

Negotiating and Starting a Job in an Academic Setting

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Outline

- Definitions: community vs academic
- Requirements for an academic job
- Getting the job you want
 - When to look
 - The interview
- Negotiating the contract
- The finances

About Myself

- Family
- Medical school at McGill
- Residency at McMaster
- Fellowship in MIS at McGill
- Current practice in advanced MIS at Toronto Western Hospital – University Health Network
- Completing master's degree in Chicago in medical Education
- Research – using simulation remotely in developing countries to train surgeons

Telesimulation



Community vs Academic Surgery

- Academic hospital
 - Clinically more specialized
 - Residents and students integral part of team
 - Research major part of practice
 - Mixed funding models
- Community hospital
 - Clinically greater breadth and variety
 - Residents playing an increasing role
 - No research requirements
 - Fee for service

What type of practice do you want?

Are you interested in making research a part of your practice?

You want an academic job...

what are the requirements

- Fellowship training
 - A must!
 - Try to ensure MIS is part of fellowship
 - Do research during fellowship
 - Consider going away
- Master's degree
 - Required in many Canadian academic centers
 - Clin epi, education, surgical science
 - What about master's pre-med school?

Why do a graduate degree?

- 1-2 focused years to learn about research process
 - Grant writing
 - Conferences, networking, presentations
- Courses give you a basic skill set in an area
- Thesis makes you an expert in a particular field
- Gives you a starting point for research in your career

Getting the job you want

- When to start looking
 - No perfect time
 - One year before your start date
 - Earlier if hoping to stay at center where residency was done
 - Talk to department head at hospital, department chair at university
 - Ask if there's role they're looking to fill
 - Attend conferences - network

Where to look?

- Own residency center often easiest
- Speak to other department members
 - What's the environment? Competitive, supportive
 - How is the leadership?
- Most important issue to consider is family
 - Make sure everyone is on board!

Interviews



- More is better
 - Lets you see what's out there
 - Plan low stress ones first
 - Lets others know you have options
- Be prepared to give rounds
 - One of the reason's to do research in fellowship
 - Present work done, plan for future
- Know what work is being done in department

What are your goals?

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“My short-term goal is to bluff my way through this job interview. My long-term goal is to invent a time machine so I can come back and change everything I’ve said so far.”

Interviews

- Most important rule: have a plan for your career
- No one wants to hire someone who has no focus, goals, or seems unsure
- Be prepared to answer:
 - Main research interest
 - What will your research be in
 - What type of resources might you need
 - Clinical interest
 - How will you be contributing to the department
- Your plan may change – that's OK
 - You never know what will take off

You've found the job... the negotiating begins

- Many centers have standard packages for new recruits based on academic rank
 - Not much negotiating
- Things to consider:
 - What is your job description
 - Start up funds: \$5000
 - Minimum base salary
 - Research funds
 - A must
 - Nurse/equipment/RA
 - Who will your mentor be?



What to expect financially

- It depends! How busy do you want to be
- Salary vs fee for service vs combined model
- Salary support for first 3 years
- Overall, academic likely less than community
- Less overhead however, and more
- U.S. now much worse than Canada



In the end, what's so great about academics?

- Feeling of making contribution to greater understanding of medicine
- Opportunity to work with students at all levels
- Traveling, seeing the world
- International network of colleagues