



## Important considerations in academic job opportunities

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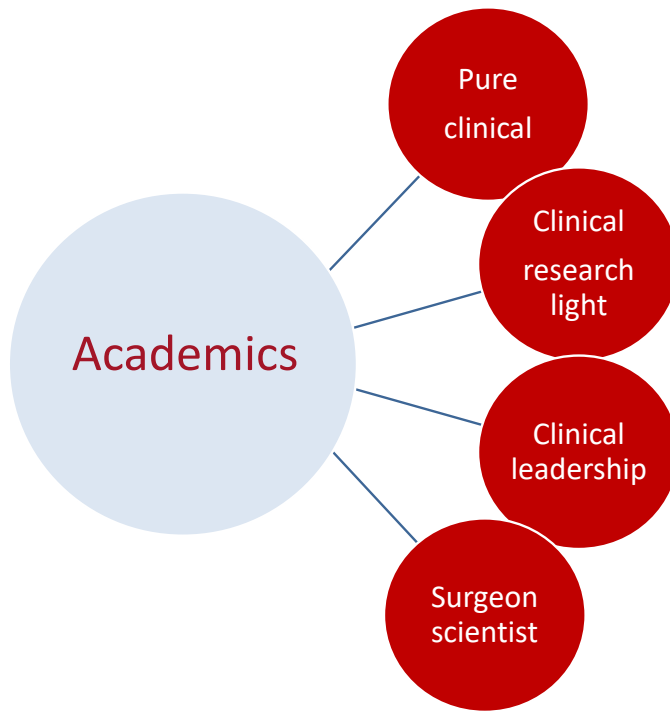
## DISCLOSURES

- I am chief of urology at University of Utah
- Just opinions and what I have observed

*“If you have seen one academic medical system you have seen only one academic medical system”*

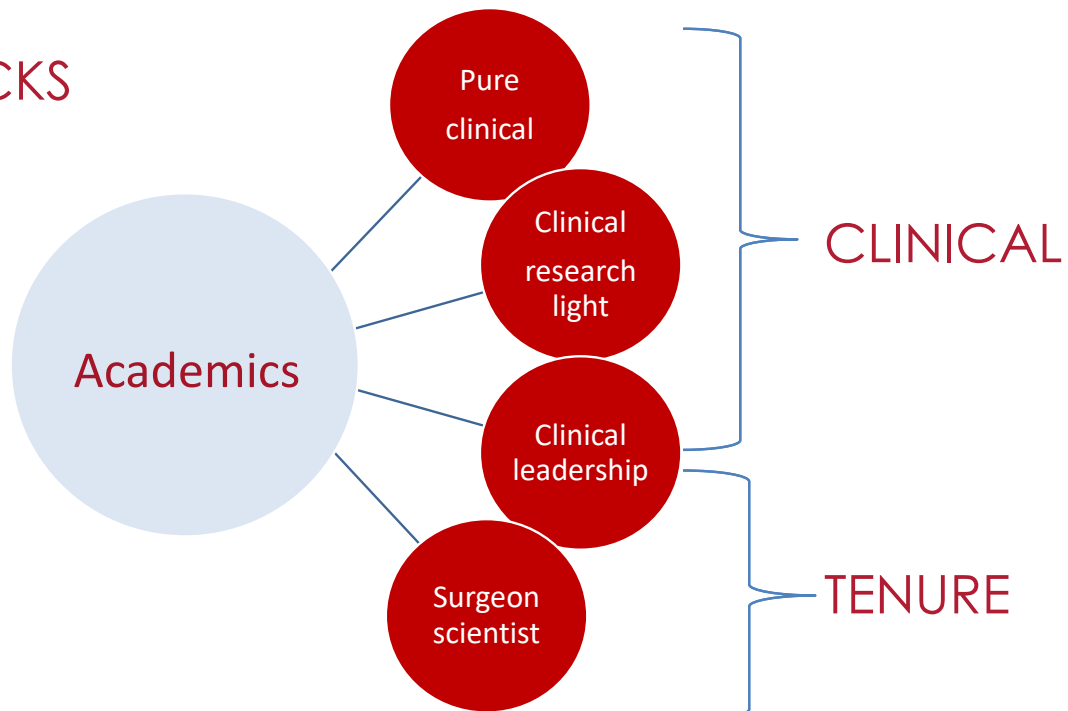
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# ACADEMIC JOBS



