**Negotiation Cases for Discussion
 5/5/2018**

 *In groups of 2-3, please discuss the following negotiation scenarios, addressing the questions that follow each:*

**Case 1**

You are the family medicine clerkship director in a large, traditional, university-based medical school. Over the past couple of years your GQ scores have indicated that students do not feel that there are adequate supports in place to address their well-being. You have been tasked by the Executive Dean with creating a wellness initiative in response, and after a couple of months of researching existing supports and best practices described in the literature, you have come up with a multi-pronged, comprehensive strategy that involves:

* A set of “social connectedness” activities to be incorporated into orientations and study periods throughout the curriculum.
* A proposal for 1 personal day per semester for 3rd and 4th year students
* A dedicated on-site counselor supplied by the University’s Student Health

You are to present this proposal to the executive leadership team (consisting of Deans and Directors of Student Affairs, Academic Affairs, Admissions, Alumni, Faculty, Diversity, Finance, Student Records and Communications) in two weeks.

Questions:

1. What is the best way to approach this presentation in order to get buy-in for your ideas?

2. What are the potential obstacles to be overcome to make your proposal happen?

3. What expectations do you have for success?

**Case 2**

After several years of demonstrated success leading your clinic’s Practice Improvement Team and a lengthy interview process, you have been offered a position as Director of QI for your hospital system’s primary care division. This position represents a significant increase in leadership and visibility for you and a 10% overall salary increase, but has been planned as 0.25 FTE administrative and 0.75 clinical, which you do not think is enough time to get the job done. Of note, you are currently pregnant with your third child.

Questions:

1. What are some of the things you’ll need to do this job effectively? What else might you negotiate for?

2. What is your strategy for approaching this negotiation?

3. What are your expectations for success?

4. How does your pregnancy factor into this negotiation?