



WELCOME TO OUR AOC WEBINAR

Michael R. Gagnon, MBA
Founder & CEO, Academic Orthopaedic Consortium
Chief Administrative Officer -Emeritus, Duke Orthopaedics
MAY 6, 2020



Disclosures

- Breg
- Johnson & Johnson/Depuy-Synthes
- SocialClimb

My Background

- Got my MBA and spent 27 years as an administrator in academic medicine working only for **Harvard** and **Duke**
- **Founded the AOC in 2005** to organize best practices in business and leadership across US Academic Orthopaedic Departments. Over 100 University based Orthopaedic Programs are members and AOC voted the #1 Rated Organization in Academic Orthopaedics.
- Incredible **learning from Chairs, Faculty leadership, and especially my peers in the AOC** who have taught me everything I ever needed to know.
- Helped make the business case to **establish Duke Orthopaedics as a Department in 2010** and then established its administrative structure/team.
- **When I arrived at Duke in 1992 we had 15 clinical faculty and 3 APPs...and when I retired this year we had 75 clinical faculty, 50 APPs, and 10 Research Faculty.**

I had the privilege of working for **7 Chairs** and almost **50 Division Chiefs** and (and numerous others who went on to become Division Chiefs and Chairs).

I have told each one of them the same thing,

“the most important decision you will ever make in this job is the faculty you hire. The quality and fit of these hires will ultimately determine how good or bad you look and how you spend your time.”



GRATITUDE

- AOC Celebrates its 15th year
- AOC Chairs & CAOs ...COVID 19 Pulse Surveys...especially from the eye of the storm Departments
- Membership has grown by 20+% in the last 10 days with **Residents and Fellows signing up for their free memberships** <https://www.aoc-ortho.com/registration/>
- 700+ Members across 128 University Based Orthopaedic programs
- AAOS Leadership Drs. Kristy Weber and Joe Bosco

GRATITUDE

AOC = **free** memberships, **free** analysis, **free** webinars, **free** mentorship network, **free** best practice presentations, **free** special interest groups (i.e. Epic, Cerner, Women's Leadership Forum)...

This is not possible without generous support from our sponsors.... and I am delighted to announce that **Brad Lee, President of Breg has signed a 5 year extension of its support to the AOC.**



Orthopaedic Employment Agreements: Do's and Don'ts

Bruce D. Armon, Esq.
Chair, Health Law Practice Group
Telephone: (215) 972-7985
Email: bruce.armon@saul.com

Saul Ewing Arnstein & Lehr LLP

May 6, 2020

**SAUL EWING
ARNSTEIN
& LEHR^{LLP}**

HEALTH LAW SUBJECTS

- Regulations
- Credentialing
- Reimbursement
- Fraud and abuse
- Tort law



Each impacts your employment agreement

The Dating Game

- Tips to find your perfect “match”
- When
- Who
- How
- What to ask



When Should You Think About Your First/Next Job?

- Now
- It is never too soon to consider potential opportunities



Who Should You Talk To?

- Attendings
- Colleagues
- GME Office
- Friends
- Headhunters



Internal and External Factors to Consider

- Timing
- Supply and Demand
- Competitive Landscape
- Aligning Goals and Priorities



Evaluating a Private Practice Opportunity



The First Date (i.e., the Interview)!

- Develop your checklist
 - Identify priorities
 - Determine deal-breakers



What Does My Future Look Like?

- Metrics to consider
- Equity opportunity?
- ASC or real estate?



