

# Integrating Research Responsibilities into Physician Contracts

BY EMILY AST, ESQ., OWNER OF AST PHYSICIAN CONTRACTS, A LAW PRACTICE DEDICATED TO CONTRACT NEGOTIATION AND EDUCATION FOR PHYSICIANS AND THOSE IN THE MEDICAL FIELD

## 1 When to Separate & Formalize Research Responsibilities

- Necessary:
- You are responsible for significant research.
  - You will dedicate 10-20% of your time to research efforts.
- Not Necessary:
- You will perform minimal ad-hoc research.
  - Time spent on research will be consistent with others in department.

## 2 Reasons to Separate Research Role

### Challenges

- **Impact on Clinical Practice Volume:** Dedicating significant time to research can reduce your volume of clinical work.
- **Harder to Meet Productivity Goals:** Compensation thresholds based on clinical productivity (e.g., wRVUs or collections) will be harder to reach.

### Solutions

- **Separate Compensation:** Stipend or Salary for research - May be from different pot (research department, service line budget)
- **Adjusting for Research Time:** If 20% time dedicated to research, adjust clinical productivity goals accordingly (e.g., reducing thresholds by 20%)

## 3 How to Address

- **Contractually Allocate Time:** If you allocate 20% of your time to research, your full-time role (1.0 FTE) would break down into 0.8 FTE (80%) for clinical duties and 0.2 FTE (20%) for research.
- **Define Research Role & Responsibilities:** Document and describe the role and responsibilities involved.
- **Request Support:** Request stipend, research assistant and/or flexible scheduling.



Contact Us:  
[astcontracts.com/contact](https://astcontracts.com/contact)

*Proprietary Work Product- Not for Distribution or Reproduction*

Disclaimer: Information provided for general informational purposes; does not constitute legal advice. Consult an attorney for legal counsel. Content is provided "as is;" no representation of accuracy. Liability for actions based on contents herein is expressly disclaimed.