



CAREER GUIDE for RESIDENTS



Featuring:

- Creating an impactful CV
- Career advice on mentors, interviews, and contracts
- Teach us to care
- How to financially survive in a hospital
- Negotiation skills for women
- Can women have it all?
- Questions, answers on certification

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Table of Contents

Articles

Creating an impactful CV	2
<i>By Tanja Getter</i>	
Career advice on mentors, interviews, and contracts	3
<i>By Mollie Durkin</i>	
Teach us to care	6
<i>By Sarah LeLeiko Cutrona, MD, MPH</i>	
How to financially survive in a hospital-owned practice	7
<i>From the 2013 March ACP Internist</i>	
Negotiation: A key skill for women hospitalists	8
<i>By Stacey Butterfield</i>	
Can women have it all?	10
<i>By Janet Colwell</i>	
Questions, answers on certification	12
<i>By Jennifer Kearney-Strouse</i>	

Classifieds

<i>Featured Employer Ad Index</i>	14
<i>Annals of Internal Medicine Display</i>	15
<i>Annals of Internal Medicine Non-Display</i>	23
<i>ACP Hospitalist</i>	24
<i>ACP Internist</i>	53

2017 Fall Career Guide for Residents

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Creating an impactful CV

By Tanja Getter

What makes a physician's CV stand out? One that is short and sweet. On average, physician recruiters take 30 seconds to glance at an initial CV. Yes, 30 seconds! Which is why the first page of your CV is valuable real estate. Short and sweet is a relief for some, but for others it can cause stress on what needs to be included. Specifically, there are three key areas of focus when it comes to a physician's curriculum vitae: 1) who you are, 2) where you were trained, and 3) what your interests and hobbies are.

First and foremost, you want to include who you are and your contact information. Include the information at which you are most easily reached. This will most likely be your home address, a cell phone number, and an email address you check on a daily basis. Using an email address other than your residency email is the best option since that email may terminate once you graduate. Be professional. Email addresses, such as smilingchicken@email.com, funkysquid@email.com, and clownscool@email.com do not give the impression you want to a future employer.

Next up, your education. Employers want to know where you completed residency and/or fellowship, where you went to medical school, and where you received your undergraduate degree. It is important to place these in reverse chronological order, with the most recent education listed first. Your CV is essentially viewed as a timeline (no comma needed) so you will want to include the dates for everything.

By including the start date and the end date (both month and the year), this will make it very clear to the employer when you did what. Address any gaps in time at the outset. Include a brief summary in your cover letter where you were during these times and be honest. Remember, short and sweet. You want to get straight to the point.

There is no need to list every single task that you have done throughout your training. The name of the program and/or university and the location and the timeframe you were there is really all you need. However, if you decide to start listing additional details, use bullet points to keep it as easy to read as possible.

Now, the last category to include is your interests and hobbies, which may come as a surprise to many physicians. In most situations you will be finding a new place to call home. These employers spend a lot of time and money recruiting the right physician for their opportunities and want to make sure that the physician stays there for the long haul. Your interests and hobbies say a lot about who you are and why you would be interested in their location. If you enjoy outdoor sports, such as boating and fishing, you will most likely want to be located somewhere near water. Knowing these details helps paint a picture of who are and helps get conversations started with potential employers.

Tanja Getter

Director of Residency Education Team
Community Health Systems



Tanja Getter educates Medical Residents on Career Planning and helps them become successful in finding the right opportunity. Through presentation on such topics as negotiating contracts and interviewing basics and by conducting CV writing workshops, residents receive beneficial information regardless of where they practice. In addition, as Ms. Getter travels cross-country and meets hundreds of residents each year, she has had the opportunity to introduce them to over 200 CHS hospitals and hundreds of physician opportunities. Over the years, she has built countless relationships and helped many physicians find the perfect fit.



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Career advice on mentors, interviews, and contracts

By Mollie Durkin

Landing your dream hospitalist job isn't always easy. But finding a mentor, nailing job applications and interviews, and negotiating contracts can help.

Experts offered advice on these fronts during Hospital Medicine 2016, held this March in San Diego. They focused particularly on the needs of medical students and residents interested in a hospital medicine career, but many of their tips may apply to practicing hospitalists looking to move up in the field.

Find a mentor

In addition to promoting your career, the right mentoring relationship offers both personal and job satisfaction, said Dennis Chang, MD, a hospitalist and assistant professor at the Mount Sinai School of Medicine in New York.



Photo by Thinkstock

The first aspect to understand is that the mentoring relationship is not a hierarchy, with the mentor at the top telling the mentee what to do, he said. "It is a partnership where both mentor and mentee learn and benefit from the relationship. It is not just the mentee who's benefiting; it's a symbiotic relationship."

Before finding that perfect mentor, make a career plan and list some starter goals that are SMART (that is, specific, measurable, attainable, relevant, and time-bound), Dr. Chang said. "You may not have any idea what your goals are. And that's fine, that's OK, don't panic," he said. "Just remember: You should have at least thought about this so that when you get in the room with a mentor...they can help you refine your goals."

Next, do some advanced scouting and contact faculty you know and trust, as well as speak to some of their successful mentees, Dr. Chang suggested. "You can do some dating. You don't have to just find 1 name and just meet that 1 person; you can meet several people and, in fact, you should meet several people," he said, adding that mentors can also be from outside the hospital medicine division.

The goals of the mentoring relationship should be mutually defined by both parties, Dr. Chang said. "Both of them should create the goals together, and they both have a responsibility to collaborate and make sure those goals are reachable," he said, adding that the relationship should be about development, not coaching. "Coaching is where somebody tells you what to do for the now," Dr. Chang said. "Development is trying to develop the knowledge, skills, and all of the abilities so that you can get from where you are now to where you are in the future."

The ideal mentee should "manage up," or take the responsibility of driving that relationship, which "makes it easier for the mentor to help you," said Patrick Rendon, MD, FACP, a hospitalist, assistant professor, and associate program director of the internal medicine residency at the University of New Mexico School of Medicine in Albuquerque.

Mentees should prepare for meetings with their mentors, be active participants in those meetings, and do the work between meetings, he said.

To prepare for meetings, mentees can create a checklist of what was discussed at a previous meeting, create new SMART goals, and compose questions, which will all help to create an agenda, Dr. Rendon said. To actively participate, mentees should communicate how often they'd like meetings to take place—at the very least, he recommends once every 6 months—and take charge of scheduling meetings, he added. To best accomplish goals between meetings, work smarter by using a prioritization system, such as the Covey time management grid, Dr. Rendon said.

Don't impose unnecessary deadlines, but setting a reasonable timeline and meeting that target date early ensures progress, he said. "If you and your mentor are talking about [a deadline] 4 weeks from now, a little hint: Get it done 2 weeks from now. He or she will be really happy," Dr. Rendon added.

Apply for jobs

For those just entering hospital medicine, there are 4 core elements of a job application: performance during residency, scholarly work, relevant documents, and strategy, said Daniel Steinberg, MD, FACP, a hospitalist and residency program director at Mount Sinai Beth Israel in New York.

Employers want to see that applicants demonstrated the same skills during residency that they will need as members of the hospitalist group, Dr. Steinberg said. "You need to think about how to leverage all the things that you're already doing as a junior hospitalist, as a resident, because there's a lot of material in there, and sometimes optimizing your application just means thinking about how to highlight it," he said.

For instance, consider emphasizing "essential" skills, such as clinical experience, professionalism, and interpersonal communication, as well as any residency awards, participation in

committees and projects, membership in professional societies, participation in quality improvement projects, and attendance at local, regional, and national meetings, Dr. Steinberg said.

Any kind of scholarly work is also important to include on an application, he said. "What hospital medicine leaders want to see is that you can take charge and lead something and show initiative and be a leader on a project," Dr. Steinberg said. "That is probably more important than being a participant on a project, so if you can find even a small project that you can make your own, that is really valuable."

When putting together an application, favor letters of recommendation from hospitalists, and include at least 2 from those who have worked with you clinically, he said. "It's never a bad thing to have a letter from someone who has worked with you in another venue, [such as] a research or a committee venue," Dr. Steinberg said. "I think that's got to help, but it should be complementary to the clinical letter." Ask for letters of recommendation about 3 months in advance, give letter-writers your CV, and remind them of when you worked together, he said.

An additional part of the application will be the residency program director's letter of recommendation. "If you don't submit that or you don't set it up that your program director will send a letter on your behalf, know that most hospitalist groups will call your program director and ask about you," especially if you're a new or recent graduate, Dr. Steinberg said.

Keep cover letters to 1 page, and make them separate formal documents instead of sticking them into the body of an e-mail, he suggested. Describe your experience and skills, as well as why you want to work at the hospital you are applying to, but be sure not to "over-explain" residency, Dr. Steinberg said. "We know what an internal medicine residency is because we've all done one," he said. "What you should highlight are things about your practice setting...[and] your involvement in quality improvement, committees, and research."

Trainees should have their medical licenses by fall PGY-3 if they'd like to start working on July 1, he stressed. "This is a pitfall we see sometimes," Dr. Steinberg said. "All other things being equal, the applicant who doesn't have their license yet and isn't ready to go is going to lose out on the offer. And licensing, as you may know, can take a number of months."

The interview

When the time comes to interview, a common mistake is going on too few interviews to allow for comparison among different positions, Dr. Steinberg said. "I always encourage my residents to go on as many interviews as possible."

To ascertain what interviewers look for in new hospitalists, Joshua Allen-Dicker, MD, MPH, ACP Member, a hospitalist at Beth Israel Deaconess Medical Center in Boston, surveyed about 18 hospital medicine program directors from urban, suburban, rural, academic, and community programs across the country.

"By and large, the most common thing that I heard back was the importance of showing that you can be a team player....It is key that on your interview day, you prove that you can be that person," he said.

Before your interview, prepare to talk about the times when you demonstrated your teamwork skills during residency, such

as completing a quality improvement project with several other residents or working with a nurse and a social worker to help a particular patient, Dr. Allen-Dicker suggested. Then, when the interviewer lobs the "Tell me about yourself" softball, be prepared to steer the direction of the conversation toward 1 of those stories and show off your teamwork skills, he said.

