



COLLEGE of AMERICAN
PATHOLOGISTS

Setting Yourself Apart In Today's Job Market

Chiraag N Gangahar MD, FCAP
Rich Cornell, President Santé Consulting

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Chiraag N. Gangahar, MD, FCAP

- Member, Practice Management Committee
- Board Certified AP/CP
(WashU in St. Louis/Barnes-Jewish)
- Fellowships in Cytopathology and Surgical Pathology (Houston Methodist/Texas Med Ctr)
- Contributor: CAP Foundation
- Contributor: PathPAC
- *New in Practice 2022*



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Rich Cornell, President of Santé Consulting

Santé Consulting is a national laboratory medicine recruiting and consulting company.

We focus exclusively on the recruitment and retention of pathologists, PhD's, and laboratory medicine executives at the director level and above.



Learning Objectives

1. Develop a game-plan for your job hunt
2. Discuss how to approach sequential interviews
3. Evaluate an offer and compare offers
4. Compare market trends and relevant changes

Learning Objectives

1. Develop a game-plan for your job hunt

Step 1: Get After It. Be the Bull.

- The first mission at PGY1 level: Be the best resident humanly possible.
- Show up early. Be prepared. Be a consummate team player.
- To lead effectively, first be a good follower.
- Work hard, work smart.
- Take ownership of everything that comes **your way.**



Photo: Scorsese, M; De Niro, R.
“Raging Bull.” United Artists. 1980.

Your job hunt begins the day you start residency.

Establish yourself as someone who:

- 🚚 Can be trusted – Follows through
- 🚚 Is coachable (receives feedback well).
- 🚚 Will go above and beyond to get the work done.
- 🚚 Reads a lot. The ACMGE 80-hour limit is actually a lot of time.
 - 6am-8pm plus 6-hours on Sunday. You can squeeze in 15-20 min/day.



Photo: "Clocking in."
Midtown, Houston, TX.

Step 2: Define your ideal job. Write it down.

- **Definition can change.**

- Revisit every few months.

👤 **Make a top 3 location list - where do you want to live?**

- Example: Why would you waste your time traveling to the NorthEast when your spouse hates the cold?
 - *Protip* Your family's happiness is most important

👤 **Complex specimens = maintain solid AP/CP skillset**

👤 **Great people = you mesh with**



Photo: "A Quiet Room to Write."
Leon's Lounge, Houston, TX.

***ProTip* The best jobs aren't posted on Pathology Outlines**

- Until after the partners query their personal and professional networks.
- The front door is usually closed.
- You must accept this basic fact of human nature
- **SO BUILD A SIDE DOOR.**
- Almost every offer I received was related to a long-term relationship I had developed from PGY1 onwards.



Photo: "Side Door."

<https://todaysentrydoors.com>

Accessed: 6/7/22

Step 3: Build the house.

- ✓ Attend state and county pathology society meetings
- ✓ Participate in PathPAC events, like PLS
- ✓ Attend CAP Resident Forum.
- ✓ Submit an USCAP Project.
- ✓ Get on a CAP Committee

There are scholarship funds and program will help you pay



Photo: CAP Pathologists Leadership Summit. Washington, D.C. May 2022.

Maintain the house that you've built.

- Any smart employer will call your references
- Compounding interest applies to skills, relationships too
 - Consistent sweat equity
 - Your references want to see you succeed
- Avoid the blind faith trap.
 - It's not your faculty advisors responsibility
 - Use them as a sounding board.
 - I used to send advisor practice emails before cold-introducing myself to people.
 - Cold calling works, but warm intro is better.



Photo: "Well-Maintained Gingerbread House."
South City, St. Louis, MO.

When things are going well, be calm.

- "When things are going well, be calm. Don't think you're on top of the world..
- You gotta be chill. You gotta just take what's good in your life and move forward cautiously and carefully. And thank God that you have that.
- ..when you think you've got it.. there's no such thing. Everybody's dispensable."

