

Welcome!

Please have your
name and what type
of practice you work
in on your intro



WomenInAllergy

American College of Allergy, Asthma & Immunology

JOIN THE ACAAI WOMEN IN ALLERGY
COMMITTEE'S **"BREAKING THE MOLD"** ZOOM
DISCUSSION ON

CONTRACT NEGOTIATION

WEDNESDAY, AUG. 28, 7:30PM CT (8:30 ET)

WE'LL DISCUSS:

- Getting expert help.
- Determining key aspects important to you.
- Respectfully advocating for yourself.



Contract Negotiations

Do you have a new job
opportunity?

Let's talk about contract
negotiations!

Guests:

Dr. Minh-Thu Le

Dr. Sarah Spriet

Dr. Jaspreet Benipal

Jodi Shroba, CPNP

Contract Negotiations

Where can you start?

- Colleagues/PD
- [ACAAI Career Center](#)
- [AAAAI Career Center](#)
- [Federal Government Job](#)
- Recruiter
- Cold call

Interview Preparation

- Research the practice
- Research the city/housing/schools
- Prepare questions
- Ask about travel expense coverage
- Make a Pros and Cons list
- Send a thank you!

Contract Negotiations

Practice Arrangement

- Private/Private Equity
- Hospital Owned
- Public Sector/Government
- Academic
- Multispecialty vs Group vs Solo
- Locums
- Pharma/Industry

Role in the Company

- Ancillary staff (management duties and roles)
- Advanced practice providers
 - Supervision or practice independently
 - Teams
- Locations of practice – commute time
- Full or Part-time
- Associate vs Partnership
- Why are they hiring?

Contract Negotiations

Benefits

- EMR, transcription, AI services
- Loan repayment
- Short term leave (maternity/paternity), FMLA
- Pumping breaks
- Partnership (cost and timeframe)
- Vacation (paid vs unpaid), PTO, Sick leave
- Board preparation time
- Expenses covered (cell phone, CME, licensure, conferences, DEA, memberships, boards)
- Insurance coverage (dental, health, disability, malpractice, life, tail, etc.)
- Relocation bonus or sign on bonus
- Retirement
- Pharmacist
- Faculty Development
- Visa coverage

Contract Negotiations

Practice Philosophy

- Culture of the practice
- Non-compete
- Physician/Practice expenses

Compensation

- Base salary
- Productivity Bonus
- MGMA vs AAMC
- Collections vs RVU based
- Compensation for other roles: education, administrative, research, outreach
- How often are salaries reviewed and adjusted
- Partnership buy-in
- Speaking engagements
- Moonlighting

Contract Negotiations

Patient Population

- Pediatrics vs Adult
- Inpatient vs Outpatient
- Payor mix
- Referral base
- How will you build your practice?

Clinical Expectations

- Typical clinical day
 - Mix of new and follow-up
 - Waitlist
- Inpatients
 - Consults vs admitting service
- Teaching responsibilities

Contract Negotiations

Infusion/Biologics

- Clinic owned infusion suite
- Home health services
- Buy and Bill

Immunotherapy

- Product
- Protocols
- Supervision
- Send outs
- Aeroallergens (SCIT and/or SLIT)
- Food oral immunotherapy

Contract Negotiations

Research

- Pharmaceutical
- Translational
- Laboratory access
- Expectations for promotion
- Publication assistance and funding
- Grant writing assistance

Promotion and Partnership

- Tracks
- Promotion expectations
- Partnership expectations
 - Time, cost, benefits of partnership

Contract Negotiations

Advocate for Yourself

- Be professional/respectful
- You won't know if you don't ask
- Be realistic
- Be thankful for the opportunity

Get it in Writing

- Contract
- Offer letter

Contract Negotiations

What is most important?

- What is non-negotiable?
- What are your “wants”?
- Always ask for a little more

Compromise

- Lower salary for more flexibility

Contract Negotiations

Get an Expert!

- Legal jargon interpretation
- Physician contract expertise
- Advocate for you
 - What can you "ask" for
 - Advise on concerns
 - Termination rules
- Often fixed price
- Discounted for new fellows

Partners

- ACAAI partners with a professional contract negotiating service called [Resolve](#), which specializes in contracts for medical professionals and offers a discount to College members

Additional Resources

- [FIT and New Allergist toolkit](#)
 - Career resources, including how to choose the right practice environment, job search strategies, and lots of info about employment contracts and compensation models.
- Specific contract negotiation resources include:
 - [Dr. Stanley Fineman's talk "Fundamental Principles of Contract Negotiation"](#) from the FIT section of the College's 2021 Annual Scientific Meeting.
 - [AMA article: Understanding employment contracts.](#)
 - [ReachMD podcast](#) provides best practices for contract negotiation from a contract attorney.
 - [Resolve, a national firm specializing in physician employment contract review](#) provides professional guidance on navigating and negotiating salary and benefits – College members receive discounts on their services.
 - Resolve webinar [Allergist Salary Data and Employment Contract Review Tips](#) - guidance on navigating and negotiating salary and benefits, negotiating your call schedule, non-compete clauses and more.
 - ACAAI's [RVU toolkit](#) and webinar [Making RVUs Work for You](#) (March 16, 2022) explain what work relative value units (wRVUs) are, the role they play in compensation models, and specific wRVU issues for allergists and how to address them. (62 minutes)
 - [2023 MGMA allergy compensation data](#), including median starting salary for new allergists.
 - White Coat Investor

Thank you for
attending and
special thanks
to our guests
and Amy
Romanelli!

ACAAI Member
Communications

- September (September 25)
 - How to Make the Most of the Annual Meeting
- October (no call, ACAAI Annual Meeting)
 - Women in Allergy Luncheon 10/27 11:30
- November (November 12)
 - Childcare
- December (December 10)
 - Work/Life Balance and Working from Home
- January 2025 (January 28)
 - Leadership