During the interview day, demonstrate that you can acknowledge others' hard work: Be polite, and say thank you to those who are spending time away from clinical care to interview you, Dr. Allen-Dicker said. In addition, demonstrate passion and enthusiasm for hospital medicine and be prepared to answer forward-looking questions about your career goals, he said.

Candidates should also ask the right questions. "What program directors are looking for is applicants who are knowledgeable not just about hospital medicine but also about the specific program they are interviewing with," Dr. Allen-Dicker said. "So before your interview, do your homework: Google the group, PubMed the program director, and look at the program's website. In other words, be prepared when they ask why you want to come there."

He admitted that his next piece of advice is difficult to heed: During your interview, don't fuss over the details. In Dr. Allen-Dicker's survey, several program directors stressed the importance of finding physicians who were willing to be flexible.

"The hospital is an ever-changing landscape and, as such, as hospitalists, our job description is changing....There is no way that a hospitalist program director is going to be able to tell you exactly what your job is going to look like in a year because, most likely, he or she does not know," he said. It's OK to ask specific, detail-oriented questions—but try to save them for when you get the job offer, unless you absolutely need to know sooner, Dr. Allen-Dicker advised.

Not all interview questions will be buttery smooth. "Inevitably, on every interview that I went on, I got asked a question that I had no idea what to do with," he said. Some examples of tough questions given by the program directors he surveyed include "How do you balance supervision and autonomy?" and "What is the best piece of constructive criticism you have ever received?"

Take a deep breath, avoid quick "I don't know" responses, and ask a clarifying question to buy some time, Dr. Allen-Dicker suggested. "When you get that tough question, just remember that it's less about the answer and more about your ability to demonstrate that you are passionate [and] that you are thoughtful," he said.

After the interview, understanding what to expect "can really save you a lot of confusion and anxiety in the post-interview period," Dr. Allen-Dicker said. Think about if the employer needs any additional information and clarify when you should expect to hear back, he said. Then, when you get home, write down all your thoughts about the program, the people you met with, the topics you discussed, what you liked or disliked, and additional questions to ask when you receive a job offer, Dr. Allen-Dicker said. Follow up by sending a thank you note by e-mail or snail mail, he said.

Finally, update your mentors, residency program director, and other letter-writers, letting them know about your favorite

groups, Dr. Allen-Dicker said. "If you really like a program, don't be afraid to ask one of your advocates to call on your behalf," he added. "Hospital medicine is a really small community; chances are that one of your letter-writers is going to know somebody who works at the hospital medicine group that you're applying to."

Once you have an offer, be honest with the group that's making the offer, as well as with those that you have not heard from, Dr. Allen-Dicker said. "If you're going to need time to figure out your options, let them know," he said.

Negotiating the deal

Before negotiating that employment contract, determine what is important to you—whether it's having a particular salary, schedule, office, or protected time for teaching—and write down those priorities, said Chad S. Miller, MD, FACP, associate professor of medicine and chief of the division of general internal medicine at Saint Louis University in Missouri.

"If you come into the negotiation as a blank slate, I'm afraid you're probably going to walk away disappointed," said Dr. Miller. Before you negotiate, talk to mentors and trusted advisers about what you want, and they can help guide you on how to best leverage the negotiation, he said.

General salary information is available through the Medical Group Management Association or Association of American Medical Colleges. "You do need to do a little bit of local research, depending on the city," Dr. Miller said. "The hospitalist market has been very volatile, and there are cities that I know are barely 100 miles apart that the starting salaries of the hospitalist positions are \$100,000 different."

Other points to bring up during negotiation might be backup arrangements for when someone's sick, the chain of command, how the group handles mission creep issues, and

equity in rotations if bonuses are based on relative value units (RVUs), he said. "Things such as working nights, working in a skilled nursing facility, [and] doing surgical comanagement do not produce as many RVUs or as much billing as just working on a standard hospitalist service....Make sure that you are rotated through all of those appropriately, just like everyone else," Dr. Miller said.

In the contract, understand the meaning of any noncompete clause, whether there is tail malpractice coverage, and whether there is termination without cause, he said. "You need to think about ending the relationship upfront because this is the stuff that goes in the contract," Dr. Miller said. "If things go well, you may never look at the contract, and that's great. But if they don't, this is when the contract becomes most relevant."

Come to the discussion with realistic expectations, he advised. "You may not get everything you want," Dr. Miller said. "And if someone gives you everything you want, and you ask for a lot, that might be a red flag because if they give you everything you want, then they give everybody else everything they want. That's not necessarily a good business model."

Get all agreements in writing, he said, noting that your boss may change over time. "Oral agreements are enforceable...but I recommend that you actually get it in writing, and the reason is, details get forgotten," Dr. Miller said.

Finally, if it all doesn't work out exactly as you hoped, don't stress. "Your first job is not your last job," Dr. Allen-Dicker said. "It doesn't have to be your dream job. The most important thing is that that first job sets you on that path to you getting that dream job." ■

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Teach us to care

Sarah LeLeiko Cutrona, MD, MPH

Standing in the corridor behind our nursing station, I stare at stacks of white and blue paper, shoved (with vague attention to the alphabet) into paper cubbies. It's July, inpatient wards, and I am trying to help my intern locate the form necessary to consent a patient for blood transfusion. In 2016, computerized physician orders have not yet made it to our institution. Gracefully, my intern has accepted the fact that echocardiograms require the blue form, all insulin requires the insulin form, heparin goes on the heparin sheet, and God help you if you order an MRI. She has rapidly become comfortable with our EHR and is able to carry out the necessary steps for electronically entering patient discharge data by her second day on service. She's a pro. And yet still there are skills to be learned. Coming from an institution more computerized than ours, she is momentarily perplexed by our practice of inserting plastic cards into a hand-operated device that, when closed firmly, stamps a sheet of paper with a patient's name and medical record number. Aha, I think. Something I can teach.

In these early summer days, already warm by early morning and heavy at the day's end, I think a lot about what I can teach this generation of interns. What I should be teaching and (as an attending physician in July) why I volunteer to do this year after year. I debate whether to allow our morning rounding team, already woefully behind schedule, to skip the CMO patient on whom no active decisions need to be discussed. We would all see him separately later in the morning. We would be efficient. We would get to call our consults, as we are supposed to, before noon. And yet ... the words from a T.S. Eliot poem (1) come to mind as I consent to this efficiency:

Teach us to care and not to care.

As the week progresses, I talk to my team about bedside manner and we discuss how to share difficult information with a patient. I try to model some discussions and delegate others to my intern and subI who, seizing the opportunity to take ownership of their patients, are wonderful and hesitant and direct and empathetic, all at the same time. They will need to care, deeply, to get through these next few years and the years beyond, all those long hours when significant others are left at home wondering why 6 p.m. became 8 and 8 p.m. became 10. They will need to understand why they do this. They will need to understand for whom, each day, they sacrifice their sleep and sanity and, frequently, their meals. They will need to care.

But also they will need to not care. Story after terrible story confronts us daily. The withdrawing alcoholic with facial bruises and yellowed skin, declining our resource list: "Tried those. Nothing's worked." The cachectic. The delirious. The recently healthy. The family member whose helpless anger finds outlet

daily when our team arrives, whose story obliges me to shut out portions lest I wake at night reliving her words. The head bleed. The patient with no one, waiting months on the wards for a court to grant freedom from iatrogenesis. The bed sores slowly creeping into gluteal folds. The single-digit CD4.

At the end of the day, I come in the door to my home, rushing upstairs to take off hospital clothes before hugging my daughters. Pausing to sit on the edge of the bed in the heat of the second floor, I remember the next line in T.S. Eliot's poem:

Teach us to care and not to care

Teach us to sit still.

And perhaps this, only, is what I can teach. Teach us to sit still in the presence of a patient sharing her story. Teach us to hold our bodies and our minds still, teach us to be present and to convey to the person in front of us that we are here, listening, in the same room, together. Teach us, somehow, to do an impossible number of tasks each and every day and to do them quickly and efficiently and patiently and without losing track, without losing faith or hope, weight, or sanity.

And then teach us to stop. At the end of each day, or at the moments that demand it, teach us to stop and to sit still. As another July draws to a close, teach us to remember why we return to work year after year with our brand-new trainees. Teach us to care. ■

References

1 Eliot TS. Selected Poems San Diego: Harcourt Brace; 1964; 84.

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How to financially survive in a hospital-owned practice

As more and more practices are moving to the hospital-employed model or are considering moving under the hospital umbrella, physicians' questions abound. Will I lose my autonomy? Will my hours be better? Will I be able to turn over to the larger entity such headaches as billing and human resources? Will Medicare reductions be "subsidized" by the hospital? Will my income become more stable? Were any lessons learned from the 1990s about how to manage a physician practice?

There are no easy answers, and the practice considering becoming part of a health system will certainly need to do the required due diligence. First and foremost, get professional advice before signing any contracts. Because many physician practices will have production and/or productivity incentives, it is important to understand how the new system will calculate the revenue and expense side of the equation.

This analysis will focus on the revenue side. Revenues are most affected by two areas: payer contracts and accounts receivable management.

Let's start with payer contracts. Hospitals may or may not have better outpatient reimbursement than physicians, and it makes a difference whether they will be billing as a provider-based clinic as opposed to a private physician office.

According to rules from the Centers for Medicare and Medicaid Services, many practices are billing with the incorrect place of service: hospital versus free-standing. Often, when a physician becomes employed by a hospital, the physician will bill using the hospital tax identification number and the hospital's fee schedule, which may be lower than the practice fees. Thus, it is important for practices undergoing an acquisition to understand what will and what won't change in the billing process. If the physician will be billing under his or her own provider number with the same location of service, there is no need to change to a lower rate contract unless and until the contract expires.

There is a difference between physicians billing for global services in their offices, billing for professional services in nonfacility settings and billing for both the professional and technical components separately. When the hospital bills a separate facility fee for services rendered in the outpatient setting, this is referred to as "provider-based billing."

