

The View from the Other Side of the Table

Douglas W. Lundy, MD, FACS
Orthopaedic Trauma Surgery
Vice President, Resurgens Orthopaedics

Before long, you will be the physician on the other side of the table wondering “what is wrong with this generation?!”

Fact 1 – There are very good orthopaedic groups that are looking for your talent and will fairly compensate you. Believe it or not, they are not trying to put the screws to you.

Fact 2 – Beware of special deals. Special deals cause groups to fall apart. You should be able to make a living based on the standard contract for the group.

Fact 3 – It is incredibly expensive for a group to recruit you to their practice and lose you within a year or two. It is in the best interest of the groups (and the smart orthopaedic groups know this), for you to come in after your fellowship and retire from there thirty + years later. Smart groups will never bring you on as “cheap labor” with the intent that you will leave in a year or two.

Fact 4 – There is absolutely nothing to be gained by not being truthful with the group that you are interviewing. Lying or simply withholding integral information establishes a sense of mistrust that will be very difficult to overcome.

Fact 5 – Be flexible! If you come in demanding everything, you are setting up a negative relationship. Be flexible to allow the group to meet your needs as your volume increases.

Fact 6 – Leadership in medicine in general and orthopaedics specifically is lacking. Consider volunteering for committees or helping out with certain administrative tasks. Getting involved early in the leadership of a group will ensure that you have a voice and a hand in shaping the strategy.

Fact 7 – Operate on everything you see and go for the money!!! This is obviously sarcasm. Keep your indications very tight when you first start. Remember, it takes five years to learn when to operate and a lifetime to learn when not to. Don't cause anything to destroy your reputation when you first start.

Fact 8 – you don't have to conform, but try to conform... Nothing wrong with individualism, but remember that your first impression will last a very long time. Everyone is wary of the new guy that knows everything. Let your character and your quality show, and then you can be as individualistic as you like!

Remember, the main reason new doctors leave groups is not because of their quality – it's because they just can't get along with everyone else.