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# TRACKS



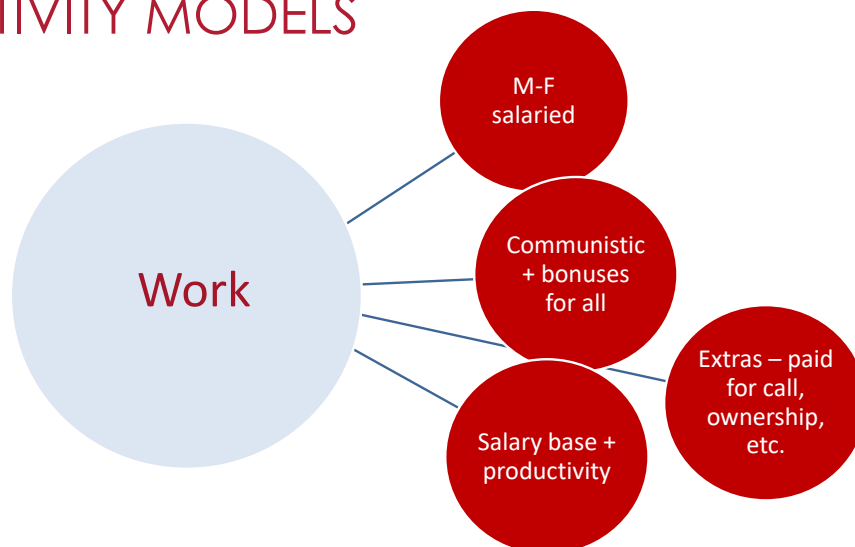
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## CLINICAL VS. TENURE

- Differences in productivity goals?
- Salary differences?
- Promotion expectations? Number of papers?
- Can I change tracks?
- Years to promotion? Tied to salary increases?

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## PRODUCTIVITY MODELS



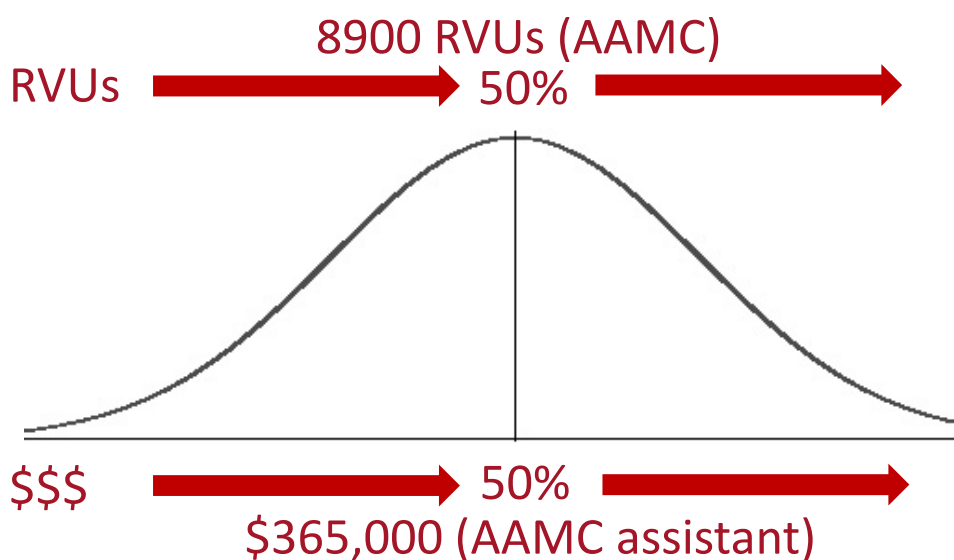
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## MEASURING PRODUCTIVITY

- Clinical volumes
  - Number of surgeries, number of patients in clinic
- Relative Value Units (RVUs)
- Collections
- Comparing productivity
  - Salaries – Doximity, AAMC (by rank), right to know states
  - RVU's – private practice (MGMA), AAMC

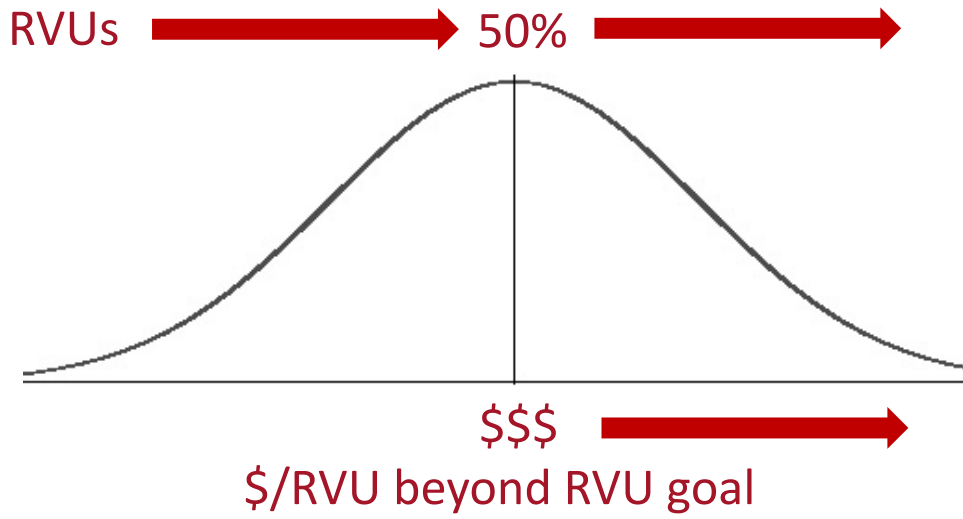
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## PAYING FOR PRODUCTIVITY

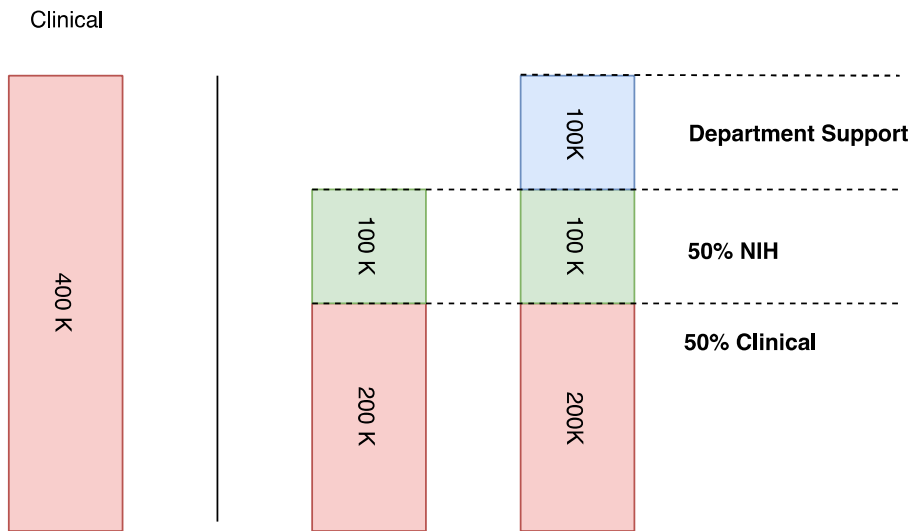


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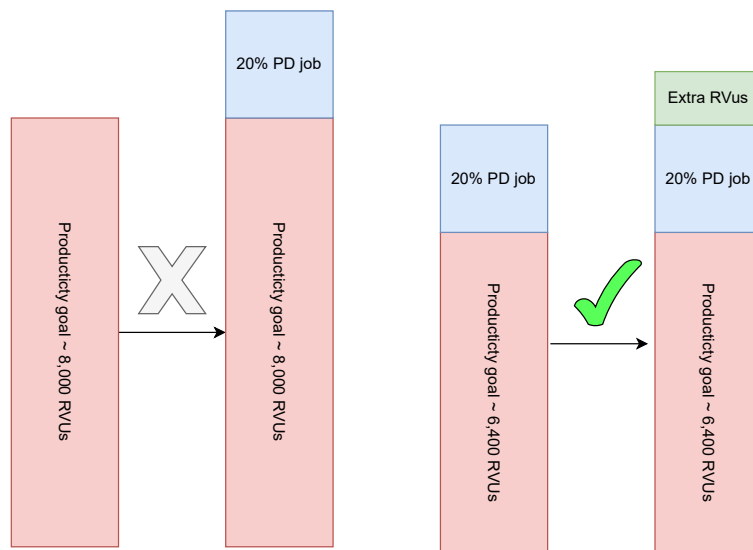
# PAYING FOR PRODUCTIVITY



# SURGEON SCIENTIST



## LEADERSHIP JOBS RVU BUYDOWN



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## PRACTICE ENVIRONMENT

- APC / nursing support / trainees
- Administrative support
- Colleagues / environment is competitive or supportive

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## SURGEON SCIENTIST



### Support, Support, Support

- Dedicated time
- Salary support
- Resources
- Is there a startup that is needed?
- Successful examples

## CULTURE

- Transparent pay plan
  - People may concentrate on only doing things they get paid to do
  - Decreases pay inequity based upon faculty characteristics
  - Sense of fairness and understanding



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## Understanding Academic Medical Centers: Simone’s Maxims<sup>1</sup>

*Editorial*

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# INSTITUTIONS

- Institutions do not love you. You have a contractual relationship

# LEADERSHIP

- Leadership matters from the top all the way to department / division

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## CHALLENGES IN PAYING YOU

- In the last decade pro collections decreased by 35% in adjusted dollars for key procedures in urology
- Collect about 71\$/RVU for professional collections
- 50% overhead
- Leaves about \$36/RVU for salary – 10,000 RVUs = salary and benefits of \$360,000

## NON-ACADEMIC EMPLOYED SETTINGS

- Collections looked at as professional + facility / hospital
- Surgeons generate 4-5 x for hospital
- Pay 62\$ / RVU + benefits
- 10,000 RVU = salary of \$620,000 + benefits

## OTHER BENEFITS

- Retirement
  - Pension system
  - Paid retirement plans by the hospital system / University
- Disability / life insurance
  - Should be specific to your specialty and should be for most of your salary
- Vacation time? Independent of your travel to meetings
- CME – nice but no big deal