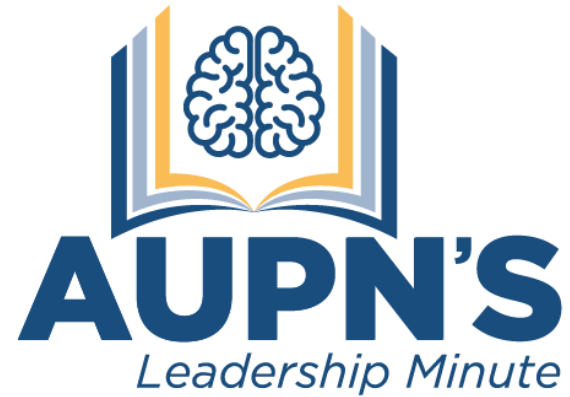




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*Securing Your Future: How to
Negotiate a Start-Up Package
as a New Chair*



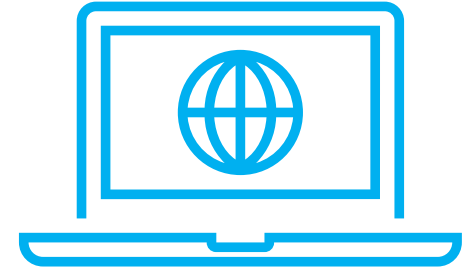
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Leadership Minute Podcast Episode Description

- Explore the critical steps to securing a chair position and negotiating your ideal package. From conducting thorough research to knowing your bottom line, this episode equips you with the tools to advance your career confidently.

Securing a Chair Position/Negotiating Your Package

- **Conduct Thorough Research.** Before committing to a chair position, comprehensively assess the department, institution, and leadership's expectations. Gain a clear understanding of the medical school and health system's strategic roadmap, the institution and dean's vision, and the department's role in fulfilling these objectives.
- **Develop a Compelling Vision for the Department.** Demonstrate how your leadership will achieve this vision and drive departmental success. Innovative ideas are encouraged and can position the department for future growth, provided they align with the institution's strategic plan. Chair candidates should begin by identifying key challenges and opportunities within the department and its environment.





- **Clearly articulate your value proposition:** Specify your desired compensation and benefits package, providing data-driven justification for your requests. A comprehensive proposal should detail your vision for the department and align your compensation expectations with this vision.

In addition to salary and resources for faculty and staff, consider requesting funding for professional development for yourself and your team.

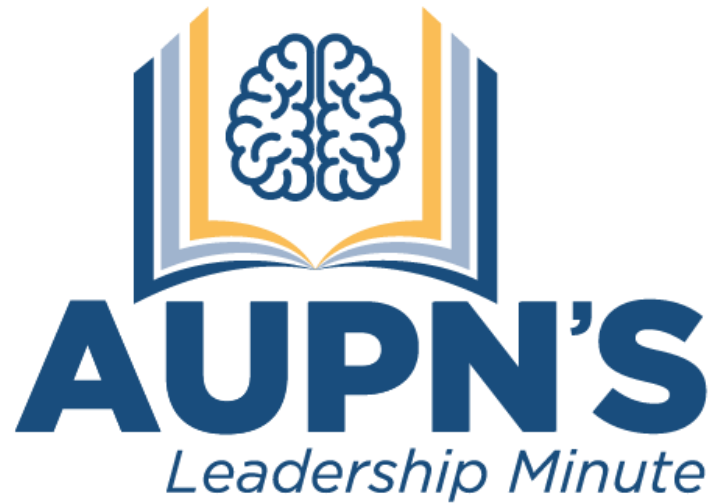
- **Negotiate with Confidence:** Present your vision and package proposal with conviction. Be prepared to engage in productive negotiations while staying true to your priorities.



- **Know your “rock star list.”**
- **Identify your non-negotiables.** Clearly define your deal-breakers and be prepared to walk away if your essential terms are not met.

If you cannot reach a mutually agreeable resource package with the dean, or if the department faculty does not support your vision, the position may not be the right fit.

Additionally, a strong commitment from the dean to your success is essential for a positive tenure.



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