



## WHERE CAN YOU FIND COMPARABLE SALARY DATA?

- MGMA
- Medaxiom: [go.medaxiom.com/2019CompSurvey](https://go.medaxiom.com/2019CompSurvey)
- AAMC: [store.aamc.org/aamc-faculty-salary-report-fy19-online.html](https://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



## 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?



## 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?



## 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?



## 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?