FELLOWSHIP PROFILES
In-Depth Descriptions of Fellowship Programs

EMPLOYER PROFILES
Information on Featured Physician Employers & Current Vacancies

ARTICLES
Finding the Perfect Job
Life After Residency? The Money Factor
How to Select the Right Practice Opportunity...

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Las Vegas offers:
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- Entertainment

Southwest Medical Associates offers:
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- $3,000 CME allowance
- 7-9 weeks paid time off

Southwest Medical Associates is the largest multispecialty group in Nevada, affiliated with Health Plan of Nevada and a subsidiary of Sierra Health Services (NYSE: SBE).

Contact:
Marci Jackson
(702) 240-8944
mjackson2@sierrahealth.com
www.smav.com or www.sierrahealth.com

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Ketchikan General Hospital
PeaceHealth

Alaska: a great place to live, work & play

Our community is seeking the right physician to share a practice in a private OB/GYN clinic

Ketchikan Alaska offers a lifestyle just right for professionals seeking a healthy, vital, extraordinary place to raise a family: a vibrant community offering wilderness adventure in its own backyard.

This well established two physician private practice is supported by state of the art medical facilities: one of 100 Most Wired Hospitals; PACS/RIS; accredited cancer program. Ketchikan is a regional health center serving a population of 35,000.

www.peacehealth.org/southeastalaska
llundberg@peacehealth.org; 1-907-228-8300 ext. 7285

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Achieve balance
Isn’t it time you enjoy a more balanced life? The Permanente Medical Group knows that healthy physicians provide better health care. That’s why we encourage our physicians to take time for their personal lives—so they can better appreciate their professional careers. We believe this thing called ‘work-life balance’ means more than having a few weeks of vacation to recharge. It’s having the time to breathe, to eat breakfast and dinner at home, and to appreciate the diversity of life around you. Here you’ll have the support, the time, to do whatever makes you, you. At TPMG, you won’t just look after the well-being of others, you’ll have someone looking after the well-being of you. Bring your practice to us.

THE PERMANENTE MEDICAL GROUP DELIVERS:
- An environment and culture that encourage and support physicians dedicated to patient care as well as research and teaching
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- Physician Mentoring Program

Please contact us for more information.

Judy Padilla
Physician Recruitment Services
1800 Harrison Street, 7th Floor
Oakland, CA 94612
(800) 777-4912 phone (510) 625-5487 fax
Email: Judy.G.Padilla@kp.org
The Permanente Medical Group, Inc.
http://physiciancareers.kp.org

Kaiser Permanente. thrive
Advanced Laparoscopic Surgery and Pelvic Pain

University of North Carolina at Chapel Hill
Chapel Hill, NC

Over the past 10 years, the Division has gained regional and national recognition for its efforts to provide the best of advanced laparoscopic surgery for women and pelvic pain management. As part of a major academic medical center, the Division excels in training, research and clinical programs. Our dual purpose is to train those who will provide top quality patient care and be the academic leaders in gynecologic laparoscopy and pelvic pain management, who in turn will train many physicians for practice in communities across the country. This emphasis makes our fellowship unique in the United States.

The Fellowship
The Division offers a two-year Fellowship in Advanced Laparoscopic Surgery and Pelvic Pain, designed to begin after completing the standard four-year United States residency in obstetrics and gynecology. The fellowship began in 1998, and is the only two-year fellowship program in advanced gynecologic laparoscopy in the United States. There are 13 one-year fellowships in gynecologic laparoscopy in the US, administrated through a matching program by the American Association of Gynecologic Laparoscopists (AAGL), which are primarily designed to prepare trainees for clinical practice. In contrast, the purpose of our fellowship is to train academic physicians who will become leaders in the teaching, research, and practice of operative gynecologic laparoscopy and the management of chronic pelvic pain problems.

Training Objectives
As a division within the Department of Obstetrics and Gynecology, we perform over 400 surgeries per year. About 700 new patients are seen annually, along with over 3600 return visits. Patients are referred from gynecologists and primary care physicians in North Carolina and from throughout the southeast portion of the United States. A growing number of patients are self-referring after learning of our experience with laparoscopic surgery from physicians, friends, or the Internet. As a result, residents and fellows in training in obstetrics and gynecology at the University of North Carolina receive a level of laparoscopic training far above the average university medical center in the United States.