Obviously, from the patient and insurer standpoint, the ideal is to use the least expensive setting to provide the service. It makes sense and is the responsible thing to do. However, since more hospitals own physician practices these days, unless the hospital has designated the physician practice as an outpatient department of the hospital, most insurance companies will only pay what they would pay in the physician office regardless of the tax identification number the service was billed under.

Regardless of practice type ("provider-based" or "free-standing," using CMS terms), the hospital must negotiate a specific physician services contract (including fee schedule) with each payer in order for the doctors to be considered "in network" under their new (the hospital's) tax identification.

Regarding accounts receivable management, hospital administrators may not understand the different revenue cycle of an office practice. For example, from the hospital's perspective, collecting accounts receivable balances is a simple allocation of resources. In the hospital world, the accounts are much larger, thus they tend to have a much higher writeoff threshold. A \$500 balance is small change for the health system. In a physician's office, \$20 co-pays add up to a significant amount of the total practice revenue. It's all a matter of scale.

Thus, before signing on with a hospital or health system, it is important to know who will be doing the billing and collection and how much control the practice will have for its own activities. When the staff collects the revenue as if paychecks depend on it, they will do a better job with issues such as registration, scheduling, reminders, time-of-service collection, claim submission and following up on denials and partial payments, and sometimes that attitude can get lost in the hospital patient accounts department.

As many hospitals found out in the 1990s, the ones that are successful in owning/managing physician practices are those that recognize that the most successful model in the long run retains as many of the effective traditional physician practice dynamics as possible. Retaining financial control will be a good place to start when considering acquisition by a hospital or health system.

For more information on managing practice finances, go online (<https://www.acponline.org/practice-resources/business-resources/office-management/financial-management>).

For more information on the claims revenue cycle, see the American Medical Association's website. ■

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Negotiation: A key skill for women hospitalists

By Stacey Butterfield

Michele G. Cyr, MD, FACP, has firsthand evidence of the salary gap between male and female physicians. Now the director of general internal medicine at Brown University in Providence, R.I., years ago she became the interim chief of internal medicine, which gave her authority over physician salaries.

"When I looked at the spreadsheet, I was shocked and dismayed to see that the men were making more than the women. Men who had been hired at the same time as me were making more for doing the same work," Dr. Cyr told attendees at session titled "Negotiation Skills for Women Physicians," held at Internal Medicine 2013 in San Francisco this April.

"I said, 'This is absolutely unacceptable.' I went about fixing it," she said. Then, five years later, she took another look at the spreadsheet. "Once again to my amazement and shock, the men were making more than the women.

"When I reflected on it, I realized that every time I asked one of the male faculty members to do something, he would say yes and ask for an increase in his salary," she added. "When I asked one of the women to do something, she would say 'Yes, and thank you.'"

This difference in approach was also uncovered by researchers at Carnegie Mellon University in Pittsburgh, she said. They found that 57% of men but only 7% of women negotiated their salary rather than just taking what was offered. And, when asked to play a game with variable pay as part of a study, nine times more men than women asked directly for higher pay.

Another study surveying physicians who had recently graduated from residency in New York State found large pay variations between the sexes. "There was almost a \$17,000 salary gap that was unexplained by any of the variables they controlled for," said Dr. Cyr.

The New York salary survey was conducted annually from 1999 to 2008. "What's most disheartening about this is that the salary gap was increasing over time," she said. "It's not getting better. In fact it seems to be getting worse."

The good news is that women physicians may be able to correct this inequality with more willingness and skills to negotiate. There are a number of reasons women typically avoid negotiation, including fear of failure or looking greedy, conflict avoidance, and not knowing what they deserve, said Dr. Cyr.

The last of those initially affected her when she was first promoted to chief of internal medicine. "The dean of the medical school asked me what I wanted to be paid. I was clueless," she said.

Belief in meritocracy or "tiara syndrome" can also be a problem. Dr. Cyr explained this predominantly female

misconception: "If they do their job really well, someone will notice and put a tiara on their head."

The solution to these psychological and knowledge barriers can be simple. "Let's get over it," said Dr. Cyr, proceeding to give her listeners a crash course in successful negotiation.

Prep for an ambush

Ambush negotiations are a common occurrence that can require skillful handling. Picture someone stopping you in the hallway to request a favor. "I think this is incredibly prevalent in medicine," said Dr. Cyr, offering a humorous example: "I was wondering if you might be able to write a brief chapter on the complete history of internal medicine."

A good first step is to postpone answering until you've had a chance to think about the request. "'Sounds interesting. Could you send me an e-mail with some specifics?'" suggested Dr. Cyr.

If your answer is no, there are a number of ways to express that effectively. "I like to keep [a list of potential] excuses. I am incredibly likely to say yes to something too quickly," she said. "One is 'I would love to, but I'm really overcommitted right now.'" Note that no further details are usually necessary. "Women always feel the need to explain what the previous commitment is. Men never do," said Dr. Cyr.

Another solution is to suggest someone else for the task. "I know somebody who would be perfect for this," Dr. Cyr said, noting that it's best not to set an ambush for the next person. "Do your colleague a favor. Call them and tell them you recommended them and they can say no, so they have time to think about it."

But if you, like those male doctors on Dr. Cyr's service years ago, are willing to do the task in exchange for something else, get ready to negotiate. "You've got to figure out what you want. Then you have to figure out what they want. How can both of you get what you want so you can be successful?" she said.

In addition to pay, negotiable items include resources such as administrative personnel, benefits, scheduling and time off, responsibility/authority, and titles. "Don't scoff at titles," said Dr. Cyr. "They are symbolic, but they can move you ahead in your career."

To respond to an ambush, determining what you want in exchange and asking for it may be all that's necessary, but for bigger negotiations—a new job or an annual review, for example—more preparation is appropriate.

Know your value

Start by really knowing your own value. "It's about your work, not about how much money you need. Think about it in terms

of what you're worth," said Dr. Cyr. "One of the things that bothers me that women say is 'I have to make enough to pay for the child care.'...That's not relevant. It's your value."

At first, putting a number on your value may seem distasteful or difficult. "Many of us went into medicine thinking we weren't going into business," she said. But there are many resources available for benchmarking one's salary against people in similar positions (see sidebar). "It really is powerful to have the data," Dr. Cyr said.

When thinking about value, tally up the various ways that you contribute (or will contribute, if this is a first salary negotiation) to your employer. "Consider reimbursable work, but also nonreimbursable work," she said, such as contribution to a hospital's mission, teaching, mentorship, downstream revenues (lab fees, for example), recruiting, research, and public relations benefits from invited presentations or media interviews.

Speaking of public relations, "Become your own PR person. It's not bragging to describe your accomplishments...Take credit, even if it was a team effort, and you led the team," Dr. Cyr said.

Negotiation preparation also requires thinking about the other party's values and their needs. "How will they benefit if you succeed?" asked Dr. Cyr. "If you're taking a job, find out what happened to your predecessor. It may be insight into the values of the organization."

Although you should go into the negotiation with a clear agenda, including talking points, some of the other-party research can be done early in the negotiation itself. Dr. Cyr cited a study of labor negotiators, which found that the most successful ones spent twice the average time acquiring information during negotiations.

"This is very, very similar to how we take a history from a patient. Start the negotiation with open-ended, broad questions," she said. Listen carefully, and paraphrase what you learn back to the other person. "Don't be too quick to understand if you want to get more information," she said.

Jumping to conclusions is a common mistake of nervous negotiators. Don't anticipate the other person's responses by saying things like "I know you can't pay me any more money" or "I know I probably shouldn't be asking." And don't try to impress the other party with how well you understand their arguments, but do be sincere.

Get ready to bargain

After the information-gathering step of negotiation comes the bargaining. "The bargaining begins as soon as a number or a term is mentioned," said Dr. Cyr. Before the bargaining begins, you should be certain of your bottom line. "The reservation value is the worst deal that you would accept before concluding that the negotiation has failed. It is the lowest salary you'd accept before taking another job," she said. "The target value is your aspiration....It should be ambitious, but it should also be realistic."

Expect the usual negative responses to your terms: "'That just won't work with our salary structure here.' 'Things are really tight this year, this decade, this millennium.' 'You put me in a difficult situation. I'd love to do this but the big guy would never approve,'" offered Dr. Cyr.

In response, don't make the first concession. Instead, say something like, "If you can't do that, what can you do?" If you do eventually make a concession, give up something that's of lesser value to you. "Don't agree to a bad deal just to get any deal," said Dr. Cyr, and don't talk just to fill the space. "When you're bargaining, silence is golden. Don't jump in and answer your own questions or second-guess what they might say."

Employers may argue that the contract is standard and can't be changed, but that's not necessarily true, said Dr. Cyr. "Don't think it's one size fits all," she said. Physicians who negotiate can often add letters or addendums to standard contracts.

Eventually, the goal is to get to a middle position between your goal and the other party's that satisfies everyone. This is a point where women can often be more successful than men. "They want all parties to come away from negotiation feeling good" and may more easily find win-win solutions, said Dr. Cyr.

To increase the good feelings, she also recommends having a definitive end to the negotiation. "A strong visible closing creates ongoing and trusting relationships," she said. And, finally, as trusting as your relationship may be, it's always better to have a negotiation end with a signed deal. "I highly urge you to get it in writing," Dr. Cyr said. ■

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Salary benchmarking resources

When Michele G. Cyr, MD, FACP, was asked by a medical school dean how much she'd want to be paid as chief of internal medicine, she didn't have an answer. Luckily, the dean did—he looked in the Association of American Medical Colleges' (AAMC) faculty salary survey book. The salary survey is one of several resources that can help negotiating physicians determine how much they should earn.

- AAMC Faculty Survey—shows high, low and average salaries of physicians employed by medical schools, divided by degree, specialty and region. It can be ordered online or it "should be in the dean's office at your institution," said Dr. Cyr.
- Medical Group Management Association Physician Compensation Survey—includes compensation and production data for physicians categorized by specialty, rank and region. "What I like about this is that it includes starting salaries," said Dr. Cyr. "You can peg your situation by the number of years out in practice you are." The survey is available for purchase.
- GuideStar—a database of the tax returns filed by nonprofit organizations. "You can find out what the top-earning employees of that institution are making," said Dr. Cyr.

