

Negotiating Skills Every Faculty Member Needs. Bridges Faculty Development Program

J. Woodward 2016

PRACTICE SCENARIO – Negotiating a Salary Increase

Baxter Brock, MD, joined the University of Pocono School of Medicine Department of Surgery in July 2006 as an assistant professor in the non-tenure stream. Recently, he was promoted to Associate Professor of Surgery. Over the last year, in addition to his heavy clinical and surgical load, Dr. Brock has assumed additional responsibilities in his department, including departmental representative on the medical school admissions committee, director of the surgery residency training program, and organizer of the monthly departmental fellows conference. Dr. Brock has not received a salary increase for three years, and at that time, he received a 3% increase to his 2006 starting salary. Dr. Brock feels he is underpaid and would like to receive a substantial raise. The University of Waterloo is trying to recruit Dr. Brock, but he prefers to stay at the University of Pocono.

Robert Rockport, MD, Chairman of Surgery, is concerned about losing Dr. Brock to the University of Waterloo, but he is also worried about the decline in financial support to the department from the Medical Center.

Drs. Brock and Rockport sit down to negotiate a possible increase in salary for Dr. Brock.

Role Assignments:

- Dr. Brock
- Dr. Rockport