

Jessica Minesinger

President & CEO, Surgical Compensation & Consulting (SCC)

Physician Compensation Review // Salary Negotiation // Cultural Fit



JESSICA MINESINGER, CMOM, CMPE, FACMPE, is the President and CEO of Surgical Compensation & Consulting (SCC). A firm believer in the power of data and analytics, Jessica empowers physicians to navigate compensation opportunities, negotiate successfully, ensure pay equity, and identify cultural fit.

With an extensive background in surgical practice development, management, physician contracting, compensation analysis, and human resources, Jessica has a deep understanding of the unique and often complex nature of the business side of medicine. After running a trauma and acute care surgery practice for ten years, Jessica was inspired to leverage her knowledge and expertise to help physicians negotiate their value throughout every stage of their careers.

Jessica is also an MGMA Consultant, specializing in:

- Compensation Consulting for Surgeons and Surgical Practices
- Individual/Small Group Physician Compensation, Analysis, and Negotiation
- Physician Recruiting and Retention Strategies
- Gender Pay Equity
- Physician Cultural Fit
- Identifying and Addressing Physician Burnout
- Healthcare Executive Coaching



To connect with Jessica through MGMA:

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Jessica's Speaking Experience

Most Requested Topics //

- PHYSICIAN COMPENSATION NEGOTIATION
- GENDER PAY EQUITY
- PHYSICIAN BURNOUT & CULTURAL FIT
- TOP NEGOTIATING TIPS TO CONSIDER AT EVERY CAREER STAGE
- WHAT TO ASK AND EVALUATE DURING AN INTERVIEW & SITE VISIT

Speaking Engagements //

Jessica is invited to speak to medical and surgical associations and organizations, presenting to audiences including medical students, surgeons, physicians of different specialties, and medical practice executives.

American College of Surgeons - Clinical Congress

"Know Your Worth: Tips for Understanding and Negotiating a Surgical Employment Contract" (Panelist) 2024

Association of Women Surgeons

"Negotiation Workshop" (Facilitator) 2024
"The Power of Smart Negotiation: Negotiating Your Value As A Physician" (Panelist) 2023

Women In Surgery Career Symposium

"Negotiation Strategies to Tackle the Gender Wage Gap" (Panelist) 2024
"The Business of Medicine: How Negotiation Impacts Financial Planning" 2023

Society of Gynecologic Oncology

"How to Get What You Want: The Power of Smart Negotiation" (Distinguished Guest Speaker) 2023

Society of Black Colon & Rectal Surgeons

"Navigating Physician Compensation: Expert Negotiation Tips and Strategies" (Webinar) 2024

AAS Fall Courses

"Navigating the Business of Medicine & Leveraging Your Value As A Physician" (Lunch Presenter) 2023

MGMA Private Practice Conference

"Physician Compensation: Strategies for Recruiting, Retaining and Incentivizing Physicians" (Presenter) 2024
"Physician Fit: Tips for Attracting and Retaining Physicians Who Will Thrive in Your Practice" (Presenter) 2024

MGMA Leaders Conference

"5 Strategies to Recruit, Retain, and Reinvigorate Physicians" (Presenter) 2024



See how Jessica can empower your audience to confidently negotiate for a fair contract and fulfilling career path!



View recent videos of speaking engagements



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