



Practice Management Curriculum

Short-Term vs Long-Term Salaried Positions

Short-Term Salaried Practice

Advantages	Disadvantages
Guaranteed income	No professional tax deductions
No long-term commitment	No long-term security
Ability to assess salaried practice as a long-term option	Earning potential capped
Little or no management responsibility	Minimal or no control of the working environment, such as patient volume, staffing, practice demographics or policies
Medical and/or dental benefits may be included	
Hours/days of work may be fixed	

Long-Term Salaried Positions (e.g., Academic, Government, Clinical Associates, Hospitalists)

If you are negotiating a salaried position, determine what benefits are included and ensure that they are documented in your employment contract.

Advantages	Disadvantages
A secure, agreed-upon income, received every pay period	Limited ability to earn more, except by renegotiating contract, even though workload could increase without a parallel increase in earnings
No requirement to manage the practice	Limited control over working environment
No responsibility for overhead costs	Employer makes decisions about staff, working conditions, patients and overall operation of the clinic
Benefits may include guaranteed paid vacation, CME time, sick leave, medical/dental benefits, life and disability insurance	No guarantee of employment beyond the term of the contract
	Limited ability to claim expenses, such as CMPA fees or association dues, as tax deductible