highest number of points you could receive for each of the eight issues and the lowest number.

Payoff Schedule New Faculty Recruit:

	Lowest	Highest
Startup Package Length	-12	0
Salary	0	8
Startup Funds	0	12
Effective Date	0	16
Location	0	20
Moving Expenses	0	4
% protected research time	-30	0
Title	0	6
Total	-42	+66

Note: Do not let the other person see your payoff schedule.

FINAL CONTRACT

Please circle to indicate the final negotiation agreement.

We reached a deal as follows:

Title:	Associate-Tenure	Assistant-Tenure	Assistant-CE	Assistant-AC	Instructor
Moving Expenses:	\$50k	\$40k	\$30k	\$20k	\$10k
Effective Date:	June 1, 2017	Sept 1, 2017	Jan 1, 2018	Mar 1, 2018	June 1, 2018
Location:	CHOP main	3535 Market	Karabots	Bala Cynwyd	Radnor
Startup funds:	\$250k	\$200k	\$150k	\$100k	\$50k
Startup duration:	5yr	4yr	3yr	2yr	1yr
Salary:	\$150k	\$140k	\$130k	\$120k	\$110k
% protected research:	30%	40%	50%	60%	70%

Signatures of Negotiators:

New Faculty Point Sheet

	<u>OPTIONS</u>	<u>POINTS</u>
Location	Radnor	20
	Bala Cynwyd	15
	Karabots (West Philadelphia)	10
	3535 Market	5
	CHOP main	0
Startup Package Length	5 yr	0
	4 yr	-3
	3 yr	-6
	2 yr	-9
	1 yr	-12
Salary	\$150,000	8
	\$140,000	6
	\$130,000	4
	\$120,000	2
	\$110,000	0
Startup Funds	\$250,000	12
	\$200,000	9
	\$150,000	6
	\$100,000	3
	\$50,000	0
Effective Date	June 1, 2017	16
	Sept 1, 2017	12
	Jan 1, 2018	8
	Mar 1, 2018	4
	June 1, 2018	0
Moving Expenses	\$50,000	4
	\$40,000	3
	\$30,000	2
	\$20,000	1
	\$10,000	0
% protected research time	70%	0
	60%	-7
	50%	-15
	40%	-23
	30%	-30
Title	Associate Professor-Tenure	6
	Assistant Professor-Tenure	5
	Assistant Professor-CE	3
	Assistant Professor-AC	2
	Instructor	0