A final option, of course, is just to talk to someone in the know. "Ask colleagues that you're comfortable asking or mentors," said Dr. Cyr.

Can women have it all?

Successfully balancing family and a hospital medicine career

By Janet Colwell

Weekend shifts on the teaching service at Beth Israel Deaconess Medical Center in Boston bring mixed emotions for hospitalist Grace C. Huang, MD. While she loves her work, she knows she may not see her children between putting them to bed on Friday night and sending them off to school on Monday morning.

"It means missing out on family time over the weekend and the chance to just hang out instead of doing the rat race on the weekdays," said Dr. Huang, assistant professor of medicine at Harvard and mother of four children between the ages of two and nine. "But I love where I work, and working full time was a deliberate decision."



Illustration by Sarah Ferone.

Juggling the demands of a young family with a busy career isn't easy, no matter what your gender. But biology and cultural factors often make this particular balancing act more complicated for women.

A satisfying life doesn't have to mean sacrificing career for family, or vice-versa—but it does mean prioritizing goals, said ACP Member Colleen O'Connor, MD, director of the hospitalist program at Lankenau Medical Center in Wynnewood, Pa., and mother of five children between the ages of two and 12.

"You have to pick and choose what's important to you in both professional and personal domains, and be upfront about it," Dr. O'Connor said. "It's important to prioritize those things that you see helping you accomplish your goals while at the same time delegating those that may not best fit."

Excelling in a distinct role also proves your value to employers and may make it more likely they will embrace family-friendly policies, said Molly Carnes, MD, professor of medicine at the University of Wisconsin and director of the UW's Center for Women's Health Research.

Dr. Huang, for example, spends part of her time serving as director of assessment for BIDMC's Center for Education, which oversees medical educational activities at the academic medical center. The role feeds into her research interests such as the procedural training of residents and cognitive error, which has helped her publish scholarly papers and secure grant funding—key considerations in her case for promotion to associate professor, she noted.

"We have to frame this as an economic, competitive issue," Dr. Carnes said. "Institutions can't afford to have these highly trained, knowledgeable workers disengage from the workforce."

Full time vs. part time

Working part time is one way to balance career and family, but there are pros and cons to consider. A 2009 survey of part-time academic physicians published in *Academic Medicine* found that part-time schedules allowed physicians more time to focus on their research, family activities, and career and personal goals. But some women reported they were working more hours for less pay, were overlooked for promotions and challenging projects, and were viewed by their colleagues and supervisors as being less committed to their jobs.

"The challenge of part-time work is, 'Will I be compensated proportionately?'" said Rachel Levine, MD, assistant professor at Johns Hopkins University School of Medicine in Baltimore, who has researched and written about part-time careers in academic medicine. "Will I get the same exciting work as my colleagues and get compensation, benefits and career development on a proportional basis?"

Dr. Levine opted for a part-time schedule after having her first child and beginning a faculty position at Johns Hopkins in 2004. The choice made sense because it gave her more flexibility and guaranteed two days off a week to spend with her family, she said—but she still worked about 40 hours a week, with reduced salary and benefits.

Part-time schedules can work if physicians feel like they are on a "fair playing field" with their full-time colleagues, Dr. Levine said. "I would be willing to accept being promoted at a slower rate as long as it was still a steady rate and consistent with the effort I was putting in."

Alternatively, some women choose to work full time but adjust how those hours are spent while their children are young.

"The ratio of clinical to administrative [work] is important," said Daisy Smith, MD, FACP, senior medical associate for content development at ACP. Dr. Smith served as the internal medicine residency program director and director of the hospitalist program at Lankenau Medical Center from 2003-2011, when her kids were young. "Even with three young kids I could go full time because my administrative work gave me flexibility. Patient care is a lot less flexible," she said.

Other full-time hospitalists with children have made conscious decisions to cut back on things like travel or research.

"Without a family I would probably do more research activity, which is very strongly considered in terms of promotion here," said Carrie Herzke, MD, assistant professor of medicine and director of clinical operations for the hospitalist program at Johns Hopkins University Medical Center. "I've made a decision that research is an area that I'm going to let lag a little bit even though my progress to associate professor will be delayed because of that."

Similarly, Dr. Huang has cut back on travel in order not to be away from her four children for long periods of time.

"That's one big tradeoff," she said. "I'm not out there on the talking circuit and the work that I do to disseminate my ideas has to be through publications." The decision hasn't stalled her career, she said, but led her down a different promotional track that focuses more on scholarly work and less on national presentations.

Logistical support

When successful women are asked how they "do it all," most cite a strong support system, including an understanding spouse, a family-friendly workplace, and help with child care.

Johns Hopkins, for example, offers onsite day care and access to an emergency child care service, said Dr. Herzke. In addition, the director of Dr. Herzke's division is "very conscious" about not scheduling meetings before 8 a.m. or after 5 p.m., when parents are likely to be dropping off or picking up children from day care, she said.

Before- or after-hours meetings are difficult for parents who rely on paid child care arrangements that follow traditional hours, but they are still common in many hospital divisions, including at Hopkins, noted Dr. Levine.

In an internal survey of Hopkins' physicians, 10%-15% of respondents said they felt early and late meetings interfered with their ability to advance professionally because they couldn't attend and so were perceived as less committed.

Employers can help by allowing flexibility during work hours, said ACP Member Anna Liza M. Rodriguez, MD, president of the hospitalist group at Chesapeake Regional Medical Center in Chesapeake, Va., and mother to three children ages nine through 14. "I can talk to my partners and say I need to be away for a couple of hours. We cross-cover for each other."

At BIDMC, Dr. Huang job shares with another female academic hospitalist who also has young children. Both work full time but split the patient load of one physician, so they can spend the rest of the day attending to their significant non-clinical responsibilities, which can't be placed on hold while they see patients. Dr. Huang said she spends about 12-16 weeks a year on clinical service, and splits the rest of her time between research, administration, teaching and consulting.

The result is more flexibility, reasonable daytime hours, and the ability to cover for one another when child care issues arise, she said.

"My hospital medicine boss sets the tone for allowing me as well as other working parents to have flexible job descriptions that work for our lives," said Dr. Huang. "He is one of our greatest advocates for flexible schedules."

Dr. O'Connor noted the importance of having a supportive spouse who shares equally in family responsibilities. She relies on her husband, who is a full-time nephrologist at Lankenau, to stay home with their children during the weekends that she is on call at the hospital. The two carefully coordinate their schedules months in advance so that their weekends on call do not conflict and one parent is always available at home.

Securing a mentor

Many women cite the value of having a female mentor who has successfully combined work and family, to provide advice and support. There's no way to take the stress out of being a full-time working physician and parent, but a supportive mentor

and workplace can help motivate women to push through and succeed, said Dr. Levine.

"If you're pushed to your limit, it makes sense that you might burn out," she said. "But if you love your work and get great support and mentoring and feel a sense of personal accomplishment, it is more likely that you will stay in your job."

While women are still greatly outnumbered in leadership roles, it's usually possible to find a female mentor with some effort, said Dr. Carnes.

"When I entered medical school, women were a small minority and I had to call the dean of the school of nursing for advice," said Dr. Carnes. "But now there are thousands of women with children who can be role models. If there are no women in your hospitalist group, reach out to internal medicine or another department. Network across disciplines."

Dispelling stereotypes

Even in a supportive workplace, women with children can be perceived as less willing or able than men to assume leadership roles, experts said. The best way to combat these assumptions is to show people what you can do and speak up about your career goals, Dr. Rodriguez advised.

"If women really want to move up, they have to be proactive," she said. "Sometimes men will assume that women aren't ambitious enough to go after certain administrative roles and assume they don't want the extra work while raising kids. If you want to advance your career, you should let people know and show them that you are capable."

And don't succumb to guilt just because you don't conform to society's expectations of the traditional or ideal mother, said Dr. O'Connor. The desire for an engaging and challenging career does not mean you are any less committed or devoted to your family.

"I love being a mother but I also like that my kids see me going off to do this other important job," she said. "And when I'm not working, I'm with them. I don't go out a lot or travel. My family is my priority." ■

Janet Colwell is a freelance writer in Brooklyn, New York.

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Fast tips

Successful female hospitalists offered these tips for keeping your career on track while raising a family:

- Speak up about your career goals and about how much responsibility you are willing to take on.
- Don't try to do everything at once. Zero in on areas that interest you and move steadily toward your goals.
- Find a mentor—preferably a female mentor—who can help you figure out your goals and how to achieve them.
- Consider cutting back on things like travel or research while your children are young. You might progress more slowly but you'll be less likely to burn out.
- Practice open and honest communication with your spouse so it's clear what you expect of each other.

Questions, answers on certification

By Jennifer Kearney-Strouse

Internists have questions about the upcoming changes to the Maintenance of Certification (MOC) process, and detailed answers came forth at Internal Medicine Meeting 2017. In short, attendees heard, changes will continue until the system works.



Certification can't be lost because of a single unsuccessful performance on a two-year assessment, said Yul D. Ejnes, MD, MACP. However, physicians who are unsuccessful at two consecutive attempts on the two-year exam will need to take the 10-year exam to maintain certification.

Photo by Kevin Berne

The American Board of Internal Medicine (ABIM) released new information about upcoming changes to its MOC program on March 29. A few days later, at the panel session "Moving Forward with a Community-Redesigned MOC," panelist Yul D. Ejnes, MD, MACP, offered attendees a more detailed look.

"It's evolving, and I have to emphasize that," said Dr. Ejnes, a member of ABIM's board of directors and a member of the Internal Medicine Board. "We're going to do things, we're going to change things, we're going to look at them, and if things don't work, we're going to change them until they work."

He reminded attendees that ABIM will offer a two-year assessment option to physicians certified in internal medicine and nephrology in 2018. The option is intended to offer more choice, relevance, and convenience to physicians maintaining board certification, Dr. Ejnes said. The 10-year exam will remain an option, but both the 10-year and two-year exams will have an open-book feature for internal medicine and nephrology beginning in 2018.