Graduating fellows are proficient in all aspects of gynecologic laparoscopic surgery, including: complicated hysterectomies (both supracervical and complete), and both conservative and definitive surgery for advanced stages of endometriosis. The fellow participates in his/her own operative cases and also serves as attending physician for resident surgery cases.

Pain management is taught in closely mentored clinical settings, and is influenced by relationships with the pain management programs in other departments at the University of North Carolina, such as the Anesthesia Pain Clinic, the Neurology Pain Clinic, and the Dental Pain Clinic.

Our fellowship’s emphasis on academics results in the majority of our fellows completing a Masters of Public Health (MPH) degree in epidemiology in conjunction with their fellowship. Five of the seven fellows who have completed or are in the program now, have completed or will complete an MPH degree. We look for applicants interested in pursuing this course of study as an indicator of their commitment to academic medicine.

Each fellow completes a research project suitable for publication during the second year of the program. These efforts are greatly augmented by the Women’s Health Research Program, a joint effort of the Department of Obstetrics and Gynecology and the School of Public Health at UNC, and led by two faculty members in the Dept. of Obstetrics and Gynecology. UNC’s School of Public Health is regarded as one of the top two or three schools of public health in the country. The Department of Obstetrics and Gynecology is similarly highly regarded and has the most sought-after residency training program in the country.

The ultimate aims of the fellowship are to add to the group of physicians who play a major role in teaching advanced gynecologic laparoscopy in the United States, and to build a network of researchers who will advance both the practice of laparoscopy and our understanding of chronic pelvic pain.

For more information, contact: John Steege, M.D., Professor and Director, email: jfsteegem@med.unc.edu; phone: 919-966-7764; fax: 919-966-5833; or visit: www.uncobgyn.org
Banner Health is seeking BC/BE Ob/Gyn's to join us in the following locations:

**LOVELAND COLORADO** - OB/GYN Practice opportunities - employed with hospital or multispecialty group (Board Certified or BC within 5 years of postgraduate training)

Group consists of 53 physicians (6 OB/GYNs) representing 10 specialties. Service area is 61,000; call schedule is 1:7 when fully staffed. Employed practice call is 1:3.

Affiliated 132-bed hospital with over 200 physicians on staff completed a $70 million expansion in 2005, including comprehensive women's health services. Second phase of hospital expansion in progress with expected completion in 2007.

Loveland offers outdoor enthusiasts abundant recreation, culture and beauty. One half hour to Rocky Mountains; hunting, camping and fishing; world-class ski resorts nearby; over 300 days of sunshine a year; biking, hiking, rock climbing; numerous city parks and much more!

**FALLON, NEVADA** - We're seeking a BC/BE OB/GYN for an outstanding practice opportunity. This is a solo or employed practice model. JCAHO accredited 40-bed hospital with four ICU rooms, Level IV Trauma, Level 1 Nursery, and comprehensive imaging department with extensive capabilities. Service area is 60,000. Call schedule is 1:3.

Fallon, county seat of Churchill County, population 26,000, is an hour east of the Sierra Nevada Mountains with proximity to Lake Tahoe, Reno, Carson City and world class skiing. In addition, the surrounding region offers a myriad of cultural and recreational amenities including camping, hiking, biking, and golf.

Competitive recruitment package is offered. Please send CV to: Physician Recruitment, at: doctors@bannerhealth.com or fax to: 970-392-2099. Please call us toll free at 866-585-5418 or visit our website at: www.bannerhealth.com EOE. Not a J-1 opportunity

**KADLEC MEDICAL CENTER**
Richland, WA

**PREMIER OB/GYN PRACTICE OPPORTUNITY**

- Currently 7 doctors and 2 mid levels in the practice
- Call is rotated between 6 providers, (24-hour call), back-up call if needed
- Every 7th week provider is off for one week
- Employment with 2-yr partnership track
- Generous benefit package
- Practice has a full integrated EMR system.
- Relocation assistance, Student Loan Repayment, Start-up, Malpractice

**PACIFIC NW LOCATION WITHOUT THE RAIN**

- Fastest growing region in the state, 200,000+ population
- Thriving economy, strong in science & technology, highest PhD's per capita in the US
- Relaxed river community with over 70 parks, many ski resorts within 1-2 hrs
- 300+ days of sunshine, outdoor activities for every season
- Excellent school systems, low crime rate, cost of living composite index 97.9
- NW Wine Country-over 65 wineries in 50 mile radius
- Commercial Airport

