

Physician Compensation Arrangements

MANAGEMENT & LEGAL TRENDS

Daniel K. Zisner



AN ASPEN PUBLICATION

Physician Compensation Arrangements Management And Legal Trends

Paul Campbell



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Marcinko, MBA, CFP, CMP, Hope Rachel Hetico, RN, MHA, CMPTM, 2006-08-21 Designated a Doody's Core Title Medical economics and finance is an integral component of the health care industrial complex Its language is a diverse and broad based concept covering many other industries accounting insurance mathematics and statistics public health provider recruitment and retention Medicare health policy forecasting aging and long term care are all commingled arenas The Dictionary of Health Economics and Finance will be an essential tool for doctors nurses and clinicians benefits managers executives and health care administrators as well as graduate students and patients With more than 5 000 definitions 3 000 abbreviations and acronyms and a 2 000 item oeuvre of resources readings and nomenclature derivatives it covers the financial and economics language of every health care industry sector From the Preface by David Edward Marcinko

Alliances Douglas E. Goldstein, 1995 This executive report takes you step by step through the process of developing integrated delivery systems You ll learn eleven fundamental building blocks for integration and how to apply these methods to redesign and improve your existing processes and systems **Physician Compensation** Paul Campbell, 1992

Managed Care Strategies George B. Moseley, 1999 This book is a guide to strategic training for physicians in an era of managed care The first half of the book provides a step by step process to help physicians take their practices into the new world of integrated delivery systems The second half of the book covers a variety of key topics such as credentialing reimbursement systems and utilization management **Personnel Management Abstracts**, 2000 *The Law of Tax-Exempt Healthcare Organizations* Thomas K. Hyatt, Bruce R. Hopkins, 2013-06-11 A completely revised and expanded one volume legal resource for tax exempt healthcare organizations A complete and up to date legal resource for tax exempt healthcare organizations and their advisors this Fourth Edition equips you with a comprehensive one volume source of detailed information on federal law covering tax exempt healthcare organizations The Fourth Edition of this practical down to earth book tackles complex legal issues by providing you with plain English explanations and the appropriate legal citations for further research Revised with new discussions on healthcare reform the Affordable Care Act IRS initiatives executive compensation commercial activity by tax exempt organizations political campaign activity charitable reforms governance restrictions on supporting organizations intermediate sanctions and much more Provides detailed documentation and citations including references to regulations rulings cases and tax literature Includes an exhaustive index allowing for quick and easy reference Offers annual supplements to keep readers apprised of the latest developments affecting tax exempt healthcare organizations Written by leading experts in the fields of healthcare and nonprofit law this comprehensive and vital resource has been completely revised and updated to present a clear view of complicated legal and tax issues *Integrated Health Care* Bill Amery, J. William Appling, 1999 Essentials of Health Care Finance William O. Cleverley, James O. Cleverley, 2017-02-15 This trusted resource explores finance theory and its practical application in health care across a full range of facilities from hospitals and home health agencies to skilled nursing facilities surgical centers and private physician

practices The vast complex nature of the U S health care system renders traditional approaches to finance insufficient Importantly Essentials of Health Care Finance couches its discussion of economics accounting and financial topics firmly within the unique context of the health care industry Relevant and readable this Eighth Edition of Essentials of Health Care Finance is fully revised and updated with current real world examples of financial problems and solutions as well as the latest financial ratio standards This new edition also introduces ICD 10 coding and offers comprehensive coverage of the impact of the Affordable Care Act in all relevant chapters **Antitrust Developments in Evolving Health Care Markets** ,1996

Closing the Gender Pay Gap in Medicine Amy S. Gottlieb, MD, FACP,2020-10-28 Women now represent over half of medical school matriculants almost half of residents and fellows and over a third of practicing physicians nationally Despite considerable representation among the physician workforce women are paid 75 cents on the dollar compared with their male counterparts after accounting for specialty geography time in practice and average hours per week worked This pay gap is significantly greater than the one reported for US women workers as a whole and has shown little improvement over time While much has been written about the problem a robust discussion about how to rectify the situation has been missing from the conversation Closing the Gender Pay Gap in Medicine is the first comprehensive assessment of how cultural expectations and compensation methodologies in medicine work together to perpetuate salary disparities between men and women physicians Since the gender gap reflects a convergence of forces within our healthcare enterprises achieving pay equity can be an overwhelming undertaking for institutions and their leaders However compensation is foremost a business endeavor Therefore a roadmap for operationalizing equity within the finance human resources and compliance structures of our organizations is critical to eliminating disparities The roadmap described in this book breaks down the component parts of compensation methodology to reveal their unintentional impact on salary equity and lays out processes and procedures that support new approaches to generate fair and equitable outcomes Additionally the roadmap is anchored in change management principles that address institutional culture and provide momentum toward salary equity The book begins with a review of the evidence on the gender pay gap in medicine The following chapter discusses how gender based differences in performance assessments specialty choice domestic responsibilities negotiation professional resources sponsorship and clinical productivity accumulate across women s careers in medicine and impact evaluation promotion and therefore compensation in the healthcare workplace The next two chapters focus respectively on how compensation is determined highlighting potential pitfalls for pay equity and regulatory and legal considerations Chapters 5 and 6 explore organizational infrastructure salary data collection and analysis and culture change strategies necessary to rectify compensation inequities Chapter 7 offers a detailed account of one medical institution s successful journey to achieve salary equity The book s final chapter emphasizes that closing the gender pay gap is at its essence a business endeavor and recommends that organizations assess progress and cost with the same attention rigor and regularity as afforded other operating expenses Closing the

Gender Pay Gap in Medicine offers a detailed roadmap for healthcare organizations seeking to close the gender pay gap among their physician workforce. This first of its kind book will assist institutions plan courses of action and identify potential pitfalls so they can be understood and mitigated. It will also prove a valuable resource for transformational leadership and systems-based change critical to attaining compensation equity.

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Table of Contents Physician Compensation Arrangements Management And Legal Trends

1. Understanding the eBook Physician Compensation Arrangements Management And Legal Trends
 - The Rise of Digital Reading Physician Compensation Arrangements Management And Legal Trends
 - Advantages of eBooks Over Traditional Books
2. Identifying Physician Compensation Arrangements Management And Legal Trends
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Physician Compensation Arrangements Management And Legal Trends
 - User-Friendly Interface
4. Exploring eBook Recommendations from Physician Compensation Arrangements Management And Legal Trends
 - Personalized Recommendations
 - Physician Compensation Arrangements Management And Legal Trends User Reviews and Ratings
 - Physician Compensation Arrangements Management And Legal Trends and Bestseller Lists
5. Accessing Physician Compensation Arrangements Management And Legal Trends Free and Paid eBooks
 - Physician Compensation Arrangements Management And Legal Trends Public Domain eBooks
 - Physician Compensation Arrangements Management And Legal Trends eBook Subscription Services
 - Physician Compensation Arrangements Management And Legal Trends Budget-Friendly Options
6. Navigating Physician Compensation Arrangements Management And Legal Trends eBook Formats
 - ePub, PDF, MOBI, and More
 - Physician Compensation Arrangements Management And Legal Trends Compatibility with Devices
 - Physician Compensation Arrangements Management And Legal Trends Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Physician Compensation Arrangements Management And Legal Trends
 - Highlighting and Note-Taking Physician Compensation Arrangements Management And Legal Trends
 - Interactive Elements Physician Compensation Arrangements Management And Legal Trends

8. Staying Engaged with Physician Compensation Arrangements Management And Legal Trends
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Physician Compensation Arrangements Management And Legal Trends
9. Balancing eBooks and Physical Books Physician Compensation Arrangements Management And Legal Trends
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Physician Compensation Arrangements Management And Legal Trends
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Physician Compensation Arrangements Management And Legal Trends
 - Setting Reading Goals Physician Compensation Arrangements Management And Legal Trends
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Physician Compensation Arrangements Management And Legal Trends
 - Fact-Checking eBook Content of Physician Compensation Arrangements Management And Legal Trends
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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