

## Staged Compensation Recommendations for Mentorship Plan

In creating recommendations for potential compensation among mentor-mentee relationship it was determined that no one recommendation will fit everyone's needs. Therefore, the following is an example of a compensation recommendation plan that can be tailored to each relationship's needs.

The goal of the AAHA mentorship toolkit is easing a recent graduate's transition into practice and to a clinic's unique team and clientele. Consistency of care is a primary concern to insure quality of care.

From the goals and expectations inventories, certain criteria can be extrapolated to fall into certain categories that are basic to advanced in terms of learning and capability. One example mentorship program is divided into four different stages. Each stage builds on the information and skills learned in prior stages. There is no set time period for each stage to be completed and the skills in each stage are customizable based on the needs and priorities of the individual mentee and mentor as determined by the goals and expectations inventories. The intent is to allow advancement through each stage as quickly as is appropriate. It is not beneficial for the associate to remain in a specific stage once comfortable with intent of stage. What it takes to complete each stage needs to be pre-determined ahead of time as to not hinder the growth of the associate. It is recommended to write down the components of each stage and what it takes to complete the stage as to help create overarching goals for the mentee and mentor. There will be periodic review both written and oral to verify progression in program as determined by your SMART goals from the goals and expectations inventory.

It should be noted that this program works best with consistent scheduled daily, or weekly, summary rounds to facilitate open communication. Below is a summary of the general topics covered in each stage of this example mentorship program. The listing is material covered, though not necessarily in the specific order. Please note that this will be customized based on your completion of the "Goals and Expectations Inventories" of both the mentee and mentor.

### STAGE 1 Knowledge Base

**Compensation:** New graduates receive 80% of Stage 4 salary (e.g. \$65,000 x 80% = \$52,000 annualized = \$4333/month) + 18 % of production on anything above and beyond \$4333/month salary (\$21,665 production)

1. Physical examinations – age and species differences; pre-operative examination; dental examinations
2. Vaccine administration – vaccine recommendations, vaccine schedules, breed differences
3. Common medications and protocols – what we use, when we use it, how we use it, and why
4. Record keeping – paper-less system understanding software limitations and benefits
5. Client education – importance of conveying recommendations and answering questions
6. Nutrition and behavior subjects – importance in daily practice
7. Referral recommendations – what is referred and to who
8. Introduced to clients to aid in transition

### **STAGE 2 Technical Base**

**Compensation:** New graduates receive 85% of stage 4 salary (e.g. \$65,000 x 85% = \$55,250 annualized = \$4604/month) + 18 % of production on anything above and beyond \$4604/month salary (\$23,020 production).

1. Anesthetic choices – uses and limitations
2. In-clinic testing – what tests are done in-clinic and why some are not
3. Develop diagnostic and treatment plans for routine problems
4. Routine surgical procedures
5. Radiograph interpretations
6. Cytology interpretations and treatment recommendations

### **STAGE 3**

**Compensation:** New graduates receive 90% of Stage 4 salary (e.g. \$65,000 x 90% = \$58,500 annualized = \$4,875/month) + 19 % of production on anything above and beyond \$4875/month salary (\$24,375 production).

1. Increase routine surgical experience
2. Lumpectomies
3. Standard Dentistry procedures
4. Relieve Urinary Obstructions and catheter placement
5. Laceration surgeries
6. Trauma evaluations
7. Radiology procedures and evaluations
8. Perform euthanasia and client grief counseling

### **STAGE 4**

**Compensation:** New graduates receive one year of Stage 4 salary (e.g. \$65,000 for the final 12 months = \$5417/month) + 20 % of production on anything above and beyond \$5417/month salary (\$27,083 production).

1. Appropriate referral cases – which case to refer where
2. Common orthopedics and treatments
3. Complicated surgeries
4. Diagnostic and treatment plans for severe problems or co-morbidities
5. Exposure to practice operations and decisions

The above are general topics that will be discussed during the mentorship and by no means limited in the scope of discussion. The goal through this program is to provide the minimum amount of stress with the maximum productivity. Again, how quickly one proceeds through the program is not regulated.