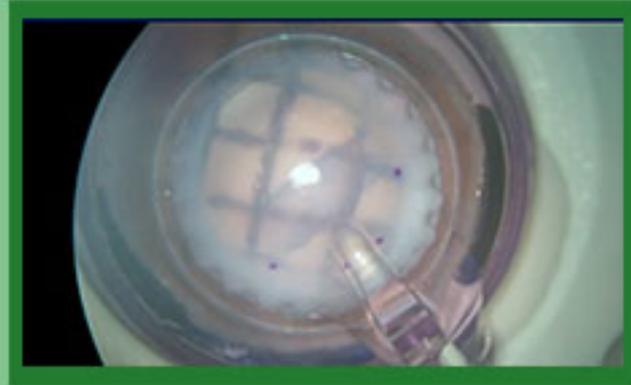




## Introduction

Welcome to the 20th issue of Cornea Society University (CSU). This month's CSU VideoEd will focus on "Preventing and managing common complications in DMEK." We will also feature an article on "Contract negotiations."



[Click here to view video](#)

### ▼ **Contract negotiations**

In recent discussions with cornea fellows about choosing your first job, we discussed many of the topics I've covered in earlier columns. [\(Read more\)](#)

### ▼ **Preventing and managing common complications in DMEK**

Although the advantages of DMEK over DSAEK have been well established, there has been a slow adoption of DMEK. [\(Read more\)](#)

### ▼ **Stay in touch**

Since fellowship recently ended, please be sure we have your updated contact information on file so you can continue to receive the *Cornea* journal and other Society publications and mailings. [\(Read more\)](#)

### ▼ **Save the date: CSU Dinner Program upcoming event**

Plan to attend the CSU Dinner Program taking place on Friday, October 26 in Chicago during the AAO annual meeting. [\(Read more\)](#)

### ▼ **CSU booth at AAO annual meeting Chicago**

Be sure to visit the CSU booth at the AAO annual meeting, October 26–30, in Chicago. [\(Read more\)](#)

### ▼ **Save the date: Cornea 360**

Join the leaders in cornea and anterior segment for a stimulating content and networking experience at the inaugural Cornea 360. [\(Read more\)](#)

### ▼ **CSU webinar series launching November 2018**

Cornea Society University (CSU) is launching a four-part webinar series on surgical procedures in November. [\(Read more\)](#)

Full stories below

In recent discussions with cornea fellows about choosing your first job, we discussed many of the topics I've covered in earlier columns: how to pick the right type of job (academic, private practice, HMO), practice set-up (group practice vs. solo practice), location, and compensation models. Interestingly, we breezed through many of those subjects, and I found that most of our discussion centered around negotiating one's contract and the details of the job. Ultimately, your job search needs to lead you to a job that fits. You need to find colleagues you trust and work well with and a work environment that allows you to thrive. Contract negotiation only starts after you've picked a good potential job. There is no contract that can turn a bad job into a good one.



I think there are a few guiding principles to keep in mind when evaluating contracts. First, never compromise your needs. You can compromise your wants to obtain your needs, but never compromise your needs. Needs are the non-negotiables, the essentials you need to survive. Wants are the extras, the bonuses that would be nice to have but things you could live without. You need to figure out your own needs and wants ahead of time, as these are individual preferences. The second guiding principle is that the contract negotiation should have a win-win outcome. There shouldn't be one side that wins and one side that loses. Negotiations require give and take and when done well, both sides are happy.

It is easy to get so excited about your first job contract that you sign on the dotted line without exploring other options or the fine details of the document. I would encourage you to take the time to read the contract carefully. You should definitely hire a lawyer who knows about contract negotiations to look over your contract. Don't just ask a family member who happens to be a lawyer but doesn't specialize in contracts to help. Ideally, you should pick a contract lawyer familiar with ophthalmology contracts.

Keep in mind that once you've received a contract, the interview process is not over. You are still being evaluated during this process, and how you handle the negotiation is important. Here are some important dos and don'ts:

1. Do be grateful when you receive a contract and thank the practice for extending you an offer. You do not need to return the signed contract immediately but do not prolong the process unnecessarily. Showing that you are interested goes a long way.
2. Do be knowledgeable and ask for clarification if you don't understand something. You should know how buy-ins work in that practice, how patients are assigned to different clinics, what a typical work week would look like for you, if malpractice is covered, and how termination is handled. Who pays for tail coverage? Is there a restrictive covenant that prohibits you from practicing in the surrounding area for a given period of time?
3. Do your research and look for warning signs. If a new associate is hired every few years, dig a little deeper. I would explore why others left before signing with a group that has frequent turnover. You also want to know about staff turnover as constant turnover can affect your productivity.
4. Don't focus only on your salary number. Compensation is much more complex, and base salary depends on location as well as the bonus structure. You need to know how the bonus is calculated as well as your fringe benefits.
5. Don't be greedy in negotiations. You should know what is a reasonable ask and what is not. Stay in the ballpark of others in the practice and others in your position. You also need to keep in mind that some items in a contract are non-negotiable. In some practices, the salary compensation is non-negotiable, but other things are. You can ask for special equipment you need to run a successful specialty practice, a few days a month dedicated to research, or extra education that would allow you to develop a unique skill. Often, a practice or department finds these "asks" desirable because your expertise may attract new patients and create a center of excellence at your workplace.