"Open book" means that physicians will have access to a to-be-determined online reference source while they are taking the examination, explained Dr. Ejnes, who is a past Chair of ACP's Board of Regents. The two-year option is scheduled to be rolled out to all subspecialties by 2020, Dr. Ejnes said (one exception: adult congenital heart disease, whose first MOC assessments, both 10-year and two-year, are scheduled to be offered in 2023).

While ABIM originally considered two-year and five-year testing options, it decided to move to a two-year model based on results from surveys, focus groups, and community engagement, as well as recommendations and analysis from ABIM staff subject-matter experts, Dr. Ejnes said. The shorter, lower-stakes assessment every two years was considered the option with the most flexibility to focus future assessments on a subset of knowledge relevant to practice, allowing some but not all subspecialties to be covered in certain cycles, he noted.

"We're currently calling [the two-year assessment] the Knowledge Check-In," Dr. Ejnes said. Starting in 2018, eligible physicians certified in internal medicine will be offered the choice of taking an assessment every two years or every 10 years. The two-year option, in addition to being shorter, can be taken at home, in the office, or "if you really want to do your hand print," in the testing center, he said.

In addition, the two-year exam will offer more continuous learning, feedback, and opportunities for improvement, "because the way we'll do feedback is going to change," Dr. Ejnes said. Specifically, he said, physicians will know right away whether they successfully passed the assessment rather than waiting months for the results. More detailed feedback will follow that will help physicians identify potential areas of weakness and offer links to resources to help shore these areas up, he said.

As in the current MOC program, physicians will need to pass an assessment before the end of 10 years, but they don't need to pass every Knowledge Check-In that they take, Dr. Ejnes said. The two-year Knowledge Check-In will be "no consequence" in 2018, that is, those who don't pass the two-year assessment in 2018 won't see a negative impact on certification or MOC participation status. Dr. Ejnes noted that this will allow people to try out the two-year exam as well as let ABIM learn from what happens and make any necessary adjustments for future administrations.

However, Dr. Ejnes stressed that "no consequence" doesn't mean the assessment can be skipped. He said that physicians who are due to take an assessment by 2018 need to either take the 10-year exam or try the Knowledge Check-In. Those who try the Knowledge Check-In and pass don't need to reassess until 2020. For those who try the Knowledge Check-In and don't pass, however, the attempt won't count against

them, and they can do the Knowledge Check-In again in 2020, Dr. Ejnes said.

Dr. Ejnes assured attendees that even after 2018, certification can't be lost because of a single unsuccessful performance on a two-year assessment. However, physicians who are unsuccessful at two consecutive attempts on the two-year exam will need to take the 10-year exam to maintain certification, he said.

He also offered additional details regarding timing. In general, he said, physicians will need to either take the two-year exam or pass the 10-year exam within 10 years of their last pass date. "The best way to know where you stand is to go to your MOC Status page on the ABIM web site," he said, where assessment due dates are given for each certification earned. Physicians don't need to choose which assessment to take, two-year or 10-year, until the year it's due, he said.

Of note, physicians whose certificates expire before the two-year assessment is available will still need to take and pass the existing 10-year exam to maintain certification. Dr. Ejnes said that he can sympathize with this group because he was part of it: He needed to recertify before the end of 2017 and so took the 10-year examination last year.

"You will need to do that. You cannot wait until 2018," he said. "That's very important because if you let your certification lapse, then you can't enter the two-year assessment pathway. The prerequisite is you need to be in good standing with your certification." He noted that those who pass the 10-year exam before the two-year assessment is available will not have to reassess for another 10 years.

Future improvements planned by ABIM include making the two-year assessments open-book in all of the subspecialties and focusing them on subsets of "the internal medicine songbook, as I call it," Dr. Ejnes said. He noted that ABIM is also working with some of the subspecialty societies to create additional assessment options.

"What isn't going to change is hopefully the pride and meaning in being ABIM board certified," Dr. Ejnes said. "This is a credential that we do want to have some performance standards behind it, and also not just the testing piece of it ... but also meaning something to those people who hold the credential, meaning something to those people who are being taken care of by someone with the credential, and something that all of us can trust."

During the Q&A period immediately following the session, audience members had several practical questions about how the new MOC process is working or will work going forward. Moderator Richard J. Baron, MD, MACP, president and CEO of the American Board of Internal Medicine (ABIM) and the ABIM Foundation, clarified that physicians can now get MOC credit for reviewing journal articles and that the online reference source physicians will be able to access during open-book examinations has not yet been finalized, although ABIM is currently in discussions with a vendor. He also confirmed that physicians who want to maintain Focused Practice in Hospital Medicine must do so through the 10-year exam; no two-year option is available at this time.

Anne Cummings, MD, FACP, a general internist in Marin County, Calif., remarked that she feels ABIM is not doing

enough to educate patients about board certification and what it means. "My patients don't know the difference," she said. "They see the 'MD' on the coat, and they don't know. So I would appreciate, very much, having more support from the ABIM actually in terms of building it up in what it means."

Dr. Baron said her concern was duly noted and mentioned that sometimes when people ask him what he does, his response earns him a blank look. However, he said, "when ... I say have you heard the expression 'board certified' and they all say yes, I say, 'This is the board that does the certifying.'" He agreed that ABIM could do a better job of promoting the meaning of the credential but added, "It's surprising how much that's part of the landscape, and the reason it's part of the landscape already is because we as a profession have valued it."

Charles Cutler, MD, MACP, a past Chair of ACP's Board of Regents, raised the question of ABIM's finances, which he noted weren't mentioned during the presentation. "The ABIM spends a lot of money. It's not your money, it's [the diplomates'] money," he said. "What's the return on investment for us?"

Dr. Baron stressed that a functional accounting of ABIM's finances is publicly available online. "It shows where the money is. It shows where the money goes and comes from. One hundred percent of the money comes from doctors. It doesn't come from industry, it doesn't come from government. That's what professional self-regulation looks like," he said.

He noted that ABIM fees for general internists are just under \$200 a year. "Running a professional organization, with all the kinds of things we're doing, we need revenue," he said. "We have a responsibility to operate efficiently, which we believe we do, to be transparent on how we do it, which we believe we are, and we stand on our record at this time."

Louis Saravolatz, MD, MACP, Governor for ACP's Michigan Chapter, remarked on an announcement about a joint society effort between ACP and ABIM regarding an additional MOC pathway and asked if Dr. Baron could elaborate.

Dr. Baron noted that discussions between ACP and ABIM regarding assessment methods have centered on ACP's Medical Knowledge Self-Assessment Program (MKSAP) and whether it could eventually be used for MOC. He said that although everyone agrees that MKSAP should count as an MOC pathway if completed successfully, that opens up additional questions.

"What's completion? How much do you have to do? What's successful? Where does that standard come from? How do we know it's that person?," he said. "Because when you move from it being a purely educational and informative program and start putting any consequences on it, behavior changes."

Dr. Baron said that ABIM and ACP are working through the questions and resulting operational issues and "trying to get to a place where we can live in a world where if people are doing MKSAP, then that would count as yet another option." He noted that there is no timeline for this potential pathway and that discussions remain open-ended. ■

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Featured Employer Index



CEP America..... 24-25



Envision Physician Services..... 28-29, 36-37



Johnston Memorial Hospital..... 32



MOUNT CARMEL
Mount Carmel..... 40



California Correctional Health Care Services..... 42-43, 55



CompHealth..... 60

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Presbyterian Healthcare Services is seeking BE/BC Internal Medicine trained physicians to join our group. Innovation is the unique difference that working in our group will provide you. Our medical group employs more than 700 primary care and specialty providers and is the fastest growing employed physician group in New Mexico. Presbyterian Healthcare Services is a locally owned, not-for-profit organization based in Albuquerque, New Mexico with opportunities located in Albuquerque, Rio Rancho, Clovis, and Socorro. Our integrated healthcare system includes eight hospitals in seven New Mexico cities, a medical group, multi-specialty clinics and a health plan. Each primary care clinic offers on-site clinical pharmacists, behaviorists, care managers, and case managers through the Level III NCQA Accredited Patient Centered Medical Home (PCMH) team. We have been proudly providing care to New Mexicans for 108 years.

Physician benefits

In addition to a highly competitive base salary we also offer:

- Flexible work schedules (36 hours of scheduled patient care)
- "Telephone Call" only in rotation with the group, no hospital call
- Incentive Bonus/Panel Management Pay
- Medical/Dental/Vision Benefits
- 403(b) and 457(b) Retirement
- CME and Relocation allowance
- Medical Malpractice and Tail Coverage
- Reimbursement for NM License, DEA, CSR
- Sign on bonus or residency stipend
- Loan Forgiveness & Rural Tax credits available for qualifying locations.

Albuquerque thrives as New Mexico's largest metropolitan center and has been listed as one of the best places to live in the United States by several major publications. A truly diverse and multicultural city, Albuquerque offers you and your family a wide variety of experiences, activities and entertainment.



For more information, please contact
Kelly Herrera
Physician Recruiter
505-923-5662
kherrera@Phs.org





**UNIVERSITÉ
DE GENÈVE**

FACULTÉ DE MÉDECINE



Hôpitaux
Universitaires
Genève

L'ESSENTIEL, C'EST VOUS.

The Faculty of Medicine of the University of Geneva and the University Hospitals of Geneva are seeking applications for the position of a

FULL OR ASSOCIATE PROFESSOR, HEAD OF THE DIVISION OF PRIMARY CARE MEDICINE

CHARGE: This is a joint university hospital and faculty position as Head of the Division of primary care, including a part-time appointment as professor. The position is attached to the academic department of community health and medicine and the hospital department of community, primary care and emergency medicine.

The candidate should have an extensive clinical track record in primary care and/or further training in related specialities. He/She will possess outstanding managerial, communication and leadership skills to lead a highly interdisciplinary university hospital division, including an emergency unit. He/She should also be able to collaborate with other divisions in a transversal perspective.

The successful candidate will have mentoring skills, be dedicated to strong medical education at the undergraduate and postgraduate levels, and possess the ability to conduct high-level clinical research in the field of primary care.

TITLES AND QUALIFICATIONS REQUIRED:

- M.D. title and board certification in internal medicine, or equivalent, are required.
- Good knowledge of French.
- Relevant experience as an independent investigator and teacher.
- Publications in major international journals.