**REGIONAL MEDICAL CENTER WITH THE NEWEST TECHNOLOGY**

- 172 bed, not-for-profit, acute care medical center, serving the community since 1944
- Regions only NICU Unit (Level II), 13 beds, 2 Neonatologists, 2 Perinatologists
- State-of-the-art family birthing center, 6 OR (1 dedicated to hearts), 18 LDRP suites, 1 C-section suite. Expansion project underway for 10 new ORs, completion spring 2008
- Regions only Open Heart Surgery & Interventional Cardiology Programs
- 24-hour Intensivist and Hospitalist Programs, Trauma & Stroke Teams
- World class PACS Imaging Center
- EMR, Physician Portal, Computerized Charting
- Practice management services and regional marketing
- Planetree hospital
**Anchorage Women’s Clinic**

Anchorage, AK

**FOR MORE INFO, CONTACT:**
Anchorage Women’s Clinic  
c/o Paula Bradison  
Clinic Administ.  
3260 Providence Dr. Suite 425  
Anchorage, AK 99508  
pbradison@awcp.net

Anchorage Women’s Clinic is proudly presenting two openings within practice for a BC/BE Obstetrician and Gynecologist to be filled in 2006 and 2007. We are a well established medical practice located on the Providence Alaska Campus, the largest medical facility in the state. With state of the art equipment and a beautiful facility we offer a competitive salary and incentive package. Employment is offered with a two year commitment and potential for partnership. For additional information about our facility and our community, please send your curriculum Vitae to:

Anchorage Women’s Clinic  
c/o Paula Bradison, Clinic Administ.  
3260 Providence Dr. Suite 425  
Anchorage, AK 99508

or email pbradison@awcp.net

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**Berger Health System**

Circleville, OH

**FOR MORE INFO, CONTACT:**
Tom Klitzka, FACHE  
Director, Planning & Business Development  
Berger Health System  
600 N. Pickaway Street  
Circleville, OH 43113  
888-477-2126, ext 8467  
740-477-9590 Fax  
tom.klitzka@bergerhealth.com  
www.bergerhealth.com

Pickaway Health Services, an affiliate of Berger Health System located in Circleville, Ohio, is recruiting a board certified/board eligible Obstetrician/Gynecologist. The growth of both the OB/GYN practice and The Maternity Center at Berger Hospital has provided the opportunity to add a third physician to the practice in July 2007.

Berger Hospital is a 94-bed community hospital with modern facilities and diagnostic equipment. The Maternity Center at Berger Hospital features six (6) LDRP Suites, two (2) Post Partum beds and a Level One Nursery. A modern operating room is on site for Cesarean-Sections.

Berger Hospital's newborn volumes increased to 410 babies born in 2005. The Emergency Department welcomed over 29,000 patients during the same period. From Nuclear Medicine to the latest in Magnetic Resonance Imaging and a Cardiac Catheterization Laboratory, Berger Health System is dedicated to working with its Medical Staff to create an environment that is beneficial to both the physician and patient.

Circleville (population 14,000) is located 25 miles from downtown Columbus, Ohio connected by a four lane freeway. Our community offers the comforts of a smaller community environment with a location that affords us the cultural, educational and social benefits of a large city. Pickaway County’s projected population growth and development during the next decade will exceed regional and national trends for major metropolitan areas.

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**Bronson Methodist Hospital**

Kalamazoo, MI

**FOR MORE INFO, CONTACT:**
Bronson Methodist Hospital  
Cadace Lee  
Physician Service Center  
269-341-8631  
269-341-6742 Fax  
leeca@bronsonhg.org

Hospital-based practice is seeking a Board Certified/Board Eligible Perinatologist to join two others in its well-established practice; the group also staffs a nurse-midwife and a genetic counselor. The office has a consultative practice model with in-office ultrasound and physicians work in collaboration with a service of OB/GYN’s and nurse-midwives.

The Children’s Hospital at Bronson is the only Children’s Hospital in southwestern Michigan and is a member of the NACHRI. Bronson is a tertiary referral center serving a 900,000-population base. Services include Perinatology, our 45-bed VON member Neonatal Intensive Care Unit, 12-bed Pediatric Intensive Care Unit, 12 LDR rooms and 31 OB-mother/baby rooms. All pediatric subspecialties are available including 2 pediatric surgeons.

