

How to Find Out  
the Real Information  
About a Job Offer:

Verify and Evaluate

Evidence-Based Medicine  
Evidence-Based Recruiting

Trust but Verify

# Priorities and Tradeoffs

Personal, Professional, Financial, Geographic – 80%

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The Story of a GI – Low Pay Initially but Loved and Trusted Group/Community

# Intangibles

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## Why are They Hiring?

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## Why do Doctors Leave Their Practices?

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- \* Why do Doctors Leave Their Practices?

## What Happens after the Initial Guarantee?

# Population/Orthopedist Ratio

20K:1

# Call

## How does the Call Work?

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## Trauma Responsibilities?



# Call

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Surgical Residents? PAs?

# Fellowship

Pros & Cons

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How Much General ORS/Call are You Willing to do?

# Interviews

## Individual Meetings:

- \* ORS
- \* Anesthesia/CRNA
- \* Primary Care
- \* PMR / Therapists / PA
- \* Director of Operating Room
- \* CMO / CEO
- \* Director of Nursing
- \* Clinic Manager

# Interviews

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## Clinic / Procedure Volumes

# Interviews

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- \* CMO / CEO

- \* Clinic / Procedure Volumes

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- \* Primary Care

- \* Director of Operating Room

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The More Points of Reference You Have,  
the Better Educated Your Decision will be.

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## Salary/Productivity and Bonuses

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- \* Salary/Productivity and Bonuses

## Payback/Promissory Notes

# Compensation

MGMA- Medical Group Management Association-  
2015 and 2016 Compensation Reports:

25 <sup>th</sup> Percentile	\$424K/\$445K
Median	\$568K/\$576K
75 <sup>th</sup> Percentile	\$744K/\$802K

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wRVU – Benchmarks/Rates of Reimbursement

# Questions

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**Evidenced-based Medicine : Evidenced-based Recruiting**  
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