



STS Career Development Task Force 2024 TweetChat on

### Negotiating for Early Career Surgeons

Moderated by Dr. Olugbenga Okusanya



Each quarter, the STS Career Development Communications Task Force hosts a TweetChat on topics important to early career cardiothoracic surgeons. It's an opportunity for Task Force members to connect directly with early career surgeons and share insights in real time.

What follows is a recap of the TweetChat on **Negotiating for Early Career Surgeons** moderated by Dr. Olugbenga Okusanya on February, 2024.

STS Career Development Task Force members who participated in the discussion, which **reached more than 1.7M people**, included Dr. Mara Antonoff, Dr. Robert Van Haren, and Dr. Brian Mitzman.





#### Olugbenga Okusanya MD @okusanyamd · Feb 21

Welcome to the #CTCareers Chat, brought to you by the @STS\_CTSurgery Workforce on Career Development! Tonight, we're negotiating as an early career surgeon.

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#### Olugbenga Okusanya MD @okusanyamd · Feb 21

I'm your moderator Olugbenga Okusanya. I'm a thoracic surgeon at @JeffersonSurgery in Philadelphia, PA. I am the new Chair of the @STS\_CTsurgery Early Career-Development Workforce taking over from the legend that is @maraantonoff #CTCareers

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#### Olugbenga Okusanya MD @okusanyamd · Feb 21

Opinions expressed in this chat are those of its individual contributors and don't necessarily reflect the views of The Society of Thoracic Surgeons. #CTCareers

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#### Olugbenga Okusanya MD @okusanyamd · Feb 21

Tag all comments with #CTCareers Ouestions:

- i. When is the right time to negotiate?
- ii. What resources are out there to help me negotiate?
- iii. How do I prepare to negotiate?
- iv. Who are the right people to engage in negotiation?



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# T1: When is the right time to negotiate as an early career surgeon?





#### Brian Mitzman, MD MS FACS @BrianMitzman · Feb 21

Realistically, you have one opportunity in your first year - before signing your contract. It is very difficult to negotiate for anything in the first 3 years once you've started. #CTCareers





#### Olugbenga Okusanya MD @okusanyamd · Feb 21

T1: There is no set time in stone. However, typically within the last six months of your current contract or when receiving a promotion in academic rank are reasonable times to start the process. #ctcareers

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#### Robert Van Haren, MD @rvanharen · Feb 21

T1 I think it's important to advocate for yourself from the beginning. This can include salary, support team, resources - anything you need to be successful #CTCareers

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#### Olugbenga Okusanya MD @okusanyamd · Feb 21

Replying to @rvanharen

Yup. The compensation that hits your bank account is not all the value and support you actually need. Administrative assistants, research coordinators/funds may be what you really actually want to ask for.

#ctcareers.

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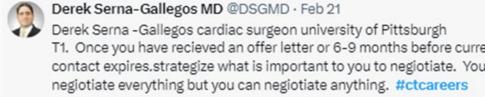
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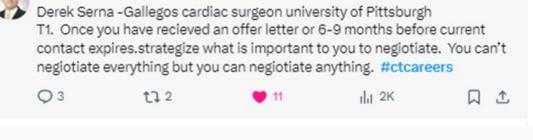
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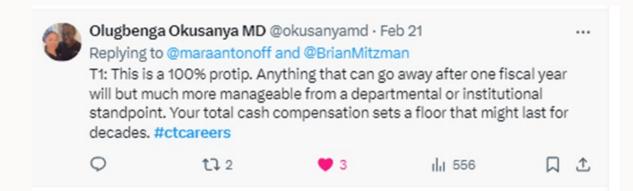














#### Robert Van Haren, MD @rvanharen · Feb 21

Replying to @okusanyamd

T1 - good point. Every year there is a new budget, so always a potential for a new salary #ctcareers

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#### Olugbenga Okusanya MD @okusanyamd · Feb 21

Replying to @ElliotServaisMD and @rvanharen

T1: Yup! You can't be afraid to ask. If you don't ask you certainly wont get what you need. You're totally worth advocating for! #ctcareers



Elliot Servais, MD, FACS 🙋 @ElliotServaisMD · Feb 21

Replying to @okusanyamd and @rvanharen

Mostly on the sideline tonight, but congrats to the new #CTCareers team.