Faculty appointments are available through Michigan State University/Kalamazoo Center for Medical Studies. Not a J1 Visa opportunity.
**CAPITAL REGION MEDICAL CENTER**

Jefferson City, MO

FOR MORE INFO, CONTACT:
Capital Region Medical Center
Physician Development Specialist
800-967-8455, ext 5008
573-632-5672 Fax
mbaker@mail.crmc.org
www.crmc.org

**CAPITAL REGION OB/GYN ASSOCIATES**

University of Missouri Health Care

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**THE CEDAR CITY INSTITUTE OF WOMEN’S HEALTH**

Cedar City, UT

FOR MORE INFO, CONTACT:
The Cedar City Institute of Women’s Health
435-865-5853 Fax
stvsanders@aol.com

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**THE CHESTER COUNTY HOSPITAL**

Exceptional opportunity to be part of a growing practice 30 miles west of Philadelphia in beautiful Chester County within the Health Network of The Chester County Hospital (TCCH). Founded in 1892, The Chester County Hospital (TCCH) is a 238-bed not-for-profit, acute care hospital which offers an array of inpatient and outpatient medical/surgical services. The hospital's Maternal Child Health program, which delivers 2,300 babies a year received for the second consecutive year HealthGrades® Maternity Care Service Excellence Award™ and is ranked among the top 10 percent in the nation. The Hospital's Level III Neonatal Intensive Care Unit, the only in the area, is run in conjunction with The Children's Hospital of Philadelphia and is staffed by board-certified neonatologists and perinatologists.

TCCH is seeking 3 (three) BC/BE OB/GYNs to join Associates for Women's Medicine(AWM), a new practice located in Lionville, PA which is being developed to meet the needs of dynamic population growth and a rapidly expanding market. Situated in a beautiful new 2,200 square foot office space, the practice boasts sophisticated electronic medical records, billing and scheduling software, as well as excellent support staff. The successful candidates for these positions will be energized by the opportunity to be instrumental in the growth of the practice, and be devoted to quality, patient-centered care. A competitive salary, benefits and bonus opportunity. Contact: Esty Collet, Search Consultant, estycollet@msn.com or 410-745-5191

---

Enjoy **1:6 Call at ONE hospital** with **ALL Board Certified OB/GYNs**!

Capital Region Medical Center is in search of a BE/BC Ob/Gyn looking to join a growing practice enjoying phenomenal growth in Central Missouri. This hospital owned practice allows you to enjoy 1:6 shared call only at Capital Region Medical Center. Now you can have the quality of life you deserve while practicing with five board certified physicians!

Benefits include: Competitive Salary, CME Stipend, Vacation, Paid Malpractice, Life Insurance, Long Term Disability, Health Insurance, Dental Insurance, Retirement, and Relocation.

Capital Region OB/GYN Associates in Jefferson City, Missouri is located at the foothills of the Ozarks on the bluffs above the Missouri River. You'll enjoy the beauty of your surroundings as well as live in an affluent, family oriented, capital city. Enjoy all the benefits of a larger city, with none of the drawbacks (traffic, crime, and high cost of living). Our central location is only 40 minutes to the beautiful Lake of the Ozarks and 2 hours from both St. Louis and Kansas City.

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**BEAUTIFUL SOUTHERN UTAH PRACTICE**

Seeking BC/BE OB/Gyn to join Cedar City's patient-preferred OB/Gyn clinic. This is the busiest OB/Gyn practice in town! Paperless office with state-of-the-art electronic medical record system. Brand new, beautiful office complex located immediately adjacent to new hospital facility. Candidates should be skilled in OB and transvaginal ultrasounds or willing to learn. Reconstructive surgical experience and laparoscopic skills are a must. Generous salary for one year with partnership track.

Beautiful mountain area surrounded by six national parks. Home to the Tony award-winning Utah Shakespearean Festival and Southern Utah University. The area is experiencing explosive growth with over a 25 percent population increase in the last three years and expected to double in size during the next 10 years. Affordable cost of living, almost nonexistent crime rate and only a two-hour drive from Las Vegas, Nevada for entertaining weekends.