STARTING DATE:

October 1ST 2018, or upon agreement

For detailed application guidelines, contact:

sylvia.deraemy@unige.ch

Mandatory online registration before November 30TH at

<http://www.unige.ch/academ>

In a gender equality perspective, women are encouraged to apply.



David Geffen
School of Medicine

UCLA Health

**University of California, Los Angeles
Department of Medicine**

Full-time faculty positions in Primary Care

The University of California, Los Angeles, Division of General Internal Medicine and Health Services Research has Full-time faculty openings in Primary Care. Positions are available in multiple practices in the Greater Los Angeles area. Minimum 36 hours/week of direct patient care and supervision of residents and medical students in inpatient and outpatient settings. Demonstrated skill in clinical teaching and practice required.

UCLA Health has provided high-quality health care and the most advanced treatment options to the people of the greater Los Angeles region and the world for more than 60 years. UCLA Health includes four hospitals on two campuses — Ronald Reagan UCLA Medical Center; UCLA Medical Center, Santa Monica; Mattel Children's Hospital UCLA; and Resnick Neuropsychiatric Hospital at UCLA — and more than 150 primary and specialty offices throughout Southern California, including the South Bay and North West Valley campuses. UCLA Health is consistently ranked as one of the top hospitals and the best in the Western United States in the national rankings by *U.S. News and World Report*. UCLA Health ranks Best in the West for 26 consecutive years and now No. 3 in the nation in *U.S. News & World Report's* survey of "America's Best Hospitals." UCLA Medical Group was awarded the Gold Level Achievement for clinical quality by the California Department of Managed Health Care.

The University of California is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age or protected veteran status. For the complete University of California non-discrimination and affirmative action policy see: UC Nondiscrimination and Affirmative Action Policy.

To apply, please visit:

<https://recruit.apo.ucla.edu/apply/JPF02805>

**Full Time Internal Medicine Primary Care Physician
for Large Public Health and Hospital System in Silicon Valley**

Santa Clara Valley Medical Center (SCVMC), a large public teaching hospital, affiliated with Stanford University School of Medicine, in San Jose CA, is seeking a full-time BC/BE internal medicine-primary care physician to join our dynamic primary care practice in our Department of Medicine. We offer the unparalleled opportunity to gain the long-term personal and professional satisfaction of serving our patients and our diverse community, while teaching the next generation of health care providers, in one of the best places to live in the United States. Santa Clara Valley Health and Hospital System (SCVHHS), the second-largest County-owned health and hospital system in California is committed to improving the health of the 1.8 million people of Santa Clara County. As an integrated health care system, SCVHHS includes a 574-bed central hospital, SCVMC, a large primary care network comprised of nine health centers throughout the County (including our newest center in downtown San Jose, which opened in 2016), a broad-range of specialty services in our Valley Specialty Center, a large behavioral health department, public health, EMS, and Valley Health Plan. SCVMC itself hosts five residency training programs and partners with Stanford University Medical Center for the training of residents and fellows in many Stanford-based specialties. SCVMC also features a Level 1 Trauma Center, Burn Center, Primary Stroke Center, and a CARF-accredited Rehabilitation Center. Providers in our health system also have the unique opportunity to use our integrated electronic health record (Epic), which brings together system-wide patient information. Recently, the Health Information Management Systems Society (HIMSS) recognized SCVMC for achieving its highest level of success (Stage 7), based on our continuous innovation and optimization of our inpatient and outpatient EHR. SCVMC located in San Jose, California in the heart of Silicon Valley, offers a diverse choice of cultural, recreational, and lifestyle opportunities. Our physicians live in a range of communities, including urban (e.g., San Francisco), university (e.g., Palo Alto), high tech (e.g., many cities of Silicon Valley), mountain (e.g., Los Gatos), beach (e.g. Santa Cruz), and rural/agricultural (e.g., Gilroy). Situated in one of the most desirable regions of the country, our physicians enjoy a very high quality-of-life. The Division of Primary Care in Department of Medicine, with 55 internal medicine primary care physicians, provides primary care services at eight health centers, from Sunnyvale to Gilroy. Internal medicine primary care physicians who join our department are pleased to find a very collegial work environment with robust specialty and ancillary support, and the opportunity to teach internal medicine residents from our large internal medicine residency training program. We offer competitive compensation, generous comprehensive benefit package (including 53 days of leave per year), paid malpractice, vibrant professional environment, opportunity for career growth, and the opportunity to serve a multicultural patient population SCVMC is an Equal Opportunity employer.

If you are interested in joining a practice with unparalleled personal and professional advantages, submit your letter of interest and CV to Roy Rosta at roya.rousta@hhs.sccgov.org



Bring your family to the beach and call it Home!

Primary Care Internal Medicine Opportunities

Ready for a new lifestyle at the beach? Plant your roots in our sand! **Beebe Healthcare** is an expanding, progressive, not-for-profit community health system with a 210-bed hospital, and numerous satellite facilities throughout southern coastal Delaware.

- BC/BE Internal Medicine physicians ■ These opportunities are with Beebe Medical Group, a busy multi-specialty hospital network ■ Part of a growing healthcare system
- Comprehensive salary and generous benefits package ■ Beebe recognized repeatedly with national awards, high quality and patient satisfaction

Close to Baltimore, DC, Philly, NYC. Family-oriented Southern Delaware Beach Resort ranks among Top 10 Beaches/Boardwalks by *Parents Magazine*, *National Geographic*, *Travel and Leisure*, and *American Profiles Magazine*. Abundant recreational opportunities, from water sports to fine dining!

Visit beebehealthcare.org to view additional physician opportunities.
Email cover letter and CV to Marilyn Hill, Director of Physician Services, mhill@beebehealthcare.org - www.beebehealthcare.org
 Beebe Medical Group Administration
 1515 Savannah Rd., Suite 102, Lewes, DE 19958
Not a visa opportunity. Beebe is non-smoking and fragrance-free.



NYU Winthrop Hospital

An affiliate of NYU Langone

NYU Winthrop Hospital was named the 18th best employer in the country by Forbes in 2017.

DAYTIME & NIGHTTIME HOSPITALISTS

Long Island, NY. NYU Winthrop Hospital, a 591-bed, university-affiliated medical center and an American College of Surgeons (ACS) Level 1 Trauma Center based in Western Nassau County, NY is seeking BC/BE internists for academic Hospitalist positions.

Ideal candidates will have exemplary clinical skills, a strong interest in teaching house staff and a long term commitment to inpatient medicine. Interest in research and administration a plus. Salaried position with incentive, competitive benefits package including paid CME, malpractice insurance and vacation.

DRIVEN TO BE *the best.*

Interested candidates, please email CV and cover letter to:
dchenouda@nyuwinthrop.org

Or fax to: (516) 663-8964
 Attn: Division Chief, Winthrop Hospitalist Associates An EOE m/f/d/v

NYU Winthrop Hospital is located in the heart of Nassau County in suburban Long Island, 30 miles from NYC and just minutes from LI's beautiful beaches.

R ADAMS COWLEY SHOCK TRAUMA CENTER UNIVERSITY of MARYLAND SCHOOL of MEDICINE UNIVERSITY of MARYLAND MEDICAL CENTER



The Program in Trauma at the University of Maryland School of Medicine, in partnership with the Division of Infectious Diseases in the Department of Medicine, is recruiting for a junior faculty position in Trauma Infectious Diseases.

The R Adams Cowley Shock Trauma Center is a worldwide leader in trauma care, and the heart of Maryland's unique Emergency Medical Services system. It is the busiest trauma center in the United States. The Trauma Infectious Disease Division is a key part of the multidisciplinary effort. The Program has a long history of groundbreaking clinical research. The Division of Infectious Diseases in the Department of Medicine is a robust clinical medicine, clinical research, and educational enterprise with more than 100 faculty members.

Requirements include:

- 1) Current or previous board certification in Internal Medicine and board certification/board eligibility in Infectious Diseases.
- 2) Must be eligible for a Maryland medical license.

Academic rank will be commensurate with training and experience. Individuals must have demonstrated excellence in clinical medicine and teaching and be comfortable working in a fast-paced environment.

Please send a letter of inquiry and Curriculum Vitae to:

Ronald P. Rabinowitz, M.D., F.A.C.P.
 Chief, Infectious Diseases
 R Adams Cowley Shock Trauma Center,
 Assistant Professor of Medicine, Division of Infectious Diseases
 University of Maryland School of Medicine
 22 South Greene Street, Baltimore, MD 21201
 or email rrabinowitz@som.umaryland.edu or
 Denise Rudell, *Administrative Assistant* at drudell@umm.edu

The University of Maryland, Baltimore is an Equal Opportunity/Affirmative Action Employer. Minorities, women, individuals with disabilities, and protected veterans are encouraged to apply.

Make the Mountains your Home

ETSU is located in the beautiful foothills of the Appalachian Mountains in a progressive town of more than 65,000 that draws from a regional population of over 500,000. The area offers award winning public school systems, no state income tax and a family friendly environment for the outdoor enthusiast.

INTERNAL MEDICINE CLINICAL EDUCATOR

The ideal candidate will have the unique opportunity to be the faculty-attending physician for clinical and educational activities that focus on the care of patients and the teaching of internal medicine residents and medical students. The job duties can be flexible to include inpatient and/or outpatient care, and can be arranged to optimize work-life balance. Open to experienced physicians and current graduates. AA/EOE

Requirements:

- Internal Medicine BC/BE
- Demonstrated leadership ability
- A passion for teaching
- Excellence in patient care

Contact:

Karen A. Heaton
 East Tennessee State University
 Box 70622
 Johnson City, TN 37614
heatonka@etsu.edu
 423-439-6367
 Apply at - jobs.etsu.edu



DEPARTMENT of
INTERNAL MEDICINE
 Quillen College of Medicine
 EAST TENNESSEE STATE UNIVERSITY



Helping people live the healthiest lives possible.

Intermountain Healthcare has outpatient opportunities for Internal Medicine and Hospitalists throughout Utah in all major cities.