Negotiation is a skill and like any skill it requires practice. Do not be afraid to negotiate. You already engage in multiple "micro negotiations" every single day, be intentional about it and get better

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Robert Van Haren, MD @rvanharen · Feb 21

Replying to @ElliotServaisMD and @okusanyamd

Yes 9 - it is a skill and like many things in surgery aren't talked about a lot or taught #ctcareers

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## T2: What resources are out there to help me negotiate?





#### Brian Mitzman, MD MS FACS @Brian Mitzman · Feb 21

T2: Talk to your colleagues, be up to speed with MGMA and AAMC data, know your worth and what is standard for support and compensation. The recently released @STS\_CTsurgery Compensation Survey is your new best friend, #CTCareers



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#### Robert Van Haren, MD @rvanharen · Feb 21

You have to do your homework - RVUs compared to national average, AAMC salary charts, how much has your volume grown #CTCareers

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#### Olugbenga Okusanya MD @okusanyamd · Feb 21

T2: The @STS CTSurgery has done an amazing job putting together a compensation survey which I think is a great reference for comparison. Find more information: bit.ly/3HRXGXi #ctcareers

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#### Olugbenga Okusanya MD @okusanyamd · Feb 21

T2There are many good books on the topic but in general a data driven approach will be the most straightforward. I would suggest setting up a meeting with your practice manager to go though hard data like wrvus, cases, new patients etc. #ctcareers

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#### Derek Serna-Gallegos MD @DSGMD · Feb 21

T2 the white coat investor is my go to for many types of career guidance and there are several blog posts and links to references re: contract negotiation. For example whitecoatinvestor.com/contract-negot...

#CTCareers



From whitecoatinvestor.com

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#### Gavitt Woodard @GavittWoodard · Feb 21

Replying to @okusanyamd

T2 salary is always the first thing that comes to mind here but there are other important things: OR block time, protected research time, research start up package, moving bonus where an institution may have more flexibility vs starting salary (often predetermined) #ctcareers

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Olugbenga Okusanya MD @okusanyamd · Feb 21

Replying to @GavittWoodard

Gavitt!! Fun fact, Gavitt and I were in undergrad together!

So true. There is actually a lot of meat on the bone that is not cash comp. Would add CME funds! #ctcareers

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### T3: How do I prepare to negotiate?



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#### Brian Mitzman, MD MS FACS @Brian Mitzman · Feb 21

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T3: First, know the data & standard (see T2). Then, be upfront with your potential (or current) new boss about your needs. Worst case scenario is they say no. (If a job offer is pulled due to a reasonable negotiation request, then you dodged a bullet). #CTCareers

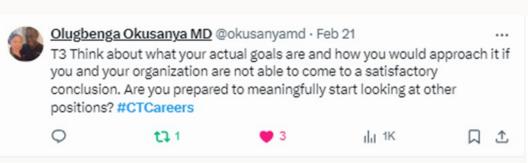






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# T4: Who are the right people to engage in negotiation?







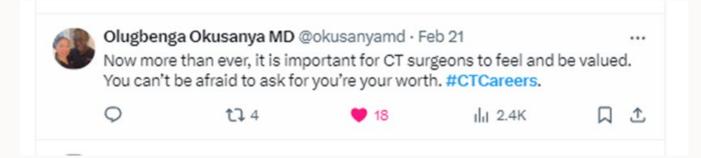






















## Contract negotiation resources available from STS:

- Early Career Journey Webinar: Contract Negotiations
- Negotiating Your Second Contract: Know Your Worth
- Pro Tips for Every CT Surgeon Searching for that First Job
- <u>Finding A First Job: Lessons Learned</u>

