

# West Coast Kickstart Your Career Sampler

**Academia & Private Practice: Understanding the Similarities and Differences in Employment and How to Make the Best Decision for You**

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# RLI - Kickstart Your Career

- Disclaimers
  - Employee with BRMG/RadNet



# RLI – Kickstart Your Career

- Overview
  - My story
  - Various practice models
  - Questions and Advice
  - Why I chose what I did
  - General thoughts



# RLI - Kickstart Your Career

- My Story
  - Small private practice – Hospital based
    - What was that like?
  - Transition period
    - Selling of an imaging center
    - Several choices – stay hospital based with a larger group at current facility, join a large employee based group or look for something else.
  - Ultimately chose RadNet and BRMG
    - Daily interaction with colleagues that are with other RadNet practices with different models.
      - Western US - Rolling Oaks Radiology, West Coast Radiology, Kern Radiology, Valley Radiology, Sierra Imaging Associates, Arcadia Radiology, West Valley Radiology and others in the west as well as many on the East Coast.
      - Insight into other practices on top of my own experience.



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- Various Practice Models
  - Private vs. Academic
  - Employee vs. Partnership
  - Sub-specialty vs. General or Hybrid
  - Outpatient vs. Inpatient vs. Telerad
  - Large or Small
  - Salary, Equal or production based (or some variation thereof)



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- **Private vs. Academic**
  - Some blurring of the lines
  - Many private practices have academic components and many academic practices have components that would have historically been geared toward private practice.
  - Best to familiarize yourself with all structures and understand the various aspects.



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- Employee vs. Partnership
  - What is autonomy? What does it mean to you?
  - What is the difference between being a partner or not
  - With responsibility comes risk (personal and financial)
  - Is there a buy in and what does mean?
  - Are there assets and long term liabilities?
  - What are the non clinical components that you are obligated to entertain?
  - Is there time for your specific interests outside of your daily work i.e., research, advanced programs etc.
  - How does the money flow?



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- Subspecialty vs. General vs. Hybrid
  - Is there value to you in being a Jack or Jill of all trades?
  - Does working clinically outside of your subspecialty satisfy you or does it stress you out?
  - If a hybrid, how does that work? How does that work?
  - Expect some level of variability in the general and hybrid models
  - Do you have to compete with your colleagues?
  - Be very honest up front about your clinical skill and procedures in particular.



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- Outpatient vs. Inpatient vs. Both
  - Inpatient likely means you are working outside of your subspecialty at various points unless the group is very large
  - How to achieve collaboration with colleagues and referrers
  - Call – evenings and weekends. Be very particular on how that will work. Think about how it works in a less than perfect scenario.



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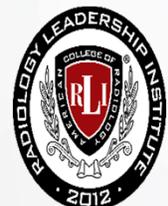
- Large or Small group
  - Impact on subspecialty availability.
  - Infrastructure
  - Staffing
  - Resources
  - Stability
  - Long and short term flexibility



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- Types of compensation
  - Salary vs. Equal vs. Production
    - Every practice is going to care about quality and production
    - What is the setup and support system?
    - Is there an acclimation period?

**Please see the presentation on  
*Fair Pay and Compensation in Various Practice  
Settings.***



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- Why I chose what I did
  - Large group
  - Outpatient facility coverage with typical hours from 8am to 530pm
  - No call, night, or weekend requirements
  - Flexible schedule
  - Employee based
  - Compensation based on production (mature model)
  - Sub-specialty interpretations
  - Full financial and managerial transparency
  - Advanced clinical programs and research
  - Opportunity for leadership
  - No stone left unturned
  - Collaboration with other RadNet groups
  - People



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- General thoughts and advice
  - Be honest with yourself and the people you are going to potentially work with
  - Talk with people in the group or those you'll be working with
  - Prepare yourself to work more when you first start
    - Everyone cares about production regardless of structure
  - From day one, work toward making your daily flow as efficient as possible.
  - Understand that you are joining an established practice
  - Make the call – Emulate
  - Nothing can be undone
  - Trust your gut
  - Always keep the patient in mind and you won't go wrong
    - Build rapport with referrers
    - Trust yourself and your training



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**Thank You!!**

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