

# CAREER INSIGHTS PSYCH

THE CAREER PLANNING GUIDE FOR PSYCHIATRY RESIDENTS AND FELLOWS

VOLUME 1, ISSUE 1

## FELLOWSHIP PROFILES

In-depth Descriptions of Fellowship Programs:

Palmetto Health/  
University of South Carolina  
School of Medicine

University of Cincinnati, Cincinnati VA  
Medical Center  
University of Missouri

University of Pennsylvania  
Section of Geriatric Psychiatry

## EMPLOYER PROFILES

In-depth Descriptions of Employment Opportunities with These Leading Organizations:

Allina Hospitals & Clinics  
Berkshire Health Systems  
Blount Memorial Hospital Emotional  
Health and Recovery Center  
Cincinnati Children's Hospital  
Medical Center  
Cincinnati MD Resource Center  
Community Partnership of  
Southern Arizona  
Community Psychiatry Associates  
Compass Health Systems  
FCS  
Gundersen Lutheran Health System  
Guthrie Clinic

HealthForceOntario Marketing &  
Recruitment Agency  
HSC Pediatric Center  
Maryland School of Medicine, Baltimore  
MedOptions  
Mental Health Services for  
Clark County, Inc.  
MHM Services, Inc.  
MidMichigan Health  
Munson Healthcare  
Park Nicollet  
Park Nicollet Health Services  
Premier Health Care  
Providence Health & Services

Psychiatric Centers at San Diego (PCSD)  
Searcy Hospital - Alabama Department  
of Mental Health/Mental Retardation  
Silver Hill Hospital  
State of Louisiana/Florida Parishes  
Human Services Authority  
The Astor Home for Children  
The Centers, Inc.  
UMass Memorial Medical Center  
VA Medical Center Iowa City, IA  
Vista Health  
West Tennessee Healthcare  
Winnebago Mental Health Institute



The Print Companion to the CareerMD.com Website

**Take care of our growing patient needs,  
and we'll take care of yours.**

**Paid malpractice insurance included.**

A career with the country's leading provider of specialized mental health services will tap into all of your skills as you handle challenging pathologies and disorders. It will also provide some unexpected rewards. For instance, with our highly innovative approach, you'll be more empowered to advance change in order to offer patients a chance at the kind of progress only top quality care can bring.

**We also offer:**

- Excellent, guaranteed salaries
- Company-sponsored health, life and disability insurance
- 28 paid days off per year plus 6 company-paid holidays
- 401(k) plan with employer match
- CEU reimbursement and 4 additional paid days off
- Flexible spending accounts for health and dependent care

**Psychiatrists**

**Full-Time and Part-Time openings!**

MHM Services Inc., the country's leading provider of specialized mental health services, currently has openings in the following states:

<b>Florida</b>	<b>Missouri</b>
<b>Georgia</b>	<b>Utah</b>
<b>Alabama</b>	<b>Massachusetts</b>
<b>Tennessee</b>	<b>New Hampshire</b>
<b>Maryland</b>	<b>Vermont</b>
<b>Ohio</b>	<b>Pennsylvania</b>
<b>Michigan</b>	

To apply or inquire, contact **Ellen Gilliland: (800) 416-3649** or e-mail CV to **ellen@mhmcareers.com**.

Equal Opportunity Employer



**MHM Services, Inc.** [www.mhm-services.com](http://www.mhm-services.com)

**Director of Behavioral Health  
Washington, DC**

**Health Services for Children with Special Needs, Inc. (HSCSN/NET)** is an innovative care management network that coordinates the health, social and educational services for the pediatric Supplemental Security Income (SSI) and SSI-eligible **Washington, DC** residents.

In this leadership role, you will participate in the development of organization-wide strategic, quality, medical and business planning and goal setting as related to mental/behavioral health services being delivered to HSCSN members by mental/behavioral health providers. Also, as an executive of HSCSN, you will function as a leader and clinical liaison with mental health providers and will communicate with behavioral health agencies and regulatory entities on behalf of HSCSN.

The ideal physician will have practiced child psychiatry for at least 3 years. Familiarity with the Medicaid system, experience with SSI-eligible population, expertise in residential treatment for youth, and multi-disciplinary treatment team leadership experience is a must. Board certification in Child and Adolescent Psychiatry, and a license to practice in the District of Columbia are required. Experience with regulatory accreditation requirements is preferred.

We offer a competitive compensation package.

**To apply, e-mail resume to: [cwest@hospsc.org](mailto:cwest@hospsc.org), fax: 202-635-6121, or mail to:**

**HR, Health Services for Children with Special Needs, Inc., 1731 Bunker Hill Rd., NE, Washington, DC 20017. EOE.**



THE HSC HEALTH CARE SYSTEM

**Health Services for Children with Special Needs, Inc. (HSCSN/NET)**

[www.hscsn-net.org](http://www.hscsn-net.org)



Compass Health Systems, P.A. was founded in July 1990. The group is comprised of a multi-disciplinary staff of clinicians including psychiatrists, primary care physicians, advanced registered nurse practitioners, psychologists, clinical social workers and licensed mental health counselors. Internal medicine services may include treatment at hospitals, residential treatment facilities, schools, nursing homes, adult congregate living facilities, and partial hospitalization programs, in addition to the services provided at our six outpatient offices. Compass Physicians are dedicated to the welfare of their patients.

**Email your CV**  
**[sfaulkner@compass.md](mailto:sfaulkner@compass.md)**  
**Call (305) 891-0050 ext. 2350 for more information.**

**Join our successful team of clinicians.**

**Psychiatry** opportunities in SE Florida and Colorado. We are seeking experienced and new graduate Internists/Family Practitioners who have: Current Medical License, Current DEA Certificate and Are Board Eligible.

- Average compensation in Excess of the National Average.
- Full administrative, billing, insurance verification and on call support.
- Doctors are compensated on a fixed salary or percentage of collection basis.
- Full and part time opportunities, flexible schedules tailored to suit your needs and interests.
- Inpatient or outpatient, or a blend of both practice settings.
- Clinical research opportunities. We operate one of the largest research practices in the country with 13 sites.
- Child / adolescent / adult / geriatric / family services, chemical dependency programs, court evaluations.
- Five outpatient offices throughout Dade, Broward and Palm Beach Counties and one in Colorado.



# CAREER INSIGHTS PSYCH

## THE CAREER PLANNING GUIDE FOR PSYCHIATRY RESIDENTS AND FELLOWS

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## PALMETTO HEALTH/UNIVERSITY OF SOUTH CAROLINA SCHOOL OF MEDICINE

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Columbia, SC

### Geriatric Psychiatry Fellowship

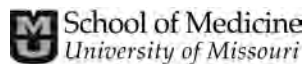
We offer a one year PGY-5 Geriatric Psychiatry Fellowship Program which will prepare the graduate for the ABPN subspecialty examination in geriatric psychiatry. Our program is clinically oriented but also offers significant opportunities for research. South Carolina has a growing geriatric population and who care for the elderly. Our state offers a loan forgiveness program that can reduce educational loans by as much as \$35,000.

**For more information, please contact: Angie Powell, 15 Medical Park, Suite 141, Columbia, SC 29203, (803) 434-1422, [angelia.powell@palmettohealth.org](mailto:angelia.powell@palmettohealth.org)**

## UNIVERSITY OF MISSOURI

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Columbia, MO



### Forensic Fellowship Opportunity

Date: 2008-2009

**Organization Name:** University of Missouri, School of Medicine, Department of Psychiatry

**Job Title of Open Position:** Fellow in Forensic Psychiatry – Two (2) full-time positions available beginning 07.01.2008

**Qualifications:** Successful applicants must have: (a) graduated from an ACGME accredited residency training program in general psychiatry; (b) have, or obtain a full and unrestricted license to practice medicine in Missouri.

**Responsibilities:** Fellows will participate in the didactic and practical learning portions of this program under the supervision of board certified forensic psychiatrists; each fellow also will learn to do forensic psychiatric examinations and will provide some clinical care to mentally disordered prisoners, those who are civilly committed as mentally disordered and dangerous, those who are criminally committed as incompetent to stand trial, those who are criminally committed for pretrial mental examination, and those who are criminally committed as not guilty by reason of mental disease or defect.

**Annual Salary:** \$65,000.00 per year, plus benefits

**Contact Name:** Bruce Harry, M.D., University of Missouri, Department of Psychiatry, One Hospital Drive DCO67.00, Columbia MO 65212, 573-882-8907 or 573.592.2700, Fax: 573.884-5396, Email (preferred): [harryb@health.missouri.edu](mailto:harryb@health.missouri.edu)

The University of Missouri does not discriminate on the basis of race, color, religion, national origin, sex, sexual orientation, age, disability or status as a qualified protected veteran.

## UNIVERSITY OF CINCINNATI, CINCINNATI VA MEDICAL CENTER

Cincinnati, OH

Addiction Psychiatry/Medicine Fellowships  
 Univ. of Cincinnati top teaching, clinical sites.  
 VA National Center of Excellence. NIDA CTN,  
 NIAAA trials. 1 (ACGME-accredited) or 2 yr.  
 Robust benefits/pay. Dir: Shannon Miller, MD.  
[www.psychiatry.uc.edu](http://www.psychiatry.uc.edu), [kathleen.peak@va.gov](mailto:kathleen.peak@va.gov)

## UNIVERSITY OF PENNSYLVANIA GERIATRIC PSYCHIATRY FELLOWSHIPS 2009-10

Philadelphia, PA

The University of Pennsylvania offers three distinct geriatric psychiatry fellowship tracks designed to train future leaders in geriatric psychiatry.

Our **one-year ACGME-accredited clinical fellowship** program provides training in skilled and comprehensive care and consultation in geriatric psychiatry through: (1) clinical training in interdisciplinary inpatient, outpatient, long-term care and home care settings; (2) a didactic curriculum; (3) participation in research projects in mental health and aging; and (4) experience in teaching. Training emphasizes scholarship and biopsychosocial concepts; interdisciplinary approaches; critical analysis of clinical problems; evidence-based decision-making; and education of health professionals. Fellows work closely with geriatric medicine fellows and faculty. Graduates are eligible for ABPN subspecialty certification in geriatric psychiatry.

Prospective clinician-educators may apply for our **two-year fellowship program**, supported by the Health Resources and Services Administration. In addition to the clinical training, it offers an interdisciplinary didactic curriculum in aging to geriatric psychiatry geriatric medicine and oral medicine fellows. Year two of this program provides individualized advanced training in educational methods and research, clinical or health services research, and/or administration of geriatric health care and education. Tuition benefits for coursework at Penn, including biostatistics and epidemiology or health care economics are available.

Prospective academic independent researchers may apply for a 2-3 year **research fellowship**, funded by the National Institute for Mental Health. This training focuses on mental health and aging, and spans the breadth of intervention research, from randomized clinical trials/efficacy studies through effectiveness studies to health services research. MD's needing formal research training participate in the MSCE program in Clinical Epidemiology.

Clinical fellows must have completed a four-year accredited residency in general psychiatry, and be eligible for an unrestricted PA medical license. The one-year clinical fellowship accepts applicants on J-1 and H-1 visas. HRSA- and NIMH-funded programs are open only to U.S. citizens and permanent residents.

The University of Pennsylvania is an Affirmative Action/Equal Opportunity Employer and welcomes applications from women and minority candidates.

**For clinical and academic-clinician fellowship inquiries, contact: Joel E. Streim, MD, Phone: 215-615-3086, E-mail: [jstreim@mail.med.upenn.edu](mailto:jstreim@mail.med.upenn.edu)**

**For research fellowship inquiries, contact: David W. Oslin, MD, Phone: 215-823-5894, E-mail: [oslin@mail.med.upenn.edu](mailto:oslin@mail.med.upenn.edu)**

## BERKSHIRE HEALTH SYSTEMS

The Berkshires~Western Massachusetts



### Adult Psychiatrist

BC/BE adult psychiatrists with interest in substance-abuse treatment, consultations and brief treatments for primary care practices and/or interests in community mental health; needed for integrated mental health and substance abuse treatment network. Teaching/supervision opportunities and academic appointment possible through affiliation with UMASS Medical School. Competitive salary benefits. The Berkshires is a beautiful year-round vacation community with excellent outdoor and cultural activities; located 2-1/2 hours from Boston and NYC.

**Please contact: Alex Sabo, MD 413-447-2162, Fax: 413-447-2041; asabo@bhs1.org; www.berkshirehealthsystems.org**

## BLOUNT MEMORIAL HOSPITAL EMOTIONAL HEALTH & RECOVERY CENTER

Maryville, TN



### Live, work and play in the Foothills of the Great Smoky Mountains

Achieve a healthy work-life balance while helping to build Blount Memorial Hospital's innovative Emotional Health & Recovery Center in Maryville, Tenn.

Outstanding full-time salaried opportunity for an energetic, board certified/eligible psychiatrist to establish an outpatient practice as well as take part in light inpatient, intensive outpatient and consultant coverage for the medical-surgical parts of this health-minded community hospital. Post-residency experience is preferred and specialty practice with adolescents, substance abuse and/or geriatrics would be welcome.

The position offers a competitive salary and generous benefits package including malpractice coverage, paid sick days, vacation, holiday and CME opportunities. Maryville's top-notch schools, thriving arts community, abundant outdoor recreational opportunities, welcoming college town atmosphere with easy access to Knoxville, an active airport and the lack of a state income tax make for an abundant professional and personal life.

**Interested candidates are encouraged to call Emotional Health & Recovery Center medical director Dr. Brent Coyle for more details at 865-256-4930, email their CV to BrentCoyle@mac.com, fax it to 865-981-2302 or send it by mail to the Blount Memorial Emotional Health & Recovery Center, 907 E. Lamar Alexander Parkway, Maryville, TN 37804.**

## THE CENTERS, INC.

Ocala, FL



The Centers, Inc., a private, not for profit community mental health center located in Ocala, Florida (Central Florida) is growing and expanding services. The Centers, Inc. has several inpatient acute care units consisting of a 15 bed acute care unit for older adults, a 12 bed children's crisis stabilization unit, a 24 bed adult crisis stabilization unit and an emergency services department. The Centers, Inc. also operates both an adult and children's outpatient medication clinic. At this time The Center's is accepting applications for both adult and children's psychiatrists on either an employee or independent contractor status. Malpractice insurance is provided. Full benefits package for employees, higher daily rate for independent contractors without benefits. One night "on-call by phone" required. M.D. from an accredited college or university with approved residency in psychiatry, as well as board certified or eligibility for certification required.

**Send, fax or e-mail vita and salary requirements to: CHRO, The Centers, Inc. 5664 SW 60th Avenue, Ocala, FL 34474 (352) 291-5587.**

## CINCINNATI CHILDREN'S HOSPITAL MEDICAL CENTER

Cincinnati, OH



The Division of Child and Adolescent Psychiatry of Cincinnati Children's Hospital Medical Center (CCHMC) led by Michael Sorter, MD is undergoing a major expansion to meet our long-term goals to improve mental health needs for children, adolescents, and young adults.

