WHERE CAN YOU FIND COMPARABLE SALARY DATA?

- MGMA
- Medaxiom: go.medaxiom.com/2019CompSurvey
- AAMC: store.aamc.org/aamc-faculty-salary-report-fy19-online.html
- Colleagues, co-residents, and co-fellows
- Women in Cardiology groups (Facebook, ACC Member Hub)
- State university records, Federal Employee Database

HOW CAN YOU UTILIZE A MENTOR TO HELP YOU?

- What do you know about negotiating?
- What is your bottom line? Do you understand BATNAs?
- What unique skill set(s) do you bring to the job?
- What gaps does the practice/hospital have, for you to fill?
- Can you practice a negotiation conversation with someone?

WHAT GOES INTO DETERMINING A SALARY?

- What is an RVU?
  - How many are reasonable in a year?
  - Are all activities worth the same RVUs?
  - Are there general opportunities for RVUs? For leadership?
  - Is there a productivity-based bonus? What is the likelihood of meeting it?
- What other benefits come with the job?
  - How is retirement set up?
  - How much are you contributing to social security?
  - What insurance does the job offer? Can you ask for more?
  - Does the job offer family leave? Sick days?
- Do you understand every line on the paycheck?
  - Have you met with anyone from the financial department to go over the details of your salary? That is, where is exactly is my money coming from?

ARE YOU PREPARED FOR THE NEGOTIATION MEETING?

- Can you acknowledge the gender wage gap?
- Does your institution have any negotiation workshops available to physicians?
- What is your acceptable salary range?
- Can you concisely state what you want? What you offer?
- Can you get them to say a number out loud first?
- Do you understand the advantage of asking for a raise in your base salary as opposed to accepting a bonus?

CAN YOU ASK FOR MORE THAN YOU THINK YOU DESERVE?

- How much more? 20%? 50%? 80%?
- What non-monetary benefits can you negotiate?
  - Do they offer flex time? Is this something you need?
  - What CME allotments do they offer?
  - Can you get protected time to explore a research, education, and/or advocacy interest?
  - Are there paid leadership or teaching opportunities available to you?

WHAT CAN YOU DO TO AVOID UNPAID WORK?

- Can you ask for FTEs when someone asks you to do something?
- Is there a partner you can tag to minimize housework-type requests?

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