

Jessica Minesinger

President & CEO, Surgical Compensation & Consulting (SCC)

Physician Compensation // Negotiation // Retention & Recruitment Strategies // Healthcare Executive Coaching



JESSICA MINESINGER, CMOM, CMPE, FACMPE, BBCC, 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, and ensure fair pay. 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 a physician advocate who consults with physician-owned practices and healthcare organizations to design compensation plans that effectively recruit, retain, and engage physicians. With an extensive background in provider compensation, surgical practice development, management, physician contracting, compensation analysis, and physician recruiting and retention, Jessica has a deep understanding of the unique and often complex nature of the business side of medicine.

She has been invited to speak at professional medical and surgical associations, as well as organizations for medical students, surgeons, and physicians of all specialties. Jessica is an independent MGMA Consultant specializing in provider compensation. She serves on the ACS H.O.P.E. Committee on Global Engagement's Domestic Subcommittee and is a BBC-Certified Executive Leadership Coach through the Neuroleadership Institute.

Jessica's Consulting Engagements Include:

- Compensation Consulting for Surgeons and Surgical Practices
- Individual/Small Group Physician Compensation, Analysis, and Negotiation
- Physician Recruiting and Retention Strategies
- Rural Hospital Provider Compensation
- Identifying and Addressing Physician Burnout & Turnover
- Healthcare Executive Coaching
- Ongoing Provider Compensation Consultation & Support

Jessica is also a consultant with



To connect with Jessica through MGMA:

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**SURGICAL
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Jessica's Speaking Experience

Most Requested Topics //

- KNOW YOUR WORTH: TIPS FOR UNDERSTANDING AND NEGOTIATING YOUR CONTRACT
- NEGOTIATING YOUR VALUE AS A PHYSICIAN
- PHYSICIAN COMPENSATION: STRATEGIES TO RECRUIT, RETAIN, AND ENGAGE PHYSICIANS
- PHYSICIAN COMPENSATION NEGOTIATION STRATEGIES AT EVERY CAREER STAGE
- STRATEGIES FOR TACKLING THE GENDER WAGE GAP FOR SURGEONS
- NAVIGATING PHYSICIAN COMPENSATION - CURRENT TRENDS & BENCHMARKING DATA
- NAVIGATING THE BUSINESS OF MEDICINE
- RURAL HEALTH CARE: STRATEGIES TO RECRUIT, RETAIN, AND ENGAGE PHYSICIANS

Recent 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
- Association of Women Surgeons
- AAS Fall Courses
- CSRA Annual Educational Conference
- MGMA Leaders Conference
- MGMA Focus Finance Conference
- MGMA Focus Operations Conference
- MGMA Focus Private Practice Conference
- National Medical Association – Surgical Leaders Foundation
- Seattle Surgical Society
- Society of Gynecologic Oncology
- Women in Surgery Career Symposium

Recent Webinars //

- HMARIA/ACS H.O.P.E. Committee
- Society of Black Colon & Rectal Surgeons
- MGMA 2025 Provider Compensation Benchmarks and Trends
- MGMA Physician Compensation Plan Design Certification
- MGMA Summit Physician Compensation Planning: the ROI of an Early and Often Approach
- MGMA Operations: Establishing A Physician Compensation Plan That Aligns With Organizational Goals



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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