

## ACP Leadership Academy Women in Medicine Series Webinar:

### *Why Not Ask? Negotiating with Confidence*

Presented by Tammy Lin, MD, MPH, FACP and Julia Wright, MD, FACP

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**Highly recommended reading - worth the time investment!**

***Getting to Yes: Negotiating Agreement Without Giving In***

by Roger Fisher, William Ury and Bruce Patton (1981)

***Everyday Negotiation: Navigating the Hidden Agendas in Bargaining***

by Deborah Kolb & Judith Williams (2003)

***Women Don't Ask***

by Linda Babcock and Sara Laschever (2007)

***Influence: The Psychology of Persuasion***

by Robert B. Cialdini (2006)

***The Confidence Code***

by Katty Kay & Claire Shipman (2014)

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***Physician's Guide: Evaluating Employment Opportunities & Avoiding Contractual Pitfalls***

by Thomas C. Crawford (2011)

American College of Physicians (ACP):

<https://www.acponline.org> (ACP Leadership Academy, contract negotiation tips)

<http://www.physicianleaders.org/shop/courses/portals/acp-courses/acp-physician-in-management-negotiation>

American Academy of Family Physicians (AAFP):

<http://www.aafp.org/practice-management/payment/contracts.html>

Anastakis, DJ, ***Negotiation skills for physicians***. Am J Surg. 2003 Jan;185(1):74-8.

Linney, BJ, ***The successful physician negotiator***. Physician Exec. 1999 Sep-Oct;25(5):62-5.

***Contract Negotiation*** Webinar from the ACP Indiana Chapter: <https://vimeo.com/74340254>

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AMA: <http://www.ama-assn.org/ama/pub/about-ama/our-people/member-groups-sections/organized-medical-staff-section/physician-employment.page?>

MGMA: <http://www.mgma.com/store/physician-compensation-surveys>

Cejka Executive Search: <http://www.cejkaexecutivesearch.com/leadership-insights/surveys/physician-executive-compensation-survey/>

Merritt Hawkins: <http://www.merrithawkins.com/compensation-surveys.aspx>

Medscape: <http://www.medscape.com/sites/public/physician-comp/2015>

GuideStar (non-profit information): <https://learn.guidestar.org/products/nonprofit-compensation-solutions/guidestar-nonprofit-compensation-report>

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Jena, A., et al., ***Sex Differences in Physician Salary in US Public Medical Schools.***  
JAMA Intern Med. 2016;176(9):1294-1304.

Kray, L., et al., ***Reversing the Gender Gap in Negotiations: An Exploration of Stereotype Regeneration.*** Organizational Behavior and Human Decision Processes  
Vol. 87, No. 2, March, pp. 386–409, 2002  
<https://www.researchgate.net/publication/>

Kugler, K., et al., ***Gender Differences in the Propensity to Initiate Negotiations: A Meta-Analysis.***  
[http://www.psy.lmu.de/wirtschaftspsychologie/forschung/working\\_papers/wop2013\\_3.pdf](http://www.psy.lmu.de/wirtschaftspsychologie/forschung/working_papers/wop2013_3.pdf)

Blanch, D., ***Medical student gender and issues of confidence.***  
Patient Educ Couns. 2008 Sep;72(3):374-81.

<http://www.forbes.com/sites/dailymuse/2013/06/17/why-women-must-ask-the-right-way-negotiation-advice-from-stanfords-margaret-a-neale/#10163af91635>

<https://www.washingtonpost.com/posteverything/wp/2015/05/21/the-best-way-to-way-to-eliminate-the-gender-pay-gap-ban-salary-negotiations/>

<http://www.levo.com/articles/news/millennial-women-arent-negotiating>

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Wible, P., ***Why So Many Doctors Lack Self-confidence, and How to Get It Back.***  
(Medscape, August 26, 2015)  
<http://www.medscape.com/viewarticle/849481>

Houkes, I., et al., ***Development of burnout over time and the causal order of the three dimensions of burnout among male and female GPs. A three-wave panel study.***  
BMC Public Health 2011  
<http://bmcpublichealth.biomedcentral.com/articles/10.1186/1471-2458-11-240>

Theobald, J., et al. ***The Association Between Confidence and Accuracy Among Users of a Mobile Web Platform for Medical Education***. Ann Intern Med. 2015;162(5):395-396.

Meyer, A., et al. ***Physicians' Diagnostic Accuracy, Confidence, and Resource Requests A Vignette Study***. JAMA Intern Med. 2013;173(21):1952-1958

Tait Shanafelt, MD interview: