

Academic Practice Offer Evaluation

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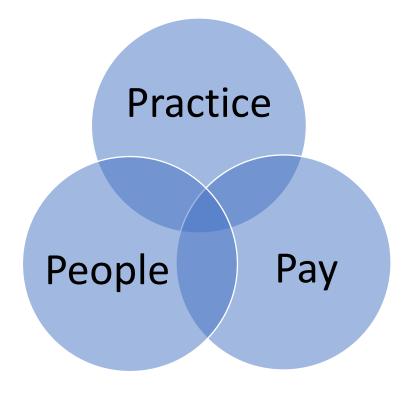


Disclosures:

No conflicts of interest to disclose.



• Your priorities and how they align with the 3 P's of any job offer





- Practice
 - Role
 - Hybrid role
 - Pain primary
 - Practice model
 - Group
 - Solo
 - Practice characteristics
 - Trainees
 - Satellite location



- People
 - Coworkers
 - Mentors
 - Leadership
 - Administrative support





Pay

- Base
- Bonus structure- Call/ RVU/Academic accomplishment, discretionary
- RVUs- Value, minimum requirement, cap
- Benefits- Retirement match, pension, health care
- PSLF ???
- Time is money
 - Admin time
 - Vacation







If you don't ask, you don't getMahatma Gandhi

- Role-
 - Academic/clinical
 - Academic- research, clinician educator...
- Opportunities to be tenure track
- FTE
- Sign on bonus / relocation
- RVU targets
- Non- compete
- Vacation time