For more information, please send an email to stvsanders@aol.com or fax CV to 435-865-5853.
COVENANT HEALTHCARE SYSTEM
Milwaukee, WI

FOR MORE INFO, CONTACT:
Covenant Healthcare System
Pat Coplan
Director of Physician Recruitment
414-465-3508
414-465-3501 Fax
pcoplan@covhealth.org
www.covhealth.org

MATERNAL FETAL MEDICINE, MILWAUKEE, WISCONSIN

A group of four Maternal Fetal Medicine specialists are looking to add a new associate because of growth. Call will be 1 in 5. This practice is purely consultative. Enjoy excellent earning potential and benefits, with two-year guaranteed salary to start. The group is based at Covenant's St. Joseph Regional Medical Center (SJRMC), also known as Milwaukee's baby hospital. SJRMC has the largest and oldest NICU in the State of Wisconsin, recently renovated and expanded in 2005 to include a new prenatal assessment center. SJRMC has over 50 general Ob/Gyn's on staff, and total deliveries are approximately 4,500 annually.

Milwaukee residents take pride in their hometown's nickname, A Great Place on a Great Lake. Milwaukee beckons people with big-city amenities, and small-town friendliness. Milwaukee is located along the shores of Lake Michigan in Southeastern Wisconsin, approximately 75-90 minutes north of Chicago. Milwaukee has a population of approximately 1.5 million, including the surrounding suburbs. People in Milwaukee value education, recreation, and culture, and that is why Milwaukee ranks very high nationally in those three areas. Milwaukee's cost of living and housing are lower than other Midwest cities of comparable size. With all the advantages of any large city, Milwaukee really is a small city at heart, and an excellent place to live, work, and raise a family. Milwaukee truly is A Great Place on a Great Lake.

DELMARVA RURAL MINISTRIES, INC
Dover, DE

FOR MORE INFO, CONTACT:
Delmarva Rural Ministries, Inc
Althea Lanier
26 Wyoming Avenue
Dover, DE  19904
302-678-3652, ext 125
302-678-0545 Fax
alanier@drminc.org
www.drminc.org

Delmarva Rural Ministries, Inc. (DRM) is a private non-profit organization providing holistic, empowering services to those with modest incomes, including farmworkers, throughout the Delmarva Peninsula. Social services such as emergency food, case management, public benefits eligibility assistance, prescription assistance, transportation, interpretation, health education and outreach enhance a full range of primary and preventive medical and dental services. Patients access DRM services at the Kent Community Health Center (KCHS), farmworker housing and aboard a mobile health unit traveling to various sites. In response to unmet needs among our target population, DRM has integrated mental health and substance abuse services and are currently looking to incorporate obstetrics and gynecology services.

We seek an experienced OB/GYN provider to join a clinical team. DRM providers have privileges at the Bayhealth Medical Center/Kent General Hospital (KGH) campus. KGH is a 230 bed not-for-profit hospital offering a new and expanded Maternal-Child Department that averages 1,500 births per year. Bilingual (Spanish/English) candidates are preferred. Experience working with low to moderate income, disadvantaged, or culturally diverse population also helpful. Malpractice is provided through the Federal Torts Claims Act (FTCA). This position also qualifies for state loan repayment.

Dover is the capital and small town centrally located in the State of Delaware. Dover is 1 ½ hours from both Philadelphia and Baltimore. DE has a number of popular resort areas, beautiful parks, and is headquarters to a number of large banking and pharmaceutical companies.

GUNDERSEN LUTHERAN HEALTH SYSTEM
Iowa, Minnesota, Wisconsin

FOR MORE INFO, CONTACT:
Gundersen Lutheran Health System
Jerry Hess
Medical Staff Development
1900 South Avenue H02-009
La Crosse, Wisconsin 54601
800-362-9567 or 608-775-6314
608-775-5594 Fax
JHess@gundluth.org
www.gundluth.org

Gundersen Lutheran, a regional teaching and referral center located in La Crosse, Wisconsin, seeks specialists in Obstetrics and Gynecology for a full-time appointment with integrated Women's Health Program. Comprehensive program includes Internal Medicine, Nutrition, Mammography, Behavioral Health, Massage Therapy, Plastic Surgery and bone densitometry. Join department of 12 Obstetricians, 3 general internists, 9 Certified Nurse Midwives, 4 Nurse Practitioners and 3 Physician Assistants in family oriented college community of 51,000 people located along the scenic river bluffs of southwestern Wisconsin. Benefits include medical insurance, dental insurance, life insurance, short-term disability and long-term disability insurance, medical license renewals, vacation, sabbatical leave, paid holidays, pension 401 (k), moving expenses, professional liability insurance, healthcare/dependent care reimbursement accounts, and competitive compensation.
EMPLOYER PROFILES

FOR MORE INFO, CONTACT:
HealthPartners Central Minnesota Clinics
Kathy Cumming O’Hara, RN
Physician Recruiter
320-203-2007
320-203-2068 Fax
kcummingohara@hpcmc.com
www.hpcmc.com

Located only 45 minutes north of Minneapolis/St. Paul, Minnesota, HealthPartners Central Minnesota Clinics (HPCMC) in St. Cloud expects to add a full-time (4 days/week) BC/BE Obstetrician/Gynecologist to their thriving OB/GYN practice. This is an excellent opportunity - both for an experienced Obstetrician/Gynecologist and enthusiastic finishing resident - to build a busy practice in a family-oriented community.

- Clinic Practice: Serving Central Minnesota since 1979
- Practice size: Multi-specialty practice with two Ob-Gyn physicians; one Pediatrician; nine Family Practice physicians
- Call: 1:3
- Gyn Services: Specializing in minimally invasive gynecological surgery
- Clinical Location: Located four blocks from St. Cloud Hospital

St. Cloud, Minnesota is central to both tourism and commerce and is the home of three universities and three vocational colleges. The community has the amenities of much larger cities, yet retains the unique feel of a small town. You’ll find we offer abundant cultural, educational, and outdoor recreational activities.

To learn more about practice opportunities and our Center for Women’s Health and Wellness, visit www.hpcmc.com.

If you have an interest in developing our Center for Women’s Health and Wellness and establishing valued rapport with our patients, please contact our physician recruiter, Kathy Cumming O’Hara.

FOR MORE INFO, CONTACT:
Illinois Valley Community Hospital
Monica Gustafson
925 West Street
Peru, Illinois 61342
815-780-3192
815-224-6741 Fax
monica.gustafson@ivch.org
www.ivch.org

Currently recruiting an energetic, hard-working OB/GYN with superb bedside manner. This is a hospital owned practice, an employment arrangement with opportunity to make good income. Practice does approximately 25 deliveries per month. We are looking for a physician that has an interest in doing a lot of gynecology surgery and manage midwives who do the bulk of normal deliveries; 70% gynecology, 30% obstetrics. Join two other physicians who are gems to work with. Laparoscopic and state-of-the-art surgery skills a big plus.

The Illinois Valley area has abundant recreational activities, an excellent education system, diverse growing economy, and a low crime rate. Only 90 minutes to downtown Chicago. Enjoy the best of both worlds, a great lifestyle and a rewarding career.

FOR MORE INFO, CONTACT:
Terry R. Webb
Director of Physician Recruitment
Lutheran Hospital of Indiana
7950 West Jefferson Blvd.
Fort Wayne, IN 46804
800-409-2118
260-435-6940 Fax
twebb@lutheran-hosp.com
www.lutheranhealthnetwork.com

GYNECOLOGICAL ONCOLOGIST

If you are considering practice opportunities in the Midwest, perhaps Fort Wayne, Indiana, would be of interest to you. Lutheran Hospital is presently seeking its first gynecological oncologist to join a private practice. You would be joining a group of twenty obstetrician/gynecologists in a practice established eighty years ago. The practice has three offices within the city of Fort Wayne and will offer the selected candidate partnership potential, competitive salary commensurate with experience as well as a comprehensive full benefit package. Lutheran Hospital is a 400+ bed full-service tertiary care facility with a Level III nursery and four BC neonatologists. Not a J-1 or H1-b visa opportunity.

Fort Wayne is the second largest city in Indiana offering opportunities for recreation, sports, education, religion, cultural arts, fine dining, and is the gateway to the famous northern Indiana lakes region. Indiana physicians enjoy extremely low malpractice premiums. Tort reform legislation during the 1980’s capped malpractice claims and instituted a patient compensation fund. Also, managed care penetration in northeastern Indiana is very minimal resulting in higher physician reimbursement. Due to its central location between major cities, Fort Wayne has grown to a major tertiary care center, seeing very little health care leave its centers. Fort Wayne offers exceptionally outstanding programs in its public, private and parochial schools as well as its universities. Top-quality housing is extremely affordable due to the lower cost of living in the in the Fort Wayne area. Our international airport provides direct service to numerous major U.S. cities. Fort Wayne is an All-American city offering small town charm with big city amenities. In short, this is just a great place to live and practice and to raise a family.
MERCY HEALTH SYSTEM
Illinois, Wisconsin

FOR MORE INFO, CONTACT:
Mercy Health System
Becky Trujillo
Physician Recruiter
1000 Mineral Point Ave.
Janesville, WI 53545
608-756-6166
btrujillo@mhsjvl.org
www.mercyhealthsystem.org

OUTSTANDING OPPORTUNITIES FOR BC/BE OB/GYN:
A new OB/GYN practice opportunity at MERCY HARVARD CLINIC NORTH, in Harvard, IL.
Call is 1:3. Great income potential with a generous base leading to an incentive-based compensation plan the 1st year, and a complete benefits package included…Only 1-hour from Chicago.

