

_____’s Physician Contract Negotiation Strategy

Know the salary data

Using databases such as Doximity, MedScope, MGMA (ask around for friends who might already have access to this or your hospital), find out the following info:

	Mean \$	Mean RVU	25%-ile \$	25%-ile RVU	75%-ile \$	75%-ile RVU
Specialty (overall)						
Region 1						
Region 2*						
Region 3*						

*if applying to more than one geographic location

Your goal salary _____

Your goal \$/RVU _____

Know your worth and BATNA

Interests: _____

Ideal geographic location and setting _____, _____, _____

Non-monetary benefits/restrictions that you want plus (acceptable alternatives)

	What you want	Acceptable Alternative	Notes
Admin hours			
Research hours/funding			
Vacation days			
CME money			
Titles			
Restrictive covenant			
Other			
Other			

Other notes

Know their BATNA

Talk to people and network. Expand on common ground that you might have with someone who works at the practice previously or currently. See if they can give you any insight into the following information.

What are the practice's needs? Write notes on how you can help fill them with your talents, skills, and interests.

- 1.
- 2.
- 3.
- 4.

What are the practice's alternatives if you don't take the contract?

Know what paid help is available

	Fee, retainer fee, terms	Experience	Other notes
Lawyer 1			
Lawyer 2			
Lawyer 3			

Best of luck getting the best possible deal!

Check out the bonus spreadsheet for comparing contracts on https://betamomma.com/doctors_lounge