We currently have openings for faculty candidates at all levels of appointment; positions are available in inpatient, outpatient, partial and residential programs. This is an opportunity to pursue a career in a state-of-the-art facility within an academic environment and to collaborate on an inter-disciplinary level to manage a wealth of patient diversity. It will also provide the ability to collaborate with community agencies and actively conduct research under the direction of Robert A. Kowatch, MD, PhD, Director, Pediatric Mood Disorders Center at Cincinnati Children's.

The Department of Psychiatry is composed of 16 faculty members and had over 30,000 patient encounters in 2007. There are five inpatient units between two locations: CCHMC Main Campus (24 beds) and the College Hill Campus (40 beds).

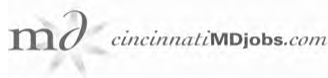
Cincinnati Children's is the second highest ranking recipient of research grants from the National Institutes of Health among pediatric institutions. By being ranked the third best pediatric program at a medical school according to U.S. News and World Report, we have the unique opportunity to influence future generations and the manner in which children are cared for.

**Contact: Stacy Combs, SPHR, Physician and Faculty Recruitment, Cincinnati Children's Hospital Medical Center, 513-636-5260, Stacy.Combs@cchmc.org, www.cincinnatichildrens.org**

CCHMC is an Affirmative Action/Equal Opportunity Institution. Women and minorities are encouraged to apply.

## CINCINNATI MD RESOURCE CENTER

Cincinnati, OH



### Psychiatrists (Adult, Child & Adolescent, and Geriatric needed)

#### Choose the opportunity that fits your practice preference:

- Vacancies at hospitals, mental health facilities, and outpatient clinics for full & part-time
- Positions for community outpatient setting only, inpatient only, or inpatient and outpatient
- Teaching opportunities (assistant, associate, professor) and clinical investigator position

Cincinnati MD Resource Center is a non-profit, community based initiative designed as a central resource for opportunities with hospitals, clinics, and private practices. Compensation and benefit packages are competitive. The health care environment is innovative with nationally recognized hospitals, tobacco-free campuses, a regional health information organization entitled HealthBridge, and a documented 10.9% decrease in medical liability rates for 2007 documented by the Ohio Department of Insurance.

Greater Cincinnati is comprised of 14 counties with the corners of three states - Ohio, Kentucky, and Indiana - and is home to almost 2 million people. Awarded by Fortune magazine as one of the top ten places to live and work Greater Cincinnati offers an active arts community including museums, galleries, theater, ballet and opera. Other local amenities include amusement parks, snow skiing, water sports, an aquarium, car and horse racing, casinos and professional football and baseball.

**Register as a candidate on [www.cincinnatiMDjobs.com](http://www.cincinnatiMDjobs.com) to review details of each position. Contact: Phillip L. Kiley, Physician Liaison, [pkiley@cincinnatiMDjobs.com](mailto:pkiley@cincinnatiMDjobs.com), 513.378.5077**

## FCS

Nationwide



### Why Each Year More Psychiatrists Choose FCS

At FCS we realize that searching for a new position is an emotional time for you and your family. We are here to help you in this difficult process from the beginning to the end. We work extremely hard on your behalf to find the right fit both professionally and personally. At no time will you feel pressure from us to make a decision that is not in your best interest.

**Our mission is to satisfy the wants and needs Of you and our clients.** It is estimated that more than 60% of practice opportunities go unadvertised. Our 25 years of effectively building relationships allows us to be aware of these opportunities and changes in the marketplace.

- At no time is there a charge for our services to the psychiatrist
- FCS works only in the permanent placement of psychiatrists
- FCS has over 400 permanent searches Nationwide
- FCS always keeps your search confidential

**The 1st choice is the right choice! Give us a call at 1-800-783-9152 and check out our website [www.fcspsey.com](http://www.fcspsey.com)**

## COMMUNITY PSYCHIATRY ASSOCIATES

San Francisco, Berkeley, and Sacramento, CA

J-1 Psychiatrists, Out-patient child and adult. Work in designated shortage areas in close proximity to great Bay Area Cities: San Francisco, Berkeley, and Sacramento. Our group is very experienced with the waiver process. Positions are salaried with full benefits including malpractice, medical and 6 weeks vacation per year.

### About the Company

Community Psychiatry Associates is a group of private practice psychiatrists committed to providing a multi-disciplinary approach to behavioral health care. Since 1995 the company's mission has been to work cooperatively with hospitals, physicians and patients to improve access to behavioral health care for local communities. Since its inception in 1995 CPA has developed and managed 16 practices in California and Michigan. We seek to create a work setting for clinicians which provides clinical autonomy, financial security, and freedom from the administrative chores of a private practice.

Our staff provides full administrative support which includes scheduling, collections, and insurance utilization. All decisions regarding frequency and duration of visits are made solely by the clinicians. By also emphasizing collegiality, friendliness and mutual respect the practice has achieved a high level of satisfaction and retention rate among group members.

**Send resumes to: Community Psychiatry Associates. Attn: Stephani Sunseri 2081 Arena Blvd. Ste. 160 Sacramento, CA 95834 or fax to 916-285-0338 or email [marklevinemd@msn.com](mailto:marklevinemd@msn.com).**

## MARYLAND SCHOOL OF MEDICINE, BALTIMORE

Baltimore, MD

### Faculty Opportunity

**Department of Psychiatry University of Maryland School of Medicine, Baltimore, Division of Adult & Community Psychiatry**

University of Maryland School of Medicine is actively recruiting for a full time Board Certified or Board Eligible Adult Psychiatrist for a position in our academic medical center. The position includes working on an acute adult inpatient unit with an interdisciplinary team including residents & medical students. Some afternoons in a community mental health clinic are also available. Opportunities for teaching, collaborative research and other clinical work are offered. Salaries are competitive with years of experience.

**Please send CV to: Anthony Lehman, M.D., M.S.P.H. Chair, University of Maryland School of Medicine, Department of Psychiatry, 701 West Pratt Street, Baltimore, MD 21201 or electronically to [alehman@psych.umaryland.edu](mailto:alehman@psych.umaryland.edu)**

University of Maryland School of Medicine is an AA, EEO, ADA employer. Minorities and women are encouraged to apply.

## MEDOPTIONS

Connecticut, Maryland, Massachusetts & Rhode Island



### Psychiatrists

MedOptions and its clinical partner, Comprehensive Geriatric Services (CGS), have full and part-time opportunities for adult and geriatric psychiatrists in Connecticut, Maryland, Massachusetts and Rhode Island.

Together, we provide behavioral health and medical services to residents at about 350 skilled nursing and assisted living facilities and outpatient clinics.

We offer a flexible weekday schedule and opportunities to work in a variety of settings. Our psychiatrists are supported by a clinical team that includes nurse practitioners, physician assistants, clinical psychologists, neuropsychologists and licensed clinical social workers. No call is required. We offer a competitive compensation package as either an employee or independent contractor. Relocation assistance is available.

**For consideration, please contact: Marianne Wright, Director of Recruiting, MedOptions, Phone: 800.370.3651, ext 164, Email: [mwright@medoptionsinc.com](mailto:mwright@medoptionsinc.com), Website: [www.medoptionsinc.com](http://www.medoptionsinc.com)**

## MENTAL HEALTH SERVICES FOR CLARK & MADISON COUNTIES, INC.

Springfield, OH

Full-time opportunity for a general psychiatrist willing to treat adults and adolescents. MHS is a comprehensive community mental health center offering inpatient, outpatient, partial hospital, and community support programs. Located in a safe, family-friendly, community located less than an hour from Columbus and Dayton and offering an abundance of natural, cultural, educational and entertainment venues. Competitive salary and benefit package including 20 days vacation, plus paid sick and personal time, health, dental and life insurance, FSA, company-funded retirement plan, CME, and professional dues. Relocation and student loan assistance available. Must be board-certified or board-eligible.