Join our OB Group at MERCY CRYSTAL LAKE OB/GYN. Crystal Lake is located approx. 60 miles NW of Chicago. Call is 1:3. There is high income potential with a generous base leading to an incentive-based compensation plan the first year and a complete benefits package included.

Join our very busy practice at MERCY WALWORTH MEDICAL CENTER in Lake Geneva, WI, located 5 miles west of the Lake Geneva resort area and 25 miles west of Milwaukee. High income potential… with a generous base leading to an incentive-based compensation plan the first year and a complete benefits package included.

Join our OB Group at MERCY BELOIT MEDICAL CENTER in Beloit, WI. Beloit is located on the WI/IL state border and is only 10 minutes from Mercy Hospital, where deliveries are done. Call is 1:6. There is a high income potential... with a generous base leading to an incentive-based compensation plan the first year and a complete benefits package.

MERCY MEDICAL CENTER - DES MOINES
Des Moines, IA

FOR MORE INFO, CONTACT:
Mercy Medical Center - Des Moines
Roger McMahon
515-643-8323
515-643-8831
rmcmahon@mercydesmoines.org

GYNECOLOGY/ONCOLOGY • PERINATOLOGY • GENERAL OB/GYN
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FOR MORE INFO, CONTACT:
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Marsha Esau
Administrative Secretary
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800-733-6944
marsha.esau@ssfhs.org

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Women's Healthcare Associates, LLC, is a premier, clinician-owned women's healthcare group. Our 46 clinicians offer high-quality, comprehensive healthcare services to women of all ages, including obstetrics, gynecology, midwifery, maternal-fetal medicine, genetics, ultrasound, mammography, and bone densitometry. Additionally, we're partners with the two main hospital systems in the region and account for over 4,000 deliveries per year across our four clinics.

Newberg lies within close proximity to Portland, named North America's "Best Big City" (Money Magazine, 2003), and boasts no sales tax, a budding wine industry, and limitless recreational and cultural activities. Additionally, Newberg is only one hour from the picturesque Oregon Coast, 1 ½ hours from year-around skiing at Mt. Hood, and minutes from Oregon’s beautiful wine country.

For more information on our group, please explore our website, www.whallc.com, and contact our Medical Director, Dan Schrinsky, M.D., at dschrinsky@whallc.com.
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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 ) 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
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 some times 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 employed 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.
As residents and fellows complete their training, they face significant professional choices. Some may choose to work for hospitals, others may opt for private practice, and still others might be drawn to academics to start their own practices. Whatever the individual choice, compensation is always a key factor of employment. There are many resources that define compensation expectations for various specialties, but the details that go into arriving at that number are often difficult to find. It is risky to “hang your hat” on that single number without understanding the underlying structure of the compensation. As we all know, the devil is often in the details. Hopefully, this brief synopsis of a highly complex issue will help prepare you to gather vital information before you place your signature on the dotted line.

Whether you choose to work on a fixed salary or on some type of productivity system, your income will ultimately be tied to expectations that affect your compensation. You should have a clear understanding of what those expectations are, and you should make sure that you are responsible for only those issues that are under your control. It is important that a feedback system be in place that will communicate those expectations to you, especially until you reach partner status. Some of the basic expectations that are typically required under any pay system are described in the list that follows. All of these are under your control, and failure to meet these expectations can affect either salary or productivity pay plans.

- The minimum number of clinical hours you will be expected to work
- Board certification requirements, including time limits to achieve certification
- Amount of call coverage expected of you
- Minimum patient/staff survey scores expected of you
- Expectations for your participation in meetings, conferences, committees, etc.
- Minimum annual RVU generation expected of you
- Timeliness of medical records and dictation

Activities that are out of your control, such as those that follow, should not be part of the pay system.

