

## **Bangor Family Case Podcast Transcript**

Speaker 1: Welcome to the podcast for the Bangor Family Physicians case. In this case, you're asked to evaluate four different methodologies that are used to calculate physician compensation for the Bangor Family Physicians, the revenue model, the net income model, the base salary plus productivity model, and the multiple factor performance model. The calculations under this model have been given to you on blackboard. You're asked to review the compensation under each of these systems and initially describe briefly to a colleague who may be unfamiliar with these methods how each works.

Then identify what you believe are the strengths or weaknesses of each of these models. Finally, and probably the key aspect of the case is to give your own thoughts backed up with rationale from within the case and your own experience what you think is the best model to be used and why. This may vary depending on the circumstances in the individual cases. You're asked to use the Bangor Family Physician's case in this instance to determine which would be the best model.

Finally, you're asked to discuss why managing a physician practice and maintaining the appropriate amount of productivity could be a significant challenge for any organization. Keep in mind especially the changes that are already underway and forth coming under health care reform. There is not necessarily one correct method or approach in this case. We'll be looking more at your rationale for the system you select or the model you select and why it may be appropriate not only for the short term, but the long term.