

## **Negotiating Skills Every Faculty Member Needs. Bridges Faculty Development Program**

**J. Woodward 2016**

### **SCENARIO – Negotiating Protected Time**

Susan Zachary, MD, PhD, completed her residency and fellowship training at the Davidson School of Medicine and joined the faculty immediately after training. Dr. Zachary has a busy clinical practice in pediatric endocrinology where she sees patients four full days a week in the clinic, along with taking weekend call at least once monthly. She teaches medical students, residents and fellows in a variety of settings, including as PBL facilitator for first year medical students, and as supervisor of residents and students in the clinic. In addition to her clinical responsibilities, Dr. Zachary is associate director of the fellowship program, runs the division research retreat annually, and has recently been appointed to the IRB.

Dr. Zachary has \$150,000 left in her start up package of \$200,000 that her Division chief gave her when she transitioned from fellow to Assistant Professor to study diabetes in adolescents. Her Division chief is her research mentor and is satisfied with the scientific productivity although he thinks it would be better if she spent more time on the research, and he is concerned that she may not get her promotion in the future if she doesn't publish more and apply for grants to support her clinical research in diabetes. Dr. Zachary is considering a move to another institution where she has been offered the director position of the diabetes center and additional research time protection.

Dr. Sonya McDonald is Chair of the Department of Pediatrics and is concerned about losing Dr. Zachary but shares the Division Chief's concerns that she is not focused enough on her clinical research to continue to be successful given the increasingly competitive research climate. Dr. McDonald views Dr. Zachary as an excellent citizen in the Department who is productive in the clinical and educational missions, but would like to continue to foster her career as a researcher.

Dr. Zachary has scheduled an appointment to discuss her needs to stay at the Davidson School of Medicine.

#### **Role Play Assignments:**

- Dr. Zachary
- Dr. McDonald