- Billing office efficiency. Tying your income to the percentage of billings collected; i.e., the collection factor.
- Arbitrary allocation of costs that you do not control; e.g., pro rata cost sharing of external transcription costs that you do not utilize
- Annual changes in RVU’s by CMS, without corresponding adjustments by the corporation
- Structural shortfalls; e.g., lack of clinic time due to a shortage of exam rooms

There are four global compensation questions that need to be answered to your satisfaction. These questions address fairness, common values, and full disclosure, the cornerstone of long and successful relationships:

- Has the practice or the hospital quantitatively defined “productivity” or the requirements for obtaining full pay?
- Are the requirements reasonable, and do they reflect annual market changes?
- Is the compensation system aligned with the corporation’s value system and your own personal values? For example, does the hospital that serves the poor allow for a significant amount of non-revenue producing indigent care?
- Does the compensation system consider differences in individual physician roles? For example, one physician may be involved in research and new program development, while another may not.

Other compensation issues that are often overlooked include the following:

- What external physician earnings belong to the group; e.g., expert witness fees, honorariums, inventions, books, moonlighting, etc?
- Should you leave your place of employment, what accounts receivable will you be allowed to keep?
- What pre-tax physician expense account is available for clinical purchases?

It is always important to realize that there are flaws in every pay system. No system is perfect. In fact, it is unrealistic to think or demand otherwise. Relying on anecdotal data is a trap that poisons physician/employer negotiations. It is better to focus on asking the right questions, and the dollars will take care of themselves.

About the Author: MediCo Unlimited specializes in new practice start ups, practice assessments, payor contracting, and strategic planning. Mr. Eckert has 23 years of Fortune 500, medical practice, and medical consulting experience. He is a sought after speaker and has been published in national journals. His physician support also extends to legislative testimony on leading issues, such as prompt pay. Contact Jeff at 913-831-1887 or e-mail him at jeckert@medicounlimited.com. Visit www.medicounlimited.com to learn more. © 2005 MediCo Unlimited, LLC. Published with permission.
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 practitioner 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, 513-981-6375

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Laurinburg, North Carolina
Join 2 physicians and midlevels in thriving practice. Call shared with other physicians for schedule of 1:5.
Laurinburg is only 35 minutes from the golf resort of Pinehurst and 2 hours or less from the Carolina beaches; Charlotte, Raleigh and Greensboro. The closest large city, Fayetteville, is a 45 minute drive. St. Andrews Presbyterian College is located in town and the University of NC at Pembroke, along with the Givens Performing Arts Center, is 20 minutes away.

For More Info, Contact:
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Residents, Fellows, and Physicians: You are Invited!

About CareerMD.com Career Fairs

Residents, fellows, and physicians in all specialties are invited to attend upcoming CareerMD.com 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.com Career Fairs in the following cities:

- New York City, NY ............... Saturday, May 13, 2006 .......... 1PM until 5PM
- Detroit, MI ....................... Saturday, May 20, 2006 .......... 12PM until 4PM
- Los Angeles, CA .............. Wednesday, June 7, 2006 ........ 5PM until 9PM
- Durham, NC ............. Tuesday, June 20, 2006 .......... 5PM until 9PM
- St. Louis, MO ........... Tuesday, July 11, 2006 .......... 5PM until 9PM
- Washington, DC ........... Wednesday, July 19, 2006 .......... 5:30PM until 9:30PM
- Atlanta, GA ........... Tuesday, August 8, 2006 .......... 5PM until 9PM
- Dallas, TX ............ Thursday, September 7, 2006 .......... 5PM until 9PM
- Milwaukee, WI ........ Saturday, September 16, 2006 .......... 12PM until 4PM
- Seattle, WA .......... Date to be announced
- Cleveland, OH ...... Date to be announced
- Indianapolis, IN .... Saturday, October 21, 2006 .......... 1PM until 5PM
- Miami, FL ........... Thursday, October 26, 2006 .......... 5PM until 9PM
- Cincinnati, OH .... Saturday, November 4, 2006 .......... 1PM until 5PM


Feedback from Attendees at Past CareerMD.com 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 knowledgeable 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.”

“The Career Fair was an excellent gathering for Residents and Fellows. Specifically, it provided an opportunity to meet with numerous prospective employers under one roof and a chance to have our CV’s distributed to so many places at the same time. I hope you will make it an annual event in the future.”

“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.com

CareerMD.com 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.com publishes the CAREER INSIGHTS Guides and free monthly electronic newsletters for job-seeking residents, fellows, and physicians. Visit the CareerMD.com website to learn more about how to locate employment and training opportunities online.