– Robert De Niro



Photo: Scorsese, M; De Niro, R.
"Raging Bull." United Artists. 1980.

Changes in Pathology

Hired and Getting Hired

Let's Discuss

Today's Job Market Landscape

Your Search Strategy

Interview to WIN

Today's job market

**More job openings exist now
for sub-specialized pathologists
than any time in the past 20
years**



The background of the slide features a close-up, slightly blurred image of a silver pen writing on a document. A line graph is visible, with a dotted line and some handwritten numbers like '2.5' and '2.4'. The overall tone is professional and analytical.

**We currently have the highest recorded
number of pathologist-related open jobs in 20
years:
731**

Source: www.pathologyoutlines.com as of 6/29/2022

Predictions from 2019 came true

Data from researchers was showing:

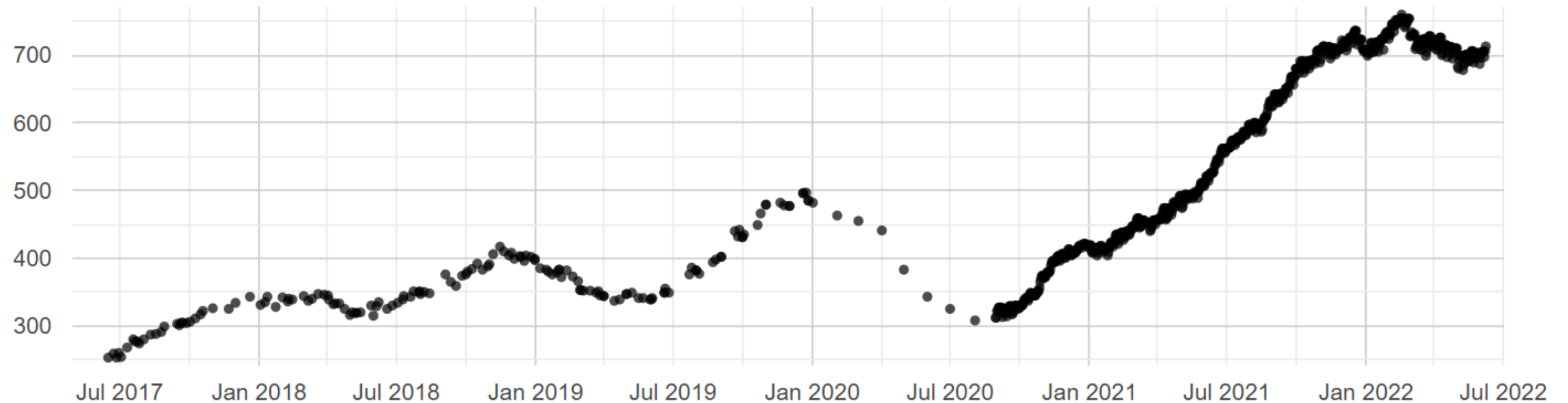
- U.S. pathology workforce was smaller relative to other countries regarding physician-to-patient population ratio
- JAMA workforce study showed there would be a looming shortage of pathologists

2019 Path Jobs Market:

- Competitive
- Starting salaries were rising
- AP groups offering competitive benefits + hiring bonuses
- College and university pathology residency programs training fewer students

Active Jobs by Date

Pre- and Post- pandemic



Source: www.pathologyoutlines.com as of 6/9/2022

Jobs market by region

Q1 2022

Regions:

USA - Midwest	79	18.9%
USA - Northeast	123	29.5%
USA - South	107	25.7%
USA - West	78	18.7%
Canada	28	6.7%
Other	2	0.5%
Totals	417	100.0%

2021

Regions:

USA - Midwest	274	20.2%	18.8% to 21.2%
USA - Northeast	405	29.8%	28.0% to 33.9%
USA - South	406	29.9%	27.4% to 33.3%
USA - West	199	14.6%	13.1% to 16.8%
Canada	63	4.6%	3.2% to 6.4%
Other	12	0.9%	0.8% to 1.1%
Totals	1,359	100.0%	