THE MAJOR CONTRACT ISSUES

- Compensation -- not just salary!
- Term and termination
- Be aware of the details
- Post-employment restrictions



SALARY OPTIONS

- Base salary
- Base salary PLUS production or collections
- Production less overhead
- Income Guarantee



NON-SALARY BENEFITS

- Salary is only part of the equation
- Ascertain employer's flexibility



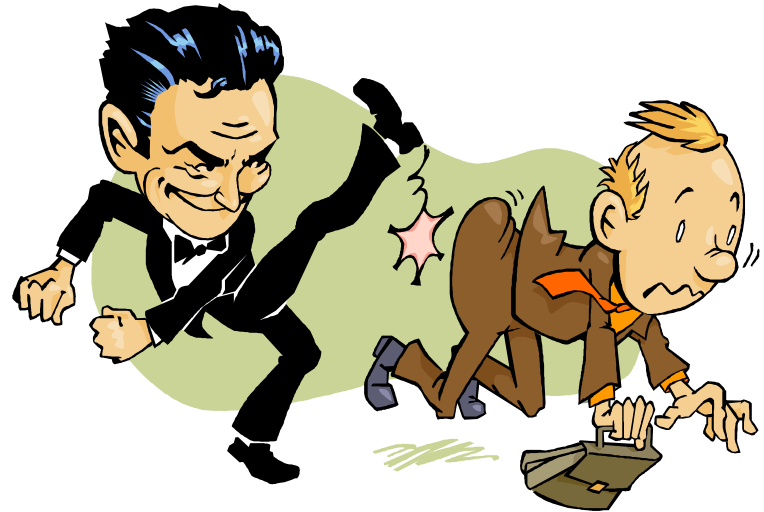
TERM AND TERMINATION

- Term
 - How long is the initial term?
 - Automatic renewals and notice provisions



TERM AND TERMINATION

- Termination
 - For cause
 - Without cause
 - Timelines for termination



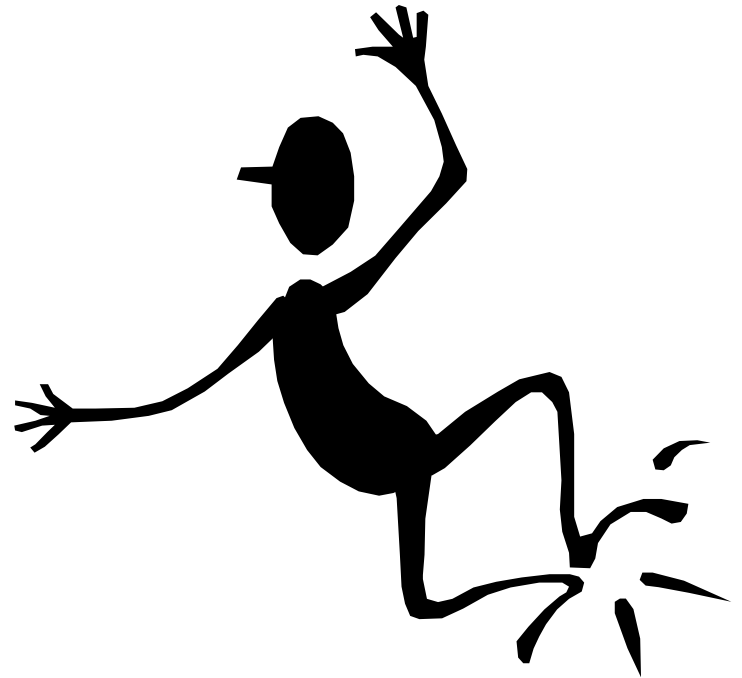
MOVING ON

- Non-competition provisions
- Non-solicitation provisions
- Non-interference provisions



SYNOPSIS FOR NEGOTIATING EMPLOYMENT CONTRACTS

- Don't rely on a handshake
- Don't be afraid to ask for changes
- Don't be afraid to ask for help – this is your career
- Enjoy your first professional practice opportunity!



More Health Care Legal Resources



* <https://www.saul.com/attorneys/bruce-d-armon> -- look under Thought Leadership; Alerts & Newsletters

OR

* make it easy: email me: bruce.armon@saule.com and I will add you to my email list to receive periodic alerts with thousands of your colleagues!

SAUL EWING
ARNSTEIN
& LEHR^{LLP}