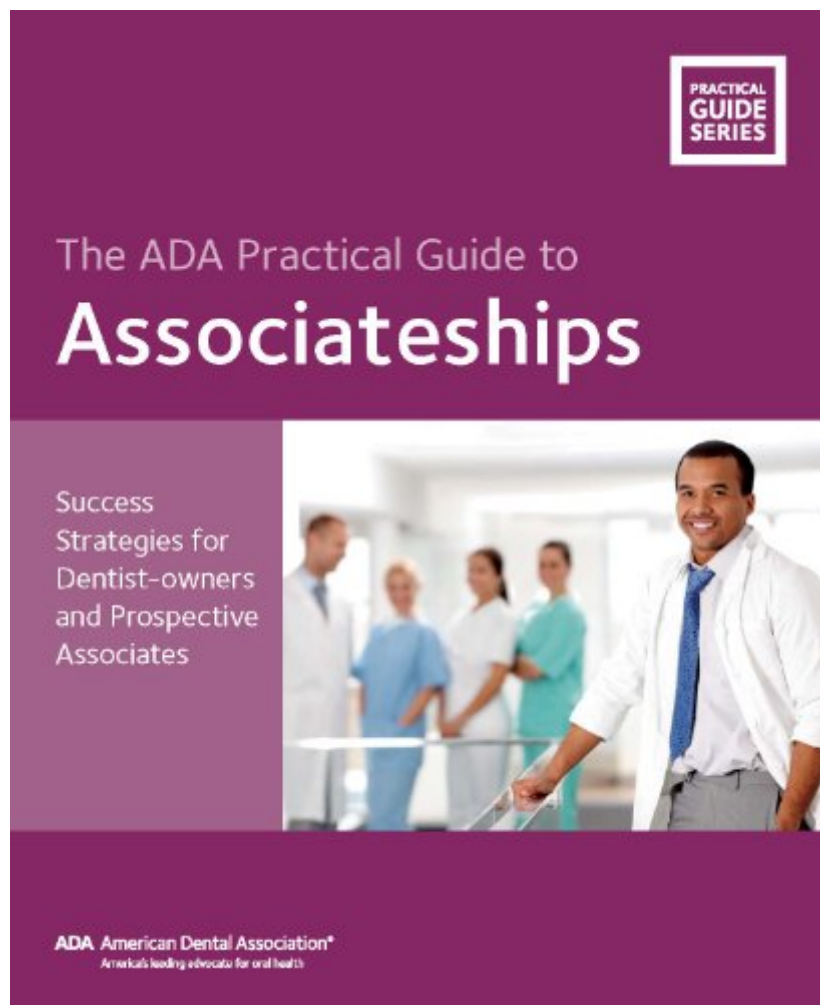# The ADA Practical Guide To Associateships: Success Strategies For Dentist-owners And Prospective Associates (The ADA Practical Guide Series)

Synopsis

Thereâ ™s more than meets the eye to building a successful associateship. This practical guide offers strategies for tackling both logistical issues â " such as the type of associate arrangement, compensation, contract terms, and buy-ins â " and intangible ones, including interpersonal considerations and compatibility, developing a practice philosophy, and conducting a goals assessment. Ideal for either adding or becoming an associate, this valuable book explains:â ¢ Common contract provisions, including compensation; sick leave, disability pay, and other benefits; restrictive covenants and nonsolicitation provisions; financing and income distribution; provisions for dissolution; and many more â ¢ Differences between an employee and an independent contractor, including financial, interpersonal, and tax considerationsâ ¢ The phased buy-in/buy-out processâ ¢ Considerations for the dentist who is thinking about joining a large group practiceAlso includes worksheets for cash flow, break-even and associate compensation analyses, as well as a sample associateship contract. Table of ContentsChapter 1: Associateships in General Reasons to Become an AssociateReasons to Add an AssociateStructures of Associateship ArrangementsPotential ProblemsTypes of Associate ArrangementsChapter 2: Adding an AssociateLong-range PlanningPersonal AssessmentPractice AssessmentTypical Features of Associate AgreementsDefining Factors of a Prospective AssociateRecruitmentGeneral ConsiderationsManagement ConsiderationsInterpersonal ConsiderationsFinancial ConsiderationsMaking the DecisionChapter 3: Becoming an AssociateIs Associating for You?Recommended Steps for Becoming an Associate or Entering a Time-share/Solo Group AgreementWhat Type of Associateship Arrangement is Best for You?Financial Considerations for Associate ArrangementsControl ConsiderationsRestrictive ConsiderationsAvailability ConsiderationsConsiderations Relating to an Associateship in a Large Group PracticeChapter 4: Locating Candidates and Associateship Opportunities Traditional SourcesSample AdvertisementsSample Associate Dentist Job DescriptionWeb-based ResourcesSocial Media Making ContactSample Curriculum Vitae (CV)Chapter 5: Candidate or Associateship EvaluationInitial ScreeningComprehensive EvaluationIssues for Prospective AssociatesSpecialty CareTerms of the ContractIssues for Prospective Associates and Group PracticesIssues for Dentist-ownersChapter 6: Financial CompensationDetermining a Fair Level of CompensationWho Pays Whom?Compensation MethodsCompensation ExamplesPhased Buy-ins and Buy-outsOther Financial Compensation ConsiderationsBreak-even Analysis for an Associateâ ™s ProductionChapter 7: Contractual ConsiderationsThe Importance of a Written ContractClassification IndicatorsEmployee or Independent Contractor?Taxes, Social Security and Related

MattersCommon Contract ProvisionsIndependent Contractor Sample ProvisionsTime-share/Solo Group Sample ProvisionsSample Agreements

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