Visit [www.mhsc.org](http://www.mhsc.org) for more information and to download a brochure. Please send letter of interest and vita to J. Marenberg, HR Director, Mental Health Services for Clark Co. 1345 N. Fountain Blvd. Springfield, OH 45504. [Jo.Marenberg@mhsc.org](mailto:Jo.Marenberg@mhsc.org)

## PARK NICOLLET HEALTH SERVICES

Minneapolis, MN

Psychiatrists

Adult Outpatient: The Park Nicollet Health Services has opportunities for Psychiatrists in adult outpatient settings in our Mental Health department. Successful candidates will join 23 adult psychiatrists and 3 child psychiatrists, along with 68 clinical mental health professionals, in a growing practice which provides outstanding clinical services as well as opportunities for teaching and research.

Eating Disorders: The Eating Disorders Institute at Methodist Hospital is seeking a BE/BC Psychiatrist. This position is an exceptional opportunity for a Psychiatrist interested in eating disorders. Experience in treating children and adolescents valuable. This position is primarily clinical with research and administrative opportunities.

Park Nicollet Health Services is renowned for clinical excellence, innovation in service delivery and collegiality. The Minneapolis area is famous for its cultural attractions, healthcare and educational systems, natural beauty and overall quality of life. Salary and benefits are highly competitive.

Send CV to Jenny Bredeson, Clinician Recruitment at [bredej@parknicollet.com](mailto:bredej@parknicollet.com), Park Nicollet Health Services, 3800 Park Nicollet Boulevard 7N, Minneapolis, MN 55416, ph 952-993-2804, or apply online at [parknicolletphysician.jobs](http://parknicolletphysician.jobs). AA/EOE

## PREMIER HEALTH CARE

New York, NY

Child & Adult Psychiatrist

Part Time & Fee For Service

**Outpatient Medical Facilities**

**Comfortable & Convenient Sites**

Throggs Neck, Bronx, Astoria, Queens & Midtown Manhattan

YAI/Premier HealthCare is a nationally recognized organization with diagnostic and treatment centers for children and adults with developmental disabilities. This is an opportunity to work with a professional staff of Physicians and Nurses in our outpatient medical facilities. Strong team environment. Growing field for learning.

Send CV to Karen Meyers, Premier HealthCare, 460 West 34th Street, NY, NY 10001. Fax: 212-563-4836. Email: [kmeyers@yai.org](mailto:kmeyers@yai.org)

## PSYCHIATRIC CENTERS

San Diego



Psychiatric Centers at San Diego (PCSD), the largest behavioral health group practice in the Western United States with 30 Psychiatrists, 10 Nurse Practitioners, 60 Psychologists/Master level therapists, and 10 offices throughout San Diego County, is seeking Adult, Geriatric and Child/Adolescent Psychiatrists who are interested in exploring private practice opportunities.

PCSD has practiced in San Diego County since 1972, and has enjoyed a reputation for its state of the art treatment and quality of care. The members of PCSD are active with inpatient and outpatient care, medical and clinical administration, research, teaching, lecturing, and clinical writing.

**If you are eager and ready to join a cutting edge psychiatric medical group with many challenging opportunities, please contact Kristi Romero at (619) 528-4600 or email your CV to [KristiR@Psychiatriccenters.com](mailto:KristiR@Psychiatriccenters.com).**

Also, please feel free to visit our website at [www.PsychiatricCenters.com](http://www.PsychiatricCenters.com).

## SEARCY HOSPITAL – ALABAMA DEPARTMENT OF MENTAL HEALTH/ MENTAL RETARDATION

Mt. Vernon, AL



Located just 30 minutes north of Mobile, AL, Searcy Hospital provides inpatient psychiatric services to clients in the southern region of the State of Alabama. Searcy is currently seeking to fill vacancies in the following classifications:

Psychiatrist I – Board Eligible (104,409.60-158,858.40 annually)

Psychiatrist II – Board Certified (112,346.40 – 171,271.20 annually)

Psychiatrist III -Clinical Director – Board Certified (121,077.60 – 184,584.00 annually)

Must be Board Eligible/Certified in Psychiatry by the American Board of Psychiatry & Neurology, Eligible for/licensed by the Alabama Board of Medical Examiners, and Possess Federal and State Controlled Substance Certificate

**Send resume/vitae to: Searcy Hospital – Office of Human Resources, P.O. Box 1090, Mt. Vernon, AL 36560, 251-662-6787, fax – 251-829-9075 Web Site: [www.mh.alabama.gov](http://www.mh.alabama.gov) Email: [eleanor.tolbert@searcy.mh.alabama.gov](mailto:eleanor.tolbert@searcy.mh.alabama.gov) EOE**

## SILVER HILL HOSPITAL

New Canaan, CT

### Staff Psychiatrist

Silver Hill Hospital, a premier psychiatric hospital in New Canaan, CT, has an opening for a full-time staff psychiatrist. This position requires direct care responsibilities on our inpatient dual diagnosis unit.

Board certification in psychiatry and subspecialty training in addiction psychiatry or the equivalent in experience are desirable. Staff psychiatrists may have independent private practices either on or off site.

**We offer competitive compensation, provide malpractice insurance and provide attractive benefits. Interested physicians should contact: Sigurd Ackerman, MD, President and Medical Director, Silver Hill Hospital, 208 Valley Road, New Canaan, CT 06840, Ph: (203) 801-2215, Fax: (203) 966-9336, [sackerman@silverhillhospital.org](mailto:sackerman@silverhillhospital.org), [www.SilverHillHospital.org](http://www.SilverHillHospital.org),**

Equal Opportunity Employer M/F/D/V

## STATE OF LOUISIANA/FLORIDA PARISHES HUMAN SERVICES AUTHORITY

Louisiana

Community-based agency seeks both general and child psychiatrists to serve in the community mental health centers north of Lake Ponchartrain (with easy access to Gulf Coast). In addition to competitive salary, benefits include health/life/dental insurance, retirement plans, and annual and sick leave. We cover medical malpractice and other deferred compensation programs.

Florida Parishes Human Services Authority is a local governance entity created in July 2004 to direct the operation and management of community-based programs in a five-parish region of Louisiana. Our mission is to enhance the availability of services and supports leading to a satisfying and productive life for persons living with addictive disorders, developmental disabilities, and mental illness.

**For details contact: FPHSA Administration, 11236 Hwy 16 West, Amite LA 70422, (985) 748-2220, [www.fphsa.org](http://www.fphsa.org)**

## THE ASTOR HOME FOR CHILDREN

New York



The Astor Home for Children, a not-for-profit children's mental health agency is seeking CHILD PSYCHIATRISTS or adult psychiatrists experienced with adolescents to join our team of professionals in providing evidence-based, family focused, and strength-based mental health care to children in our outpatient programs in Dutchess County, NY (90 miles north of NYC).

Astor programs provide a wide range of preventative and specialized treatment services to children and their families in the Hudson Valley and in New York City (Bronx). We are Joint Commission accredited and we are the NYS Child and Family Clinic Plus provider in Dutchess County. Our programs serve children from the earliest stages of development (Early Head Start) through adolescence.

Job responsibilities include psychiatric evaluations, medication management, and working with a dedicated and highly qualified team of psychologists and social workers to plan and provide individualized treatment. The positions involve no weekends or night call.

We offer a competitive salary and generous benefits including health insurance, disability and life insurance, vacation and personal time, paid holidays, pre-tax savings accounts, CME time, participation in on-site training and major agency trainings provided by well known experts in the field of child and adolescent mental health. We also have an American Psychological Association accredited Psychology Internship program.

The beautiful Hudson Valley offers a high standard of living, excellent schools, and easy access to hiking, skiing, boating, and a wide range of cultural activities.

**For further information please contact Alice Linder, MD at (845) 871-1007 or [alinder@astorservices.org](mailto:alinder@astorservices.org). Website: [www.astorservices.org](http://www.astorservices.org)**

## UMASS MEMORIAL MEDICAL CENTER

Worcester, MA



We are seeking BE/BC Adult and Child Psychiatrists to join our faculty! UMass Memorial Medical Center's Department of Psychiatry has a large clinical and research faculty with varied adult and child inpatient and outpatient practice opportunities throughout central Massachusetts. Depending on interests, clinical faculty may participate in the academic missions of the department including teaching of medical students, residents and fellows and collaboration with our many research programs. Our faculty development and mentoring program provides ongoing support for career and personal growth. While we are currently recruiting for a small number of positions--an inpatient child psychiatrist, an inpatient adult psychiatrist and part time child and adult outpatient positions--we encourage all potentially interested candidates to contact us. We are happy to arrange a phone interview or site visit to discuss how you might be able to join this exciting team!

The University of Massachusetts and its clinical partner, UMass Memorial Medical Center, are equal opportunity employers building strength through diversity. We welcome all applicants.

**For further information please contact: Alan P. Brown, MD, Vice-Chairman for Clinical Services/UMMHC Psychiatry, Clinical Professor of Psychiatry/UMMS, 55 Lake Avenue, North, Worcester, MA 01655, Tel: 508-856-6780, Fax: 508-856 5990, [browna01@ummhc.org](mailto:browna01@ummhc.org)**

## **VA MEDICAL CENTER IOWA CITY, IA**

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Iowa City, IA

### **Physician – Med/Psych Psychiatrist**

The Iowa City Department of Veterans Affairs (VA) Medical Center has vacancies for full-time and part-time Med/Psych Psychiatrists within the Mental Health Service Line. Opportunities exist in Outpatient and Inpatient (Medical-Psychiatry Specialty Unit) settings. The Iowa City VA is an affiliated VA, and joint appointment at the assistant and associate professor levels with the University of Iowa Carver College of Medicine is possible. The incumbent will be assisted by an accomplished clinical team. Qualifications include an MD or equivalent. Interested candidates must be board-certified/board eligible in Psychiatry. Dual board with Neurology/Medicine preferred. Salary is based on the applicant's qualifications and responsibilities. Acceptable candidates must be eligible for an Iowa state license prior to appointment.

**Please submit CV to Melinda Welbes, Human Resources, VA Medical Center, 601 Highway 6 West, Iowa City, IA, 52246. This is not a J-1 opportunity. This position will remain open until filled.**

The Department of Veterans Affairs is an Equal Opportunity/Affirmative Action Employer. Women and Minorities are strongly encouraged to apply.

## **VISTA HEALTH**

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Fayetteville, Fort Smith & Texarkana, AR

### **Staff Psychiatrists**

Due to our growth, **Vista Health** has outstanding opportunities for staff psychiatrists.

Great salary plus an additional incentive bonus that can combine for over \$200+ the first Year. J-1 Visas and foreign grads welcome.

Join a team of committed professionals providing inpatient, outpatient, therapeutic day treatment and school-based services to one of the nations fastest growing areas.

**Fayetteville:** Consistently listed by US News & World Report as one of the nation's best places to live and retire, Fayetteville is home to the University of Arkansas Razorbacks. This dynamic city is notable for its picturesque surroundings, rich history, cultural interest, educational excellence, and healthy economy.

**Fort Smith:** This position qualifies for a National Health Services Corps grant with a HPSA score of 17. The area scenic beauty is the hallmark of its quality of life. A clean and progressive industry drives a strong economy and a burgeoning tourism trade. Award-winning schools enhance the areas beauty and charm.

**Texarkana:** Texarkana is a thriving metro-center serving nineteen counties in four states. A diversified economy is supported by manufacturing, agriculture, medical, transportation, and retail. Residents and visitors alike enjoy the moderate climate and a variety of recreational and entertainment activities.

**To learn more about Vista health, please visit our website at [www.vistahealthservices.com](http://www.vistahealthservices.com) CV and questions to: [Connie Borengasser, CEO connieb@vistahealthservices.com](mailto:ConnieB@vistahealthservices.com)**

## WEST TENNESSEE HEALTHCARE

Tennessee



Large Hospital System looking to employ BC/BE Psychiatrist for a primarily outpatient opportunity.

- Up to \$90,000 in loan repayment
- Competitive salary and sign on bonus
- Moving allowance
- Comprehensive benefit package with malpractice paid
- Weekend call pay offered

Mid-size community offers everything from theatre and symphony to AA baseball and numerous golf courses. Strong economy, low cost of living, NO STATE INCOME TAX.

Visit [www.physiciansearches.org](http://www.physiciansearches.org) or [www.jacksontn.com](http://www.jacksontn.com) for more information about this opportunity and community.

Not a J-1 Opportunity.

**If you are interested in learning more, please contact or submit CV to: Beth Rainey, Physician Recruiter E-Mail: [Beth.Rainey@wth.org](mailto:Beth.Rainey@wth.org) Phone: 731-541-4457 or 731-234-1464 Cell**

## WINNEBAGO MENTAL HEALTH INSTITUTE

Wisconsin

### Psychiatrist State of Wisconsin

Clinical excellence and quality living. Winnebago Mental Health Institute (WMHI), is seeking a Board Certified/Board Eligible (BC/BE) child or adult psychiatrist. This position provides diagnosis and treatment of assigned patients and works with a multidisciplinary treatment team on an inpatient unit. Excellent fringe benefit package.

Winnebago Mental Health Institute is a 280-bed JCAHO accredited psychiatric facility located near Oshkosh, the center of the Fox River Valley, one of the fastest developing areas of Wisconsin. The Oshkosh area offers a safe environment, rich in cultural and recreational opportunities. Excellent public and private schools with three universities in the area. Oshkosh is within 1 ½ hours of Milwaukee or Madison. Information on WMHI can be found at [http://dhfs.wisconsin.gov/MH\\_Winnebago/](http://dhfs.wisconsin.gov/MH_Winnebago/).

**For information on how to apply, go to <http://wiscjobs.state.wi.us> and search for Job Announcement Code 07-03614 or Psychiatrist. Questions should be directed to Randy Kerswill, M.D. at (920) 235-4910 ext. 2210.**

Application Materials will be accepted on a continuous basis.

An Equal Opportunity Employer

**Looking for vacancies in a particular region of the country?**

Use this regional directory of recruiters to contact individuals who may be able to help.

**MIDWEST**

**Nora S. Barber**

Physician Recruitment Coordinator  
MidMichigan Health  
4005 Orchard Drive  
Midland, Michigan 48670  
ph: (800) 444-6421  
fax: (989) 839-1376  
recruitment@midmichigan.org  
www.midmichigan.org/opportunities

**Jenny Bredeson**

Clinician Recruitment  
Park Nicollet  
3800 Park Nicollet Blvd.  
St. Louis Park, MN 55416  
ph: (952) 993-2804  
fax: (952) 993-0212  
bredej@parknicollet.com  
www.parknicollet.com/ClinicianRecruit

**Kim Dianich**

Physician Recruiter  
Guthrie Clinic / Robert Packer Hospital  
One Guthrie Square  
Sayre, PA 18840  
ph: 570.882.3789 / 800.724.1295  
fax: 570.882.3098  
dianich\_kim@guthrie.org  
www.guthrie.org

**Dr. Edward Gentile**

Chief Medical Officer  
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fax: 520-901-6846  
edward.gentile@cpsa-rbha.org  
www.cpsa-rbha.org

**Deborah Glicker**

Director, Physician Services and Recruitment  
Munson Healthcare  
1105 Sixth Street  
Traverse City, MI 49684  
ph: 231-935-5890  
fax: 231-935-5885  
dglicker@mhc.net  
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ph: 1-866-535-7779  
fax: 416-598-5968  
opportunity@healthforceontario.ca  
www.HealthForceOntario.ca

**Kaitlin Osborn**

Physician Recruitment Specialist  
Allina Hospitals & Clinics  
2925 Chicago Avenue, Mail Route 10703  
Minneapolis, MN 55407  
Phone: (800) 248-4921  
Fax: (612) 262-4163  
recruit@allina.com  
www.allina.com

**J. Marenberg**

HR Director  
Mental Health Services for Clark Co.  
1345 N. Fountain Blvd.  
Springfield, OH 45504  
Jo.Marenberg@mhscc.org  
www.mhscc.org

**Melinda Welbes**

Human Resources  
VA Medical Center  
601 Highway 6 West  
Iowa City, IA, 52246

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535 N. Wilmot Road, Suite 201  
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**Stephani Sunseri**

Community Psychiatry Associates  
2081 Arena Blvd. Ste. 160  
Sacramento, CA 95834  
fax: 916-285-0338  
marklevinemd@msn.com

**NORTHEAST**

**Kim Dianich**

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Guthrie Clinic / Robert Packer Hospital  
One Guthrie Square  
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angelia.powell@palmettohealth.org

# Bum References - Job Seeking Physicians Beware

By Lynden Kidd, CEO of Next Iteration  
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Most of us take for granted that if we provide the names and contact information of colleagues to prospective employers that the colleagues or attending physicians recommending us will be objective, fair and supportive of our professionalism in their comments.

I recently had a candidate who was very forthright about sharing reference letters. He easily forwarded letters written on his behalf early in the recruitment process. Because of his "up front" management of that issue, I suspect many prospective employers didn't actually call the references for more background but relied instead on the letter exclusively as the reference check.

**Beware to the practice that hires going only on a written letter of reference they may not know enough about your colleagues AND beware to the job seeking physician who thinks that his references won't be contacted directly.**

In the example above, one of the practices where the candidate was seeking employment actually called one of the references instead of simply relying on the letter. What the hiring practice heard from the reference wasn't so flattering to the job seeking physician candidate. In fact, it was so poor that the group decided not to issue an offer and called another practice where the candidate was interviewing in the same community to share what they had learned. The second practice verified the info and actually withdrew their offer before it was accepted. The job seeking physician was left wondering why and what happened.

As a candidate, you shouldn't be left wondering why. When you ask someone to be a reference for you, also ask how they handle references and whether they will speak fairly of your skills and experience. Don't assume they will be a good reference without asking them if they have a good impression of your work and experience. If you get any kind of hint of negativity in their answer - find another reference. When you are at the finish line headed into offer negotiations, the last thing you want to do is fall on your face because a reference was negative or even neutral. If you suspect that a reference may not be as strong as you'd like - ask them about their comments or have someone objective speak with them on your behalf. If you are working with a trusted independent physician recruiter - the recruiter can call and check a reference in anticipation of working with you. That recruiter should be able to verify for you if your references are as strong a resource as

you need for your job search campaign. (Note: I suggest an independent recruiter versus an internal recruiting professional because the results would bias an internal recruiter's conclusions about your candidacy with their employer.)

As in everything you do, the devil is in the details and knowing you have solid professional references is key to success in your career search.



*Lynden Kidd, JD has 20 years experience within the healthcare industry working as an executive; management consultant, executive search consultant and owner of a healthcare recruiting firm.*

*Before founding Next Iteration, Lynden led a medical staff of over 120 multispecialty physicians as vice president of medical affairs in a medium-size acute care medical center for almost a decade; then as an experienced associate consultant with a national management services consulting firm (in a practice dedicated exclusively to healthcare delivery) worked with many of the country's leading academic and private healthcare systems, medical centers and physician practice groups. Lynden refined her recruiting skills in a boutique retainer search firm exclusive to the healthcare, life sciences, biopharmaceutical and medical device industries. There she was dedicated to selling search services, identifying top level talent; training recruiting consultants and developing internal, international corporate operation systems and procedures. Now she leads a team of consultants who support her recruiting business, Next Iteration; and manages a busy recruiting desk herself serving the healthcare industry, specializing in physician placement. Lynden especially enjoys working with residents and fellows on their job search. She can be reached at 215-579-1751; lynden@nextiteration.net; or more about her company can be seen at [www.nextiteration.net](http://www.nextiteration.net) at [www.nihealthjobs.com](http://www.nihealthjobs.com) and [www.MDCareerCompass.com](http://www.MDCareerCompass.com). Free job search hints and tips can be found at her blog <http://lrecruitinginhealthcare.blogspot.com>*

# How to Select the Right Practice Opportunity...

By Paul Hiltz, Vice President, Physician Services and Debbie Mancini, Regional Director, Physician Services Mercy Health Partners of Southwest Ohio. Reprinted with Permission of the Authors

**Introduction** Selecting the right practice opportunity can be overwhelming whether you are just coming out of residency or moving from an established practice. By following these steps, you can make the process a little more manageable.

**Pre-Visit** Before you begin contacting other practices or headhunters, it is important for you to decide what you want. That may sound obvious, but many physicians have never taken the time to decide where (geographically) they would most like to live, which may be the most important question to start with.

After location, focus your attention on things such as group size. Are you interested in a small or large group? This will have implications for your call schedule. How often would you be comfortable being on call?

You will also want to think about whether you want a hospital practice or whether you would prefer to turn patients over to a Hospitalist group.

How about nursing homes? Do you feel comfortable covering nursing homes for other members of your practice? Or would you rather not do this? Be honest!

Finally, consider your productivity. How busy would you like to be? How many patients per day do you feel comfortable seeing? "Busy" means different things to different people. Think through all of these things prior to interviewing with a group.

## The Visit

- Pay attention to and look for group chemistry as one of the most important factors in selecting a practice. Remember that picking a physician partner is not like a marriage, it is a marriage. Your physician partner or partners will help determine your financial and professional future. You will also be spending a large amount of your waking hours with your physician partners.
- Pay attention to the general environment. What is the general atmosphere of the practice? What is the group's style and efficiency of handling patients? Does it appear to be well managed?
- Learn about the structure of the group from a legal, financial and decision-making standpoint.
- Ask questions about the group's expectations of the new physician. How busy does the group expect you to be, and how quickly? How does the group plan to promote the new physician to build the practice?

After all of the above questions are answered to your satisfaction, you can begin to investigate the compensation package including salary, bonus, benefits and other perks of the job. Ideally, groups will be able to answer these questions, but don't be surprised if they have a hard time getting specific with their answers. Many groups have not added a new practition-

er for a while and have not thought through the details of their particular offering.

**Additional Thoughts on the Interview** The following tips will help make your visit more successful:

- Pay attention to your appearance. Many groups get immediately turned off by a great clinician simply because that clinician is dressed unprofessionally or too casually. Remember that you are being interviewed for a six-figure job, and your potential employer wants to make sure that you will uphold their reputation.
- Be sure to be on time.
- Rehearse your talking points so you can cover your philosophy of care, give some background on your clinical training and your work ethic.
- As you wind up the visit, get clarity on the decision-making process. Find out who will be making the decision and in what time frame. Determine who your main point of contact will be and let them know what your decision-making process is.

Settle on the general business terms before going to the time and expense of hiring an attorney. Once the general business terms have been agreed to, you should expect a formal, legal contract that you can review with your attorney. Don't make the mistake of trying to save on legal fees by doing this yourself. For a few hundred dollars up front, with good legal advice, you can avoid major complications and headaches down the road.

Following these few simple steps should make your selection process easier. If you would like to contact us with specific questions, feel free to do so by either e-mail or telephone.

## About the Authors

*Paul Hiltz, MHA (Masters in Healthcare Administration from Xavier University); VP Physician Services, Mercy Health Partners Southwest Ohio; 20 years experience in hospital and physician group practice administration; Memberships: American College of Healthcare Executives; Medical Group Management Association Contact Info: [pchiltz@health-partners.org](mailto:pchiltz@health-partners.org), 513-981-6375*

*Debbie Mancini, CMSR; Regional Director of Physician Services Mercy Health Partners Southwest Ohio; 10 years experience in physician group practice operations and physician recruitment and retention; Memberships: The American Academy of Medical Management and Association of Staff Physician Recruiters Contact Info: [dxmancini@health-partners.org](mailto:dxmancini@health-partners.org), 513-981-6375*

# Finding the Perfect Job

By Ann Korinek, Physician Recruiter, Henry Ford Medical Group  
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## Step 1: Preparation

If you're a 2006 graduate and you think finding a job is something you won't need to worry about until next year - you're wrong!

Start now to avoid the pressure that builds as graduation nears. Assemble the basics: A CV, education about the market and scanned documents to expedite the credentialing process.

### KEEP YOUR CV SIMPLE.

If you're just graduating from your first program, education, accomplishments, and honors will be the theme. Include dates (month and year) to make it easy for the reader to follow your CV's timeline. If there is a time gap explain that in the cover letter.

A 12 point font is sufficient. Bold and underline sparingly to highlight key points. Allow plenty of space around each section. Make sure it is error free - have a non-medical person read it for understanding. Use action words to describe your skills. Make sure you list "board eligible". Above all - have an electronic version that is universal - such as Adobe Acrobat. Always include email and then always check your email.

Cover letters should say what your CV doesn't -- the type and size of practice you are looking for, type of patient population that attracts you, and any special interests that are not otherwise readily apparent. Address the letter to the person receiving your CV (this shows you did your homework).

### PRIMARY AND SPECIALTY JOB AVAILABILITY CAN VARY GEOGRAPHICALLY.

Educate yourself. Check out your society's or State's website. MOM (Medical Opportunities in Michigan at [www.mimom.org](http://www.mimom.org)) lists opportunities from hospitals by state and region from, not only Michigan but Ohio, Pennsylvania and Indiana. You can send your CV directly to the job or post it publicly. From this you will get an idea of locations, type of practice, hours and even salary and benefits. This is also the time to identify any job fairs in your area. Medical societies frequently offer opportunities to meet recruiters one-on-one during lunch or half day session.

### SCAN YOUR CREDENTIALS.

Keep diplomas, certificates, licenses, etc. in a file that you use EVERY time you apply for a position or to a third party payer. The credentialing process can take from 3-6 months and seriously impact your start date. If you're going to relocate you may, inadvertently, pack needed paperwork. Scanning or filing key documents now will save time when you need it.

As a rule, there are two recruitment cycles. Many positions are posted in September and hired by November with a second

wave of openings in January and filled by March. It is generally assumed by recruiters, that the more serious (and therefore more desirable) candidates start early. Some simple preparation now will assure you're part of that group!

## Step 2: Ready, Set, Interview!!

Over the next few months you'll probably interview more than you will any other time in your life. For you, this is an opportunity to land that perfect job. For the interviewer it's a chance to determine why you should be hired over anyone else.

To be successful you'll need to ooze self confidence (not arrogance), high energy, initiative, and good interpersonal skills. They'll want to know how you handle conflict, accept responsibility and, above all, if you have leadership potential.

Start by identifying your goals. Prepare answers to the standard questions you know you will get that refer to your training, competence and ultimate career path. Know your strengths, weaknesses, reasons you want this job and something about your employer. Be prepared to discuss these - rehearse with someone if necessary. If you're the nervous type remember that, while they are interviewing you, you are also interviewing them.

### BEWARE THE MOST COMMON PITFALLS!

- Never submit a sloppy or error laden CV
- Never be late
- Avoid the limp handshake. (Cultivate a strong, look-your-interviewer-in-the-eye handshake)
- Don't be arrogant
- NEVER speak ill of past employers or make excuses for past behavior

### CAPITALIZE ON THE LITTLE THINGS!

- Courtesy - remember even the secretary in the waiting room is interviewing you
- Dress well - Choose at least two interview outfits, remember you WANT to be invited back. Nails should be clean and short, hair groomed and simple, no perfume or aftershave (just in case there's an allergic interviewer) and avoid bright colors
- Give complete answers that are short and pithy
- Arrive a "little" early (too early and you become an interruption)
- Show interest, lean forward slightly and don't fidget

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## REHEARSE THE COMMON QUESTIONS.

Question(Q): Tell me about yourself.

Answer(A): Highlight your accomplishments

Q: What are your weaknesses?

A: Give a thoughtful answer such as: " I tend to work independently and sometimes may not ask for help when I need it." Demonstrate your self-awareness

Q: Do you have any questions for me?

A: YES! ALWAYS YES!

If you know of something that negatively impacts your application, don't wait for it to come up - address it first. For example, if you can't commit to a long-term position because of a spouse in training, suggest that hiring you now will instill loyalty to the practice and/or hospital in the event you BOTH end up staying in the area.

Finally, if the interview isn't going well consider: Asking the interviewer some questions. Clarify that you're on the right track with your answer. Smile and, if all else fails, keep in mind that you may not be the reason the interviewer is having a bad day.

## Step 3: Benefit Terminology

If you're like most residents or fellows you haven't given much thought to the benefits you have. As you hunt for your new job, however, you have the opportunity to "shop" your benefits and see what's available. Learning some simple terminology will help.

### MALPRACTICE INSURANCE TERMS

There are two types: "Occurrence" and "Claims Made". The differences are important. "Occurrence" coverage is for all malpractice cases that arise while you are working in your practice or after you leave. "Claims made", on the other hand, only covers you while you are working in the practice and you must pay for "tail coverage" to continue the insurance after you leave.

If you are offered "claims made" insurance, make sure you ask the cost to continue the tail coverage when you leave the practice. This will be an important part of any exit strategy when you look for your next position. "Tail coverage" is also referred to as "nose coverage" when you are joining a practice and have these payments from your previous malpractice coverage.

### HEALTH INSURANCE TERMS

COBRA: When you leave a job, you and your dependents have the right to continue health and dental coverage through the Consolidated Omnibus Reconciliation Act (COBRA) for up to eighteen (18) months. Before you leave residency check to see what this will cost. If your new employer doesn't

provide immediate health or dental coverage, you may need to sign up for COBRA in the interim.

Ask at your new position if there is a "qualifying period". (This is the length of time you need to be on the job before the benefit starts.) If there is a lag between beginning practice and coverage you may be able to maintain coverage through COBRA.

