

Hospital Medicine PATH TO PARTNERSHIP

Feedback. Recognition. Rewards.



Path to Partnership

All Sound Physicians and Advanced Practice Providers participate in the Path to Partnership, a performance evaluation and career development program that promotes and recognizes clinician alignment with performance goals based on our core values of quality, service, teamwork, innovation, and integrity.

You are empowered to drive performance that benefits patients, hospital partners, and our medical communities. Based on your contributions and performance, you are entitled to receive recognition and rewards as you move along the Path to Partnership.



"The Path to Partnership is about demonstrating a commitment to our core values. Becoming a partner at Sound Physicians is an acknowledgment of that commitment and the value it brings to both our people and our patients."

*- Rob Bessler, MD
Founder and Chief Executive Officer*

Milestones

	120 Days	2 Years	5 Years
Designation	"Sound Physician" or "Sound Advanced Practice Provider"	"Sound Partner"	"Senior Partner"
Requirements	<ul style="list-style-type: none"> Required SI coursework Attend/registered for onboarding Manager approval <p>SI = Sound Institute</p>	<ul style="list-style-type: none"> SI partner coursework Partner service requirement Onboarding Audit status OK Manager approval 	<ul style="list-style-type: none"> One year as partner SI Sr. Partner coursework Live coursework Sr. Partner leadership requirement C-suite endorsement Audit status OK Manager approval
Rewards	<ul style="list-style-type: none"> Start productivity bonus (if applicable) 	<ul style="list-style-type: none"> Eligible for local quality bonus, if applicable Additional \$1,000 CME 	<ul style="list-style-type: none"> Additional \$1,000 CME Equity grant

Sound Physician or Sound Advanced Practice Provider Designation

You are eligible to become a Sound Physician or Sound Advanced Practice Provider (APP) at 120 days from your hire date.

Requirements:

- New clinician onboarding session scheduled and/or attended
- Sound Institute coursework
- 120 day evaluation approved by medical director/manager

Rewards:

- You begin participating in your site's productivity and quality bonus programs, if applicable
 - You receive feedback and mentorship to benefit your professional development
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Sound Partner Designation

You are eligible for Sound Partner designation at two years from your hire date. Chief Hospitalists are eligible at one year.

Requirements:

- New clinician onboarding session attended
- Partner service requirement, with manager approval
- Partner evaluation approved by Chief/RMD/CMO/Manager
- Sound Institute partner coursework

Note: Part-time clinicians are eligible upon completion of 200 shifts. If you pass your second anniversary without having worked 200 shifts, you will only become eligible when you have completed 200 or more shifts.

Rewards:

- Sound Partner level productivity and quality bonuses as determined by your site
- Additional \$1,000 annual CME reimbursement for ongoing professional development
- Eligibility to participate in an investment option that allows for an increased portion of income to be tax-deferred
- Opportunity and responsibility to contribute to the leadership and direction of your program

Senior Partner Designation

You are eligible for Senior Partner designation five years from your hire date.

Requirements:

- All required Senior Partner coursework on the Sound Institute
- All required Senior Partner live coursework
- Senior Partner leadership requirement with manager approval
- Obtain endorsement from hospital or facility administrator, if applicable
- Passing score on compliance audits
- Senior Partner evaluation approved by Medical Director/RMD/CMO/Manager

Rewards:

- Additional \$1,000 annual CME reimbursement for ongoing professional development
- Equity in Sound Physicians
- Opportunity to work closely with medical directors and regional leaders to contribute to the leadership and direction of the program

Senior Partner Spotlight



Vipul Shah, MD, SFHM
Medical Director
Cone Health at Alamance Regional

I've seen three different organizations manage our practice since starting my career. The big difference I see in Sound relates to our investments in our clinicians and clinical leaders by providing performance data as well as learning and development opportunities. This investment promotes our success as a team and as individual clinicians.

The Path to Partnership rewards my participation beyond clinical duties, and as one of the three proud Senior Partners at my site, I am an owner in the practice. Senior Partners also help shape our program locally. As a medical director, I can tell you that I rely heavily on my Partners and Senior Partners to participate in decision making. The Path to Partnership creates a framework to reward and recognize people for these contributions.

Questions?

Reach out to your Medical Director, Regional Medical Director, Chief Medical Officer, or Manager for details.