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○ JANUARY ○ 2014

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Welcome 2014 graduates to *In Transition*, a monthly e-mail series sponsored by ACEP's Section of Young Physicians (YPS). YPS generally targets physicians in their first ten years of practice and provides education, connections, and leadership opportunities for these physicians as they advance in their career. Keeping in this spirit, YPS developed a monthly e-mail series called *In Transition*. Although many different topics fall under the YPS aegis, this series focuses on new graduates as they transition into their first year of practice.

From now through October 2014, you will receive a monthly *In Transition* e-mail discussing a variety of time-sensitive, pertinent topics. We hope to help you avoid some pitfalls and obstacles of the first year of practice, and direct you to the resources you need, when you need them. The physicians who write about the subjects covered by *In Transition* have recently stood in your shoes. They speak with the voice of experience. Here are the topics we will cover:

**January**

Welcome to *In Transition*  
Select Your Group: Find It and  
Negotiate the Best Deal

**February**

Board Preparation: Take and Pass the  
Boards the First Time

**March**

Be an Advocate: Get Involved and  
Make a Difference for You, Your  
Colleagues, and Your Patients

**April**

Even a Good Move Seems  
Oxymoronic: Movin' On Up and Doing  
It Smoothly

**May**

Your First Paycheck: Financial  
Planning, Debt Management, and All  
Things Money

**June**

The Information You Need: Old  
Fashioned Texts Meet the Information  
Superhighway

**July**

Preparing for Practice: Warming Up  
Before the Game

**August**

Playing the Game: Knowing the Rules

**September**

Perfecting Your Practice: Protocols  
and Medical Staff Development

**October**

Be Your Own Best Patient: Stay  
Healthy and Enjoy Your Career as an  
Emergency Physician





# Selecting Your Group: Finding it and Negotiating the Best Deal

The holidays are over, and for many of you the time has come to find a job. You most likely have a lot of questions, and we hope this issue of *In Transition* has the answers you need, when you need them.

## The Job Search

Between 60% and 70% of emergency medicine residency graduates change jobs in their first two years of practice. To avoid joining this statistic, you will need education and planning. Dr. Salen's article [A Guide for the Perplexed: Start Early to Find the Best Job After Residency](#), walks you through the initial considerations that help you prepare for a job before you start looking. [Finding a Match Between Your Personal Priorities and a Practice Setting...](#) by Dr. Cook also encourages self-reflection prior to your search; the article concludes with a discussion on practice settings and group structure.

[Career Planning Guide](#) by Dr. Gus Garmel is a thorough handbook that details the process from creating your CV through signing on the dotted line. [Getting Ready for the Rest of Your Life](#) by Dr. Lindsay provides a succinct overview of the entire process. [Private Practice Environment](#) by Dr. Alexander highlights the differences and benefits of transitioning from your academic residency program to the private practice setting. Finally, for those interested in academics, Dr. Arthur Kellerman's article [Are You Considering an Academic Career?](#) guides you through preparing and searching for your first academic position. Additional online resources include Barb Katz's perspective as a recruiter on [The Art of the CV](#), as well as Dr. Robert Suter's advice on [Evaluating Offers](#). When you go on your interviews, be sure to bring along EMRA's [Practice Profile Information Sheet](#) (PDF) to keep track of your options.

Traditionally, available positions are advertised in journals such as *Annals of Emergency Medicine*, *Academic Emergency Medicine*, and ACEP's state chapter's newsletters. The Internet can be quite useful as well. A good place to start is [EM Career Central](#), formerly ACEP/EMRA Online Job Bank. Another option is a job search firm, however, the sign-on bonus that your group might have given you will likely end up as a finder's fee. To learn more about how job search firms work, see [Using a Search Firm](#) from ACEP's publication 24/7. In the end, the best job is often found by word of mouth from trusted friends and colleagues.

## Negotiations

Although everything in a contract may be negotiable, contract negotiations can be time consuming, expensive, and extremely frustrating- so choose your battles wisely. Spending money on competent counsel will help you avoid potential pitfalls and save money in the end. Be aware, you need an attorney IN THE STATE WHERE THE CONTRACT IS IN EFFECT to review your contract. To get you started thinking about the legal issues, Bruce D. Armon's article, [A Physician's Guide to Employment Contracts](#) is helpful legal advice.

In addition to numerous chapters on this topic in the previously mentioned online texts, here are some additional negotiation resources:

[Getting to Yes](#) by Roger Fisher is a great book for learning how to negotiate.

[Contract Issues for Emergency Physicians](#), by Joseph Wood, MD, JD. This book is an excellent resource for those in contract negotiations. Although it is 80-pages, the document is concise, thorough, and a bargain, considering the wealth of information.

Some highlights of ACEP's Web site [Contracts page](#) include:

- A comprehensive information paper entitled Fairness Issues and Due Process Considerations in Various Emergency Physician Relationships. In addition to providing information on basic fairness and due process issues, this paper may help you choose which battles to fight.
- ACEP has an article entitled In Transition: Contracts - Watch Out for These Red Flags on their Web site that answers frequent questions on contract issues.

Other relevant ACEP policy statements, including "[Emergency Physicians' Rights and Responsibilities](#)" and "[Emergency Physician Contractual Relationships](#)" are available on the Web site. Many groups adhere to ACEP's policies, and you can refer to these documents when discussing subjects such as due process and restrictive covenants.

We sincerely hope these resources help you find your dream job over the next few months. In February, we'll continue *In Transition* with "Board Preparation: Take and Pass the Boards the First Time."

Russ Radtke, MD  
Chair, YPS

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