Ask your new employer about "pre-existing conditions". Some insurances will not cover medical conditions for which you have received previous treatment. This term may also apply to a pre-existing medical condition such as a pregnancy. Having this information can save you from unexpected medical expenses.

### SALARY TERMINOLOGY

Having salary "at risk" is very common. When you are considering an opportunity, make sure you understand what the expectations are for productivity, patient satisfaction, and any other quality or productivity measures. Failing to meet these requirements can result in a portion of your salary being reduced ("at risk"). By the same token, if you exceed expectations you may receive an incentive.

### CONTRACT TERMS

While not always easy to enforce, many practices include a "non-compete clause" in their contract. Generally this clause is added to protect the current practice. The clause will prohibit you from practicing within a certain radius from the current practice (ie: 10 miles) for a certain period of time (ie: three years). You can ask to have this clause removed from the document, but if it's not, be prepared to comply with the requirement.

As with any new endeavor, learning the terminology is critical to success. While this is not a comprehensive list of terms, you will find that familiarity with these simple phrases will help as you negotiate your first offer. Read information thoroughly and ask questions when in doubt.

***About the Author:** Ann Korinek has been a physician recruiter with the Henry Ford Health System for 15 years. She developed the very successful centralized physician recruitment model currently used by the 900 physician Henry Ford Medical Group to recruit 90-100 physicians annually which has all but eliminated the Group's reliance on outside recruitment firms. Ann conducts annual job hunting seminars for the Medical Group's residents and fellows while supporting leadership executive search efforts. She received her B.A. in Public Relations from Wayne State University.*

# CareerMD Career Fairs

2008 - 2009

## Residents, Fellows, and Physicians: You are Invited!

### About CareerMD Career Fairs

Residents, fellows, and physicians **in all specialties** are invited to attend upcoming CareerMD Career Fairs in cities across the country. Meet potential employers face-to-face and learn about career opportunities. Even if you are only in your first or second year of training, employers want to meet you now!

Employers will be coming from all parts of the country to attend upcoming CareerMD Career Fairs in the following cities:

- Atlanta, GA
- Birmingham, AL
- Boston, MA
- Chapel Hill, NC
- Chicago, IL
- Cleveland, OH
- Dallas, TX
- Detroit, MI
- Houston, TX
- Kansas City, MO
- Los Angeles, CA
- Milwaukee, WI
- Minneapolis, MN
- New York, NY
- Philadelphia, PA
- Pittsburg, PA
- San Francisco, CA
- Seattle, WA
- St. Louis, MO
- Washington, DC
- And more. Visit [www.CareerMD.com/careerfairs.shtm](http://www.CareerMD.com/careerfairs.shtm) for information about dates, locations, and additional cities we will be visiting in 2008

### Register to Attend

Residents, fellows & physicians who wish to attend any of these events should **RSVP** by phone (800) 355-2626 or email: [PhysicianServices@CareerMD.com](mailto:PhysicianServices@CareerMD.com)

There is **no cost** for job-seeking residents, fellows & physicians to attend

### Unable to attend, but interested in learning more?

If you are unable to attend a CareerMD Career Fair but would like to have your CV circulated among participating employers, you may send it via email to: [PhysicianServices@CareerMD.com](mailto:PhysicianServices@CareerMD.com)

### Register to Exhibit

#### Employers & Recruiters:

Register to exhibit at upcoming CareerMD Career Fairs while space is still available! For more information, contact Charles Howell by phone at (800) 355-2626 or by email: [CHowell@CareerMD.com](mailto:CHowell@CareerMD.com)

### Feedback from Attendees at Past CareerMD Career Fairs

*"I am glad to have been part of the career fair in New York. It was a great venue for me to get in contact with future opportunities. I think it was a well-organized and well-planned event."*

*"As a first-year fellow who did not actively seek opportunities outside academia during residency, this event was an excellent way to meet with individuals in the community and introduce myself more to the possibility of practice outside of the university setting. I thought it was a good size event (not too many or too few people to talk with), and that the individuals I met with were quite knowl-*

*edgeable about the situation in their community (even beyond their own institutions)."*

*"The Career Fair was very helpful in my search for an Addiction Psychiatry position. I was able to network, get tips on geographical locations and current hospitals of interest."*

*"Just wanted to thank you for the great job fair that you and CareerMD.com organized here in Boston. I found excellent opportunities and information from all the employers. Thanks a lot!"*

*"Thanks for organizing the career fair. I enjoyed it and I got to meet a lot of prospective*

*employers - I have contacted two since that time. Space was well-distributed, and I also appreciate that you sent out a list of which hospitals were looking for which spots, so I could read in advance and focus my search."*

*"Thank you for the invitation to the excellently planned and well-run recruitment fair. The experience was more than I had ever expected. I spent a lot of time with the recruiters in Family Practice and I was able to establish a network and introduce myself to these people. I also met many folks of Hospitalists groups and mingled with them also."*

### About CareerMD



CareerMD is a career-planning website for medical students, residents, fellows and physicians offering free access to information about training and employment opportunities all over the country. CareerMD publishes the CAREER INSIGHTS Guides and free monthly electronic newsletters for job-seeking residents, fellows, and physicians. Visit the [CareerMD.com](http://CareerMD.com) website to learn more about how to locate employment and training opportunities online.



## Psychiatrists needed in the West

### Let us find your perfect practice opportunity

We're seeking outstanding psychiatrists for practice opportunities in Alaska, California, Oregon, Montana and Washington.

- **Diverse opportunities:** Part-time, full-time and on-call, urban and rural, and numerous subspecialty positions, including Child/Adolescent, Peds Developmental, Geriatric and Neurological. More than 300 physician opportunities in all. Latest details online.
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[www.providence.org/physicianopportunities](http://www.providence.org/physicianopportunities)



Gundersen Lutheran, a Top 100 hospital, is seeking to expand its psychiatric services by recruiting talented psychiatrists for the following positions:

- 1) **BC/BE Adult Consult-Liaison Psychiatrist** to provide half time consultation-liaison, half time tailored to your area of interest in addition to some outpatient responsibilities. Psychosomatic fellowship training a plus.
- 2) **BC/BE Adult Inpatient/Outpatient Psychiatrist** to provide half time inpatient, half time tailored to your area of interest in addition to some outpatient responsibilities with the possibility of an inpatient unit medical directorship.
- 3) **BC/BE Addiction Psychiatrist** to join our team offering a wide breadth of chemical dependency services including inpatient/residential treatment, day and evening programs, medical detox, methadone and suboxone treatment, and outpatient treatment. Addiction psychiatry fellowship training a plus.

Practice amongst a full continuum of psychiatric care that also includes child/adolescent services, ECT, eating disorder clinic, DBT, partial hospitalization, and more. Other opportunities include working with palliative care, neurology, sleep medicine, women's health, outreach, pain medicine, education, research and many others in a fully integrated multispecialty health care system. Join 13 psychiatrists, 7 psychologists, and numerous Master's level therapists and other providers. Call initially is 1:10, mostly via phone from home.

Interested candidates are invited to call Paula Stoner, Medical Staff Recruitment, Gundersen Lutheran, at 1-800-362-9567, ext. 54242, 1900 South Ave., La Crosse, WI, 54601, or submit curriculum vitae via email to [pjstoner@gundluth.org](mailto:pjstoner@gundluth.org). Visit our website at [www.gundluth.org](http://www.gundluth.org)

We support a safe, healthy and drug-free work environment through background checks and controlled substance screening. EOE/AA