2020

Regions:

USA - Midwest	156	20.4%	15.7% to 25.0%
USA - Northeast	229	30.0%	27.5% to 32.2%
USA - South	223	29.2%	26.9% to 31.7%%
USA - West	116	15.2%	13.5% to 15.4%
Canada	33	4.3%	2.8% to 5.7%
Other	6	0.8%	0% to 1.3%
Totals	763	99.9%	

Source: www.pathologyoutlines.com

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Jobs market by sub- specialty

No required subspecialty or job title	190	45.6%
Cytopathology	84	20.1%
Hematopathology	84	20.1%
Breast	67	16.1%
GI / liver	64	15.3%
Gynecologic	48	11.5%
Dermatopathology	42	10.1%
Molecular	39	9.4%
GU	32	7.7%
Head & neck	32	7.7%
Pediatrics	25	6.0%
Pulmonary / cardiovascular	24	5.8%
Transfusion medicine	22	5.3%
Neuropathology	21	5.0%
Medical Director	19	4.6%
Bone & soft Tissue	16	3.8%
Renal	14	3.4%
Informatics	12	2.9%
Chief/Director/Chair	12	2.9%
Microbiology	8	1.9%
Autopsy	7	1.7%
Chemistry	6	1.4%
Education	5	1.2%
HLA / immunology	5	1.2%
Transplant	5	1.2%
Coagulation	5	1.2%
Cytogenetics	4	1.0%
Immunohistochemistry	3	0.7%
Government	3	0.7%
Forensics	2	0.5%
Industry	1	0.2%
Research	1	0.2%
Tissue bank	1	0.2%

Source: www.pathologyoutlines.com as of 6/9/2022

Search Strategy

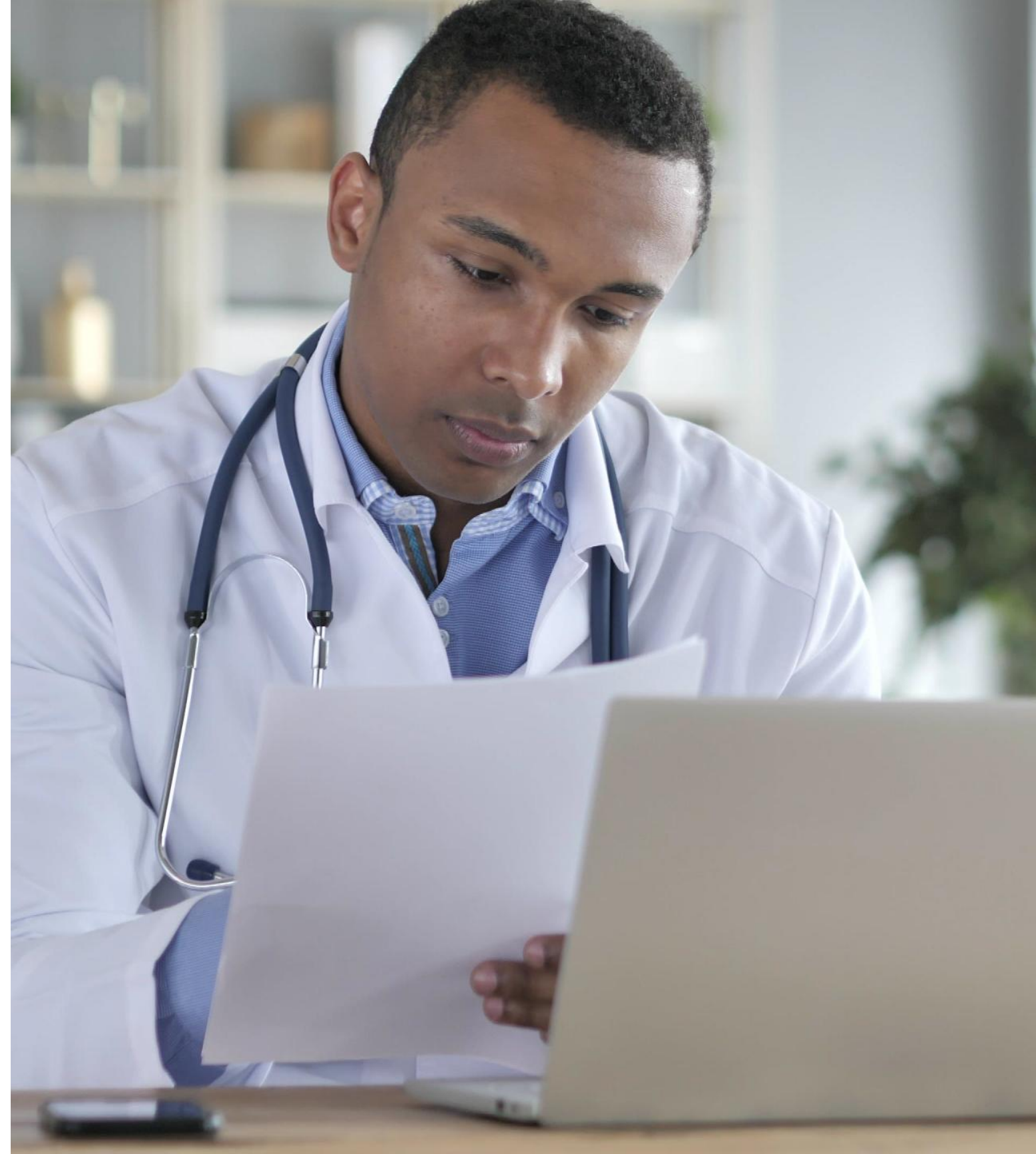
Step 1:

Optimize Your Timeline

2023 Graduating Fellows...

Start looking now

Optimal: Start 6-8 months in
advance



Why?



Scheduling

Round 1: Virtual interviews
Round 2: On-site interviews (or
combo)



Sign agreement



Apply for licensing



Manage house-hunting / relocation



Credentialing



Hospital privileges



Insurance

Step 2: Consider Practice Preferences



GEOGRAPHY



PHYSICIAN PRACTICE
SETTING TYPES

Physician Practice Setting Types

Solo Practice

Single Specialty Group

Multi Specialty Group

Hospital Employed

Academia

Research

Public Health/Military



How to Compare Practices

Step 3: Consider Your Personal Life

Quality of Life

Spouse/Significant Other

Children

Culture

School Systems

Work Life/ Balance

Step 4: Research Industry Numbers

- Starting Salary
- Signing Bonus
- Benefits
- Partnership
- Annual Bonus



Step 5: Know What Sets You Apart

The most sought-after jobs will be the most competitive.

A green piggy bank is positioned on top of a silver calculator. The piggy bank is a simple, stylized design with two small black dots for eyes and a small black line for a mouth. The calculator is a standard desktop model with black buttons and a silver body. The background is a blurred wooden surface.

Step 6: Understand the Compensation Landscape

Pathology ranked 14th in Modern Healthcare's List of Top Doctor Salaries

Highest pathology compensation = \$409,528

Lowest pathology compensation = \$287,000

Orthopedic surgery:	\$696,373	Intensivist:	\$458,983
Cardiology:	\$694,886	Ophthalmology:	\$425,000
Plastic surgery:	\$599,177	Pathology:	\$409,528
Oncology:	\$541,666	Emergency medicine:	\$394,789
Gastroenterology:	\$562,000	Neonatology:	\$390,000
Cardiology/non-inv.:	\$536,658	Obstetrics/gynecology:	\$378,981
Radiology:	\$533,173	Neurology:	\$357,000
Urology:	\$529,375	Psychiatry:	\$347,667
Dermatology:	\$514,000	Hospitalist:	\$313,000
General surgery:	\$470,261	Internal medicine:	\$289,971
Anesthesiology:	\$467,833	Family practice:	\$276,070

Salaries Are on the Rise

*5 years of experience?
Add \$25,000-\$50,000 to 1st-year numbers.*

Academics

- Assistant Professors \$230-240,000

First year sub-Specialists (GI, GU, HP)

- \$275-\$300,000+
- Highest = \$350,000 (CA; first-year GI-Pathologist)

Dermatopathologists

- \$325-350,000

General SP w/ 1 fellowship

- \$250-\$275,000

Experienced AP director

- \$400,000

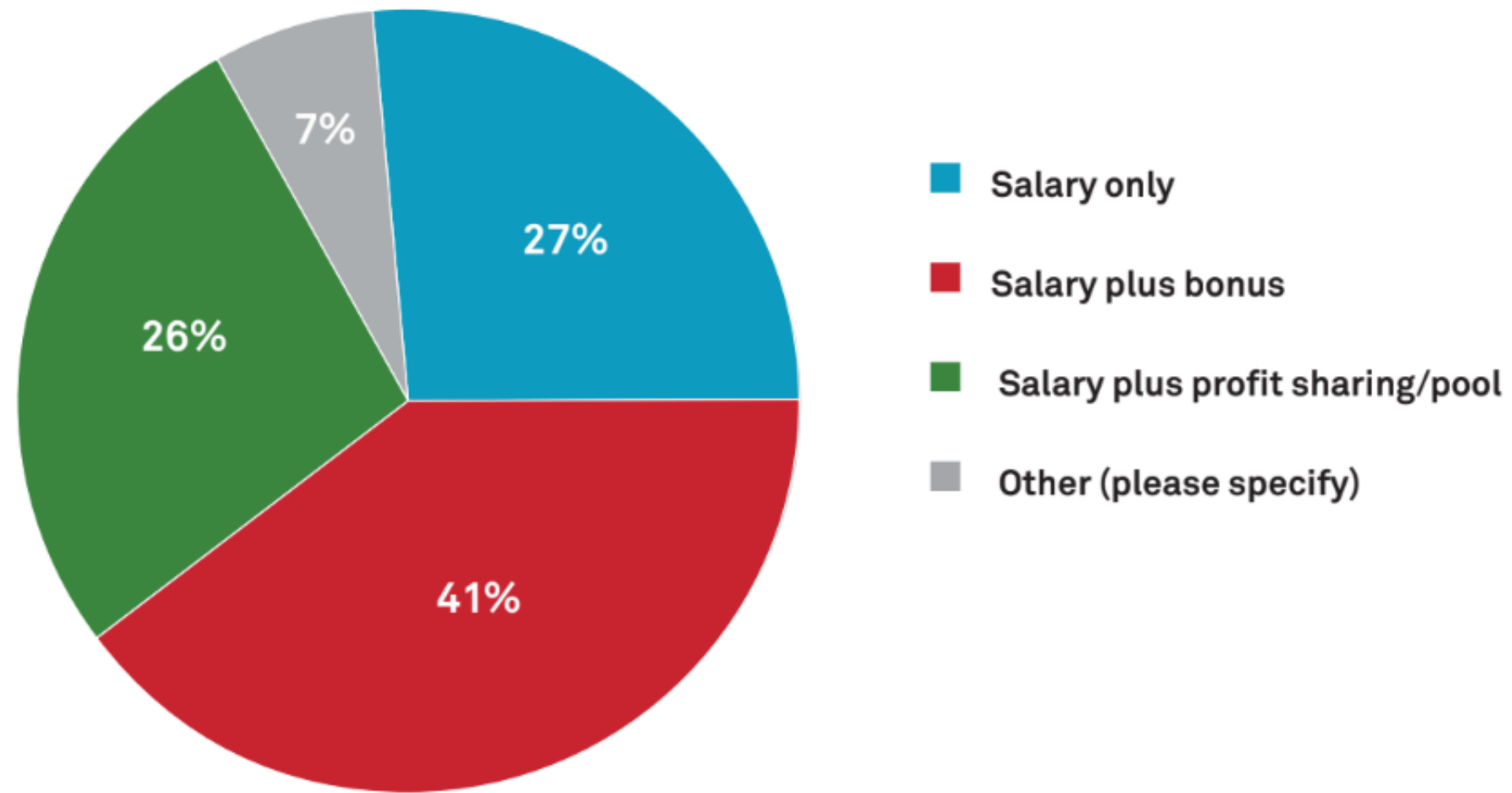
CP Only

- \$300,000

Benefits

- Relocation
- C.M.E. Allowance
- Defined bonus or incentive program
- Robust retirement plan
- Defined time off and call schedule
- Paid Health insurance
- Signing bonus
- Student loan repayment program
- Defined partnership track w/ a plan of action

Methods for Compensating Pathologists



Step 7:

Market Yourself Well

Google Yourself

Check social media.

Is this what you want to portray?

Employers will be looking.



The CV Matters



CV tips

- **Explain “missing years”**
- **12 pt. font**
- **Plain white, high-quality paper**
- **Have various versions**
 - **Commercial**
 - **Academic / Research**
 - **Private sector**

CV Tips, cont'd

- Don't add birthday or SSN
- No personal photos
- Have someone else proofread (after you spell-check)
 - “Ground-rounds”
- Write it ahead of time
 - Some of it requires research

About cover letters

- Always include it with your CV
- Customize it for each job opportunity
- Include additional information about you, your goals
- Detail out special skills and / or interests
- Consider adding 5-year career goal statement

Candidates: Interview to WIN

In-person or virtual...

- Dress to impress
- Think conservatively
- Make eye contact



Every interview: Your 3 main points

I can do the job.

Here is why I can do
the job.

I want the job.



Step 1: Establish Your Interview Strategy

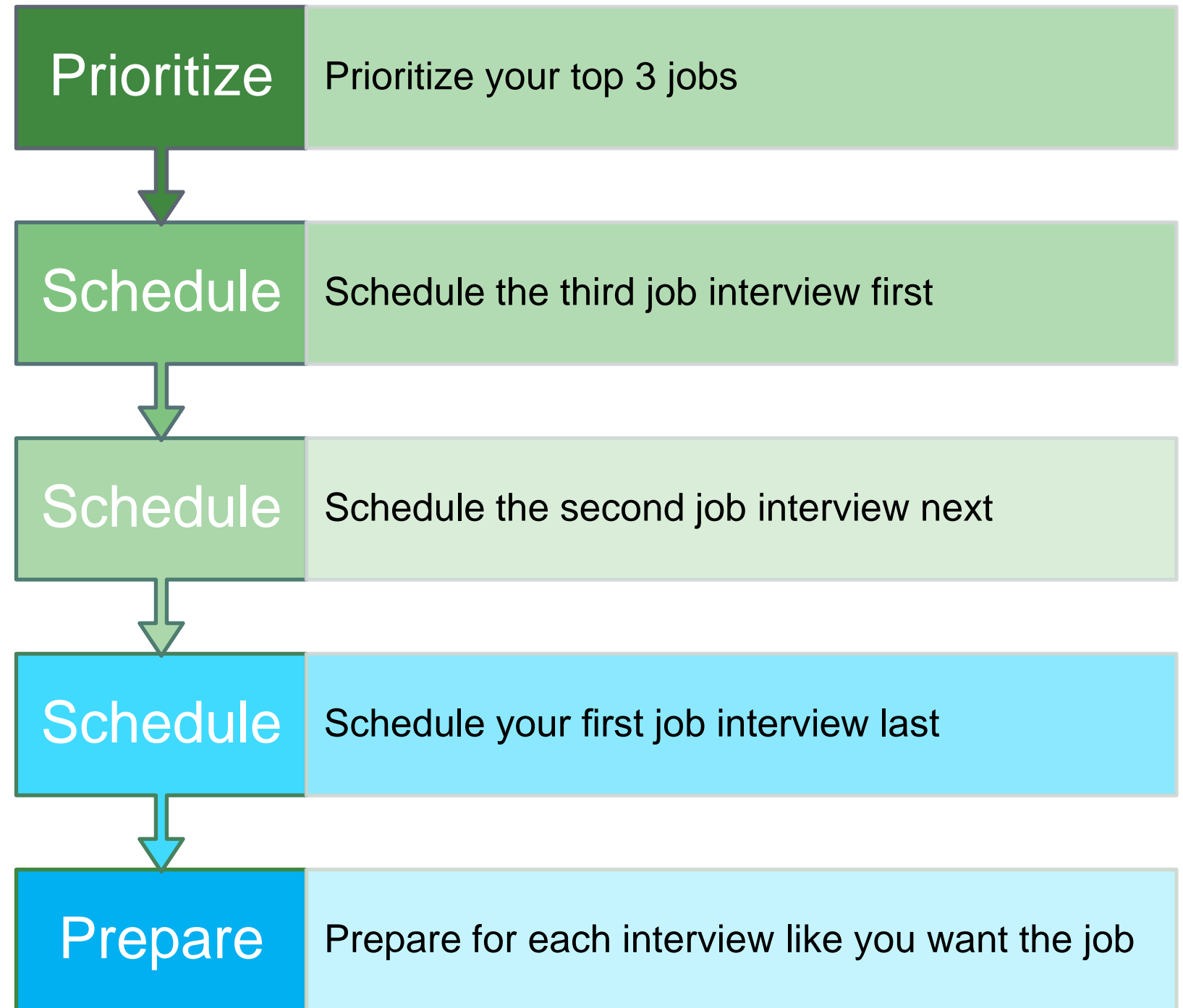
**Fire on all cylinders for the job
you want**



Your First Interaction

That's when the interview starts.

Your Interview Schedule Matters



Stand Out

- Treat each person respectfully
- Prepare a list of questions
- Be yourself
- Make the entire visit count
- Expect to be tested!
- If you want the job, tell them
- Immediately send a tailored thank you email

A photograph of four medical professionals in a bright, modern office setting. On the left, a man in a white lab coat and glasses is shaking hands with a man in a light blue shirt and tie on the right. In the center, a woman in a white lab coat is smiling, and next to her, a woman in blue scrubs is also smiling. The background shows large windows with a view of a city skyline.

In-Person Interviews: The Benefits

- **Body language**
- **Improved communication**
- **Fewer interruptions**
- **Streamlined process**
- **Observe clinical and business sides of the practice**

The Interview: What NOT to Do

1

Don't talk about religion/politics

2

Don't bring your significant other to the actual interview

3

Don't drink too much at dinner

4

Don't assume you have the job

5

Don't be late

6

Don't forget about your personal hygiene



The Question:

What are your financial expectations?

Do NOT give a number. It puts you into a corner.

Say this:

“How are individuals at my level of expertise being compensated? My expectation is to be compensated accordingly.”

In summary

1

Understand the
current job landscape

2

Establish your search
strategy

3

Nail the interview

Resources

- **Practice Management Resources**
 - <https://www.cap.org/member-resources/practice-management>
- **Value-Based Business Toolkits**
 - <https://www.cap.org/member-resources/practice-management/value-based-business-toolkits>
- **Strong Job Market for Pathologists**
 - <https://meridian.allenpress.com/aplm/article/doi/10.5858/arpa.2022-0023-CP/483521/Strong-Job-Market-for-PathologistsResults-From-the>
- **10 Tips for Finding a Job on a J-1 Visa**
 - <https://www.cap.org/member-resources/articles/10-tips-for-finding-a-job-on-a-j-1-visa>
- **Santé Consulting: Salaries Rise Amidst the Pathology Job Market Imbalance**
 - <https://santellc.com/2022/04/our-new-normal-salaries-rise-amidst-the-pathology-job-market-imbalance/>

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