TOP REASONS TO CHOOSE UTAH

- World-Class Year-Round Skiing, Hiking, and Biking
- 5 National Parks
- 4 Distinct Seasons
- Best State for Business
- Endless Outdoor Recreation Opportunities

INTERNAL MEDICINE

American Fork, Cedar City, Holladay, Murray, Provo, St. George and Burley, ID

HOSPITALISTS

Ogden, Salt Lake City

CARDIOVASCULAR HOSPITALISTS

Murray

Employment with Intermountain Medical Group. Competitive salary and additional compensation for meeting quality goals. Outpatient positions include transition pay to production. Full Intermountain benefits that include defined pension, 401K match, and CME. Relocation provided up to 15K. Signing bonus, student loan repayment and residency stipend available for some positions. Visa sponsorship is not available.



physicianrecruit@imail.org • 800.888.3134 • PhysicianJobsIntermountain.org



Trinity Health is currently seeking a **BC/BE Internal Medicine Physician** for this region's premier integrated care system based in Minot, North Dakota.

Current department is made up of three other providers.

Call schedule (phone only) will be 1:4.

Clinic schedule is Monday-Friday, 8 am-5 pm.

Competitive salary and benefit package to include malpractice tail, relocation assistance, and signing bonus/student loan assistance!

Contact Shar Grigsby
 20 Burdick Exp • Minot, ND 58702
 PH: 1-800-598-1205, Ext #7860
 shar.grigsby@trinityhealth.org
 www.trinityhealth.org



Internal Medicine Physician in DeKalb, Illinois

Excellent Work/Life Balance

Northwestern Medicine KishHealth Physician Group

Seeking an Internal Medicine physician to join our employed physician group full-time. This opportunity will be based in DeKalb, Illinois, as part of Northwestern Medicine KishHealth Physician Group, an employed multispecialty physician practice. The DeKalb County area, part of beautiful northern Illinois, offers all the benefits of small town communities with high growth cities such as Geneva, St. Charles, and Naperville close by, and Chicago, just over an hour away. Expanded recreational opportunities can be found in Wisconsin, just two hours north.

Practice Details

- Join an established, respected, 5 provider team
- Northwestern Medicine Kishwaukee Hospital, a 98 bed facility and Northwestern Medicine Valley West Hospital, a 30 bed facility
- Our physicians of KishHealth Physician Group are committed to providing expert care to our community.
- Our physicians have a simple goal, to improve the health and well-being of the individuals they serve.

Compensation

- Competitive compensation package
- Excellent fringe benefits including malpractice coverage, health benefits, vacation, 401K,
- CME allowance and on-going marketing support

Call / Work Schedule

- Traditional office hours, Monday - Friday
- Call rotates with other Physician Group IM physicians
- Hospitalists available at both hospitals

Internal Medicine Opportunity

Whether directly providing patient care or supporting those who do, every Northwestern Medicine employee has an impact on the quality of the patient experience and the level of excellence we collectively achieve. This knowledge, expressed in our shared commitment to a single, patient-focused mission, unites us.

For additional information or to apply contact:

Lori Lozeau, Physician Recruiter at
 Lori.Lozeau@nm.org



PennState Health
Milton S. Hershey Medical Center

PULMONARY/CRITICAL CARE

The Division of Pulmonary/Allergy/Critical Care Medicine at Penn State Health Milton S. Hershey Medical Center, Penn State University (Hershey, PA) is seeking dynamic, patient-centered, BE/BC Pulmonology Internists to join our family.

The level of faculty appointment and salary will be commensurate with experience and training. Faculty members in the Division will have inpatient Medical ICU coverage in collaboration with advanced practice clinicians for service coupled with teaching and mentoring fellows, residents, and students.

Competitive salary and benefits among highly qualified, friendly colleagues foster networking opportunities. Located in a safe family-friendly setting, Hershey PA offers an abundant range of outdoor activities, arts, history and cultural experiences. Our neighborhoods boast a reasonable cost of living whether you prefer a more suburban setting or thriving city rich in theater, arts, history, education, and culture.

Requirements: MD/DO/foreign degree equivalent; completion of a critical care fellowship; board certified/eligible with the ABIM. Must have or be able to acquire a license to practice in the Commonwealth of Pennsylvania.

Interested candidates may submit cover letter and CV to:

K. Randall Young, Jr., MD
Division Chief, Professor of Medicine
c/o Heather Peffley, Physician Recruiter
Hershey Medical Center
hpeffley@hmc.psu.edu

The Penn State Health Milton S. Hershey Medical Center is committed to affirmative action, equal opportunity and the diversity of its workforce. Equal Opportunity Employer Minorities/Women/Protected Veterans/Disabled.



OUTPATIENT-ONLY INTERNAL MEDICINE with Loan Repayment & Sign-On Bonus

The Central Maine Medical Group seeks BE/BC Internal Medicine physician to join cohesive, well-established, hospital-employed practice in Lewiston, Maine. We offer:

- Up to \$200K in medical student loan repayment
- \$50K sign on bonus
- Up to \$12K moving allowance
- 4 day work week/generous outpatient call
- Healthy work/life balance

Central Maine affords easy access to the coast and mountains where you can enjoy four seasons of outdoor activities. We have a growing arts and restaurant scene in a very safe affordable area to live and raise a family.

To join our growing team, contact
Gina Mallozzi
Central Maine Medical Center
300 Main Street Lewiston, ME 04240.
Email: MallozGi@cmhc.org;
Fax: 207/344-0696; Call: 800/445-7431
or visit <http://recruitment.cmmc.org/>

Philadelphia Region Permanent Hospitalist Jobs and Locum tenens Tri County Hospitalists Board Certified/ Eligible Internal and Family Medicine Daytime/ Nocturnists

Highlights:

- Full time or Part time
- Day or Night shifts
- Flexible Scheduling
- Work with a health system rated top 100 in the nation
- Teaching opportunities with Residents, NP/PA students
- Emphasis on patient experience, quality, and safety
- Average encounter number of 14/day
- Potential for career advancement in administrative, quality or educational

****Must be Board certified/eligible in internal or family medicine**

Contact:
Courtney Foster
267-664-5742
tricountyhospitalists@gmail.com

HOSPITALIST OPPORTUNITY AVAILABLE JOIN THE HEALTHCARE TEAM AT BERKSHIRE HEALTH SYSTEMS!

Berkshire Health Systems is currently seeking a BC/BE Internal Medicine physician to join our comprehensive Hospitalist Department. Previous Hospitalist experience is preferred. Our Hospitalist Department is currently working 10 hour shifts on a 7 on / 7 off block shift schedule with a closed ICU/CCU and has a full spectrum of Specialties to support the team.

Berkshire Health Systems offers a competitive salary and benefits package, including relocation assistance.

Interested candidates are invited to contact:
Liz Mahan
Physician Recruitment Specialist
Berkshire Health Systems
725 North St.
Pittsfield, MA 01201
(413) 395-7866 | emahan@bhs1.org
Applications accepted online at
www.berkshirehealthsystems.org



Outpatient Internal Medicine Physician

F/T position with multi provider private practice
Salary/ Full benefits/ License/ Malpractice paid
Dedicated Staff Support

Please Contact/send your CV to:
Admin@cimdocs.com
1-602-843-1313 ext 210 phone 1-602-843-0191 fax



**INFECTIOUS
DISEASES
CRITICAL CARE**

Creighton is developing a stand-alone one-year Critical Care fellowship. Considering a career in Infectious Diseases Critical Care? Combining our Infectious Diseases fellowship with a subsequent Critical Care fellowship might be very attractive.

Our ID fellowship in Omaha offers a collegial learning environment and the high quality of living in the Midwest. Our fellows' experiences include clinics (continuity, HIV, travel), inpatient rotations (including compromised host), antimicrobial stewardship, hospital epidemiology, research, quality improvement, telemedicine, and teaching. Program has 30 years of accreditation. Former fellows' careers include private practice, academia, public health, and ID Critical Care.

Applicants must have completed an ACGME-accredited IM residency before start date (7/1/18). We require a J-1 visa for international applicants. Apply with ERAS through medical specialties Match.

Contact michelleconnors@creighton.edu or marvin.bittner@va.gov for more details.

Internal Medicine Practice Opportunities Western NC Near Asheville!

Outpatient practice opportunity for BC/BE Internist for hospital-employed practice. Competitive base salary with wRVU incentive, professional liability insurance, comprehensive benefits/retirement plan, Paid Time Off, CME/Dues allowance, sign-on, relocation. Great location in one of NC's most popular vacation/retirement areas in the Blue Ridge Mountains.

No Visa sponsorship available

Send CV to: Lilly Bonetti
lillian.bonetti@unchealth.unc.edu
Hendersonville, NC
(828) 694-7687



Piim Partners In Internal Medicine

Ann Arbor

Growing independent group practice, Partners in Internal Medicine, seeks two full time internists to join in ownership and build our outpatient clinical practice. Association with University of Michigan and Community Hospitals in two office locations.

Send CV to: mbondie@piim.org



Internal Medicine Physician Opportunities

throughout beautiful **Boise, Idaho**

- Supervision of nurse practitioners
- Provision of house calls
- Collaboration with PharmD & social workers
- Opportunity to educate healthcare professionals & patients in the community
- Flexible scheduling with Mon-Fri work week



Competitive salary & benefits include:

- Signing Incentives
- Relocation
- Health/Dental/Vision
- Malpractice Insurance
- Retirement

APPLY TODAY

(208) 302-9126 | jamie.brajcich@saintalphonsus.org

PRIMARY CARE OPPORTUNITIES AVAILABLE

JOIN THE HEALTHCARE TEAM AT BERKSHIRE HEALTH SYSTEMS!

Berkshire Health Systems is currently seeking BC/BE Internal Medicine physicians to join their out patient Primary Care Practices. An excellent opportunity to practice in a beautiful and culturally rich area while being affiliated with a health system that has award winning programs, nationally recognized physicians, world class technology and an affiliation with the University of Massachusetts Medical School and New England College of Osteopathic Medicine. Excellent public and private school systems make The Berkshires an ideal family location with easy access to both Boston and New York City. Visa candidates, including J1, are encouraged to apply.

Berkshire Health Systems offers a competitive salary and benefits package, including relocation assistance.

Interested candidates are invited to contact:

Elizabeth Mahan
Physician Recruitment Specialist
Berkshire Health Systems
725 North St.
Pittsfield, MA 01201
(413) 395-7866
emahan@bhs1.org

Applications accepted online at
www.berkshirehealthsystems.org



Monterey Park, California

We are seeking dedicated Physicians, cardiologist and internists to provide patient-centered care in our multi-specialty group practice. Our physicians will provide patients with care coordination, disease management, health risk prevention, and promoting wellness and patient education for self-management. We offer excellent salary and benefits to qualified candidates.

Qualification and Skills:

- Valid California state medical license
- Certification, American Board of Internal Medicine
- Certification, American Board of Cardiology
- No board sanctions or actions in last 10 years
- 3+ years' experience as practicing internist or primary care physician

Bi-lingual English/Chinese preferred but not a must.

synergy_san@yahoo.com

Internal Medicine Physician Opportunities Available in 20 States

URGENT NEEDS:

Thousand Oaks, CA • Denver, CO
Rome, GA • Bowling Green, KY
Portsmouth, NH • Nashville, TN
Austin, TX • Houston, TX
Roanoke, VA

Please contact:

Kathy.Haley@HCAHealthcare.com



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PRACTICE FOR SALE

20 years Established IM Practice. Central NJ, affluent area. Open 7 days. Large patient base. Excellent for Urgent care /Subspecialists/ new doctors. Low rent. md6099@gmail.com. PPS-37419

Internal Medicine and Primary Care

Maryland

Internist and Gastroenterologist- Large multi-specialty practice in MD seeks BE/BC Internist and Gastroenterologist for locations in Bethesda and Chevy Chase Maryland. Outstanding community with extremely high education and income levels with one of the best public school systems in the country. Bethesda is home to NIH, Bethesda Naval Hospital and is in close proximity to Georgetown, George Washington and Howard medical schools. Please forward your CV to elliottgoldstein@yahoo.com W-37430

Ambulatory Academic General internist

The Internal Medicine Residency at Mercy Catholic Medical Center is recruiting an ambulatory academic general internist to practice in their residency clinic. A fantastic opportunity that includes 40% precepting and no RVU pressures.

Opportunity for academic appointment at Drexel University College of Medicine.

No night or weekend call
Must be licensed in the state of Pennsylvania

Please fax resume to 610-237-5020

Internal Medicine Opportunity in the Southwest

Genesis Physician Associates in Farmington, NM is recruiting for an Internal Medicine Physician.

- Traditional IM/Geriatric Practice with clinic, hospital and nursing home coverage
- A competitive salary with sign-on bonus and relocation
- IM, Geriatricians, and Visas welcome

Address your C.V. to:

Teri Smith | tsmith@sjrmmc.net

888.282.6591 (phone)

505.609.6681 (fax)

sanjuanregional.com | sjrdocdocs.com



SAN JUAN REGIONAL
MEDICAL CENTER

Hospitalist

National

Apogee Physicians Nationwide Hospitalist Opportunities. Apogee Physicians is the nation's largest, entirely physician-owned and operated, Hospitalist group. Founded in 2002, Apogee has grown to 750 physicians and nurse practitioners in 29 states. We are committed to creating the best opportunity for the best Hospitalists. Apogee has established programs in; Alabama, Arizona, Delaware, Georgia, Idaho, Iowa, Illinois, Indiana, Kansas, Kentucky, Louisiana, Michigan, Missouri, Mississippi, New Jersey, New Mexico, New York, North Carolina, Ohio, Oklahoma, Oregon, Pennsylvania, South Carolina, Tennessee, Texas, Vermont, Virginia, West Virginia and Wisconsin. Please send your CV to Mica Sylvain at mica@apogeephysicians.com or call 208-292-4088. Visit www.apogeephysicians.com. W-37351



ARE YOU READY TO TAKE THE LEAP?

We're here to
propel you forward.

Being every patient's superhero
can be a rewarding and challenging
career. CEP America has the tools
to support your joy in medicine.



Download the "Joy in Medicine
Through Resiliency" guide at
go.cep.com/Resiliency

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Featured Company Profile



CEP America established its hospital medicine division in 2000, building comprehensive practice management services to support this practice line. Today, CEP America is one of the only self-governing physician organizations to offer full and equal Partnership to hospitalists.

Unlike a conventional employee/employer relationship, as a Partner you own your practice and the Partnership structure is designed to allow for local site autonomy and shared decision-making capabilities. Every CEP America practice designs its own shift schedule that best suits the needs of both the physicians and the patients. Not only does this ensure consistent and appropriate patient care, but it also allows you to achieve a strong work-life balance.

PROFILE

Physician-Owned, Physician-Managed Partnership

At CEP America, all physicians are Partners and owners.

There are no employed physicians, independent contractors, or super-owners. We are governed by physicians through a democratically-elected Board of Directors, all of whom are practicing physicians.

When you join CEP America, you join an organization that fosters a culture of caring. You become an equal Partner and valued member of the community from the first day of your clinical practice. You have access to a national network of more than 2,100 physician Partners, all of whom are invested in your success. Your accomplishments are theirs, too.

Career Longevity

We offer our Partners a career that sustains quality of practice and quality of life.

CEP America is owned by its physician Partners in an equitable manner that allows every physician the opportunity to advance to Full Partnership, attain the highest level of ownership, enjoy an excellent income, share in profits, and have a voice.

Because the Partnership works with hospitals across the country, you have the opportunity to work at many sites during your career. You can practice at over 250 locations around the country – assured that the strength of the Partnership follows and supports your professional growth.



ACP Hospitalist

Leadership Opportunities

CEP America’s Administrative Fellowships are immersive one-year programs that provide highly-qualified hospital medicine physicians with the training they need to become effective healthcare leaders. The private administrative fellowships are a great alternative to academic fellowships, giving physicians the opportunity to work alongside leaders of one of the nation’s largest democratic, physician-owned and physician-managed Partnerships.

Under the mentorship of the Partnership’s leaders, CEP America Fellows become active members of the administrative team and take on critical projects dealing with important issues like quality, risk management, advocacy, and continuing education. Fellows also participate in CEP America’s leadership development programs and a number of governance and management meetings.

Eligibility

- Graduate of an accredited internal medicine residency program
- Board certified or board eligible in internal medicine
- Ability to obtain medical license in practicing state
- Demonstrated high academic achievement
- Demonstrated leadership skills
- Strong communication skills

CEP America

2100 Powell Street, Suite 920
Emeryville, CA 94608
(800) 842-2619

<http://www.cepamerica.com/careers>



NOCTURNIST AND STAFF OPPORTUNITIES EARN MORE, WORK LESS, ENJOY WORK-LIFE BALANCE

CULTURE OF CARING:

Central Maine Medical Center has served the people of Maine for more than 125 years. We are a 250 bed tertiary care facility that attracts regional referrals and offers a comprehensive array of the highest level healthcare services to approximately 400,000 people in central and western Maine. Our experienced and collegial hospitalist group cares for over half of the inpatient population and is proud of our high retention rate and professionalism.

THE OPPORTUNITY:

Nocturnist and staff positions: We are seeking BC/BE IM or FM physicians to work in a team environment with NP and PA providers.

Nocturnists are supported by physician and NP/PA swing shift staff, **full-time hours are reduced and compensation is highly incented.** We also offer:

- The opportunity to expand your professional interests in areas such as our nationally recognized Palliative Care team and award-winning Quality Improvement initiatives.
- Encouragement of innovation and career growth at all stages starting with mentoring for early hospitalists, and progressing to leadership training and opportunities.
- The only Hospital Medicine Fellowship in northern New England with active roles in fellow, resident and medical student education.

WHAT WE CAN DO FOR YOU:

Welcome you to a motivated, highly engaged, outstanding group that offers a competitive compensation package with **moving expense reimbursement, student loan assistance and generous sign-on bonus.**

We also value your time outside of work, to enjoy the abundance of outdoor and cultural opportunities that are found in our family-friendly state.

Check out our website: www.cmmc.org.

And, for more information, contact Julia Lauer, CMMC Medical Staff Recruitment at JLauer@cmmc.org; 800/445-7431 or 207/755-5854 (fax).



Hospitalist Position in Picturesque Bridgton, Maine

Bridgton Hospital, part of the Central Maine Medical Family, seeks BE/BC Internist to join its well-established Hospitalist program. Candidates may choose part-time (7-8 shifts/month) to full-time (15 shifts/month) position. Located 45 miles west of Portland, Bridgton Hospital is located in the beautiful Lakes Region of Maine and boasts a wide array of outdoor activities including boating, kayaking, fishing, and skiing. Benefits include medical student loan assistance, competitive salary, highly qualified colleagues and excellent quality of life.

For more information visit our website at www.bridgtonhospital.org. Interested candidates should contact Gina Mallozi, CMMC Physician Recruitment, 300 Main Street, Lewiston, ME04240; Email: MallozGi@cmmc.org; call: 800/445-7431; fax: 207/304-0696

LOOKING FOR A JOB?

Submit a Physician Profile Online

www.acponline.org/career_connection/jobs/jobcenter.htm

Exceptional Inpatient Medicine Opportunities with Eastern Maine Medical Center and Affiliates in Maine!

Eastern Maine Medical Center is seeking BC/BE inpatient medicine/hospitalist physicians for full-time permanent positions at primary locations in **Bangor, Blue Hill, Waterville, Ellsworth and Pittsfield.**

- Dynamic physician-led collaborative IM/Hospitalist Model
- Supportive hospital administration
- Engaged patient populations
- Join well-established team at a primary site, with options to work at other sites within our system
- Flexible block scheduling
- Full Spectrum of Sub-specialty backup and consultation
 - In-house collaborative Radiology and Night Hawk Services
 - In-System LifeFlight of Maine Air/Ground Critical Care Transport Program
 - In-System ACS-Verified Level II Trauma Center < 1 hr away

- Trauma Service: on call consult
- Critical Care Intensivists: on call consult
- Pediatric Intensivists: on call consult

J-1 visa candidates welcome to apply

Contact: **Jamie L. Grant** at EMMC's Provