**STFM “Show Us the Money” Small Group Cases: Facilitator Guide**

Overview:

* Participants pick from 3 cases: 1) first job, 2) early career, 3) established career
* Facilitators lead discussion in small groups for 20 minutes
* Time check at 5 min & 2 min remaining, then return to large group
* Each group will elect 1-2 people to present
  + ***Barriers to salary negotiation***
  + ***Solutions***
  + ***How did you feel***
  + ***How might it be different if “you” were a man? A minority woman of color?***

Small Group Cases:

1. **First job out of residency: Full scope outpatient/inpatient job**

* 3rd year FM resident looking for your first “real” job
* Community clinic in Southwest New Mexico
* 8 half-days in clinic, 5 days / month hospital service, call shared
* Opportunity to precept residents as community faculty
* Concerns about loan repayment (owes $100K)
* Salary/benefits (moving stipend, sign-on bonus)
* You interview with the clinic director who has been there for 20 years
* “Covid Clause” – contract may be cancelled up to 60 days prior to start date

Discussion points:

* + *Interviewing with seasoned clinic director, same culture/status quo for 20 years, breaking new ground as a recent graduate – What differences do you anticipate between expectations?*
  + *Concern about debt – How do you advocate for loan repayment vs large sign-on bonus to pay off debt?*
  + *How do you ask for less clinic time/more admin time?*
  + *Covid Clause – What if they say this is in every contract going forward?*

1. **Early career: Faculty job after experience in the ‘real’ world**

* 4-year career outpatient clinician hoping to pursue academics, still doing some inpatient as well for continuity patients
* Faculty position with community FM residency in the Midwest
* Time half days: 4 clinical, 3 precepting, 3 admin
* You interview with the Residency Program Director and the first salary offer is 15% lower than your current salary

Discussion points:

* + *Currently making $200K, this offer is less $185K*
  + *How do you tell them this is less than I currently make?*
  + *Can they ask you how much you currently make? Salary history?*
  + *Research similar offers – Where do you look for this info?*
  + *What is your personal threshold?*

1. **Established career: Program director / leadership role**

* 12-year career FM faculty with expertise in OB and outpatient procedures, curriculum design/development, considerable administrative background, and national experience
* Recruited for Program Director of FM residency on west coast
* First round of interviews are complete, no discussion yet of salary and benefits. You are now in the second interview. “We would love to have you join us."

Discussion points:

* + *2nd interview & no salary – Does this matter? Is this a good or bad idea?*
  + *Ask about salary early, especially before traveling*
  + *How would you proceed?*
  + *What else is important besides salary?*
  + *Ask about your official job title and job description?*