Finding a job that fits your needs, clinically and personally, is a difficult, time-consuming process, but also a

very rewarding one when done well. Negotiating the details is much easier when you are negotiating with someone you trust who has as much to lose as you do. You need to work together to reach an agreement that benefits you both.

CSU is meant to be an interactive platform where your questions and concerns are addressed. If you have a specific area or question you want us to concentrate on in future issues, please send an email to [jessciralsky@gmail.com](mailto:jessciralsky@gmail.com) with the subject "CSU." Additionally, CSU is designed for all young cornea and anterior segment ophthalmologists, so if friends or colleagues want to be added to the listserv, please send an email to [info@corneasociety.org](mailto:info@corneasociety.org).

[^ Back to top](#)

## Preventing and managing common complications in DMEK

Although the advantages of DMEK over DSAEK have been well established, there has been a slow adoption of DMEK. Much of the delay has been attributed to the steep learning curve needed to perform successful DMEK and the high complication rate. In this [video](#), you will hear **Christopher Sales, MD**, discuss "Preventing and managing common complications in DMEK." He will discuss his four pearls to prevent tissue ejection: (1) don't break the seal; (2) whistle while you work; (3) decompress to avoid stress; and (4) shut the door when you exit. He will also review overstripping, proper placement of corneal incisions, graft centration and large bubble size as ways to prevent graft detachment as well as tips for rebubbling at the slit lamp.

[^ Back to top](#)

## Stay in touch

Since fellowship recently ended, please be sure we have your updated contact information on file so you can continue to receive the *Cornea* journal and other Society publications and mailings. You can update your contact information by logging into the Cornea Society website at [www.corneasociety.org](http://www.corneasociety.org). For additional assistance please contact Pura Valdez at [pvaldez@corneasociety.org](mailto:pvaldez@corneasociety.org).

[^ Back to top](#)

## Save the date: CSU Dinner Program upcoming event



Plan to attend the CSU Dinner Program taking place on Friday, October 26 in Chicago during the AAO annual meeting. An evite was sent out earlier this month, so check your inbox. The topic for the dinner is "Financial planning for the young ophthalmologist." For more information, email Gail Albert at [galbert@corneasociety.org](mailto:galbert@corneasociety.org).

[^ Back to top](#)

## CSU booth at AAO annual meeting Chicago

Be sure to visit the CSU booth #2038 at the AAO annual meeting, October 26–30, in Chicago. We look forward to seeing you there.

[^ Back to top](#)

## Save the date: Cornea 360



Join the leaders in cornea and anterior segment for a stimulating content and networking experience at the

inaugural Cornea 360. Cornea 360 will be an opportunity for learning the most up-to-date information, collaborating with leaders in the fields of corneal research and clinical practice, and communicating with industry leaders at the cutting edge of research in these fields. The conference will emphasize interactive sessions among audience and speakers, panel discussions, and live social media feedback. Plan to attend April 4–6, 2019, at the Westin Kierland Resort & Spa, Scottsdale, Arizona. Visit [Cornea360.org](http://Cornea360.org) to register and learn more.

 [Back to top](#)

## **CSU webinar series launching November 2018**

Cornea Society University (CSU) is launching a four-part webinar series on surgical procedures in November. The four-part series will feature webinars on Tips for DMEK, EK Complications, Surgical Options for Ocular Surface Diseases, and Surgical Disasters. Programming dates are listed below.

November 28: Tips for DMEK – host: Bennie Jeng, MD, speaker: Christopher Sales, MD

January 30: EK Complications – host: W. Barry Lee, MD, speaker: Michael Straiko, MD

March 27: Surgical Options for Ocular Surface Diseases – host: Jessica Ciralsky, MD, speaker: Deepinder Dhaliwal, MD

May 16: Surgical Disasters – host: Bennie Jeng, MD, speakers: Jessica Ciralsky, MD, and Barry Lee, MD

Registration for all four webinar program is now open, and there is no fee for these programs.

To register for the November 28 webinar on Tips for DMEK, click [here](#).

To register for the January 30 webinar on EK Complications, click [here](#).

To register for the March 27 webinar on Surgical Options for Ocular Surface Diseases, click [here](#).

To register for the May 16 webinar on Surgical Disasters, click [here](#).

For questions, contact Gail Albert at [galbert@CorneaSociety.org](mailto:galbert@CorneaSociety.org).

 [Back to top](#)