

West Coast Kickstart Your Career Sampler

Academic Fair Pay and Compensation

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Fair “Pay”

- Monetary
 - Salary
 - Bonus
 - Relocation
- Benefits
 - Mortgage
 - Health Insurance
- Resources
 - Start-up package
 - Statistical support
 - Research assistant
- Time



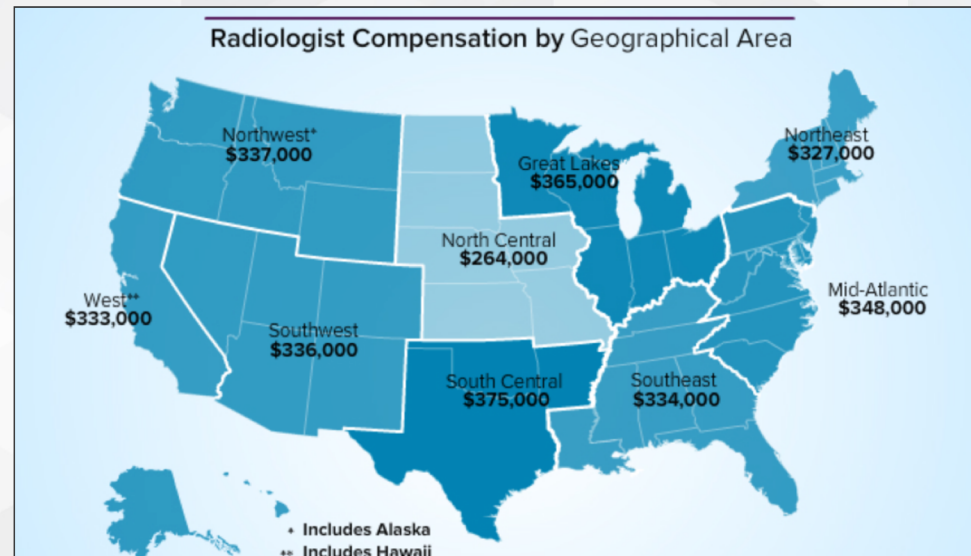
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Salary

- Well-defined payscale
- Regional variation
- Specialty variation



Medscape Radiologist compensation Report 2014



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Benefits

- Help with home purchase
- Health insurance (for family, extended family)



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Time

- Everything takes time to do well
- Time = money
- Research time
- Time on various rotations



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Negotiation

- You need to decide what is most important for you
- Provide a list achievable goals what you will work toward with these extra resources



Mentors and Connections

- Talk about offers with your mentors
- Do your homework on institutions and priorities



Good luck!



Job Negotiations in Academic Medicine: Building a Competency-Based Roadmap for Residents and Fellows

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Negotiation in Academic Medicine: A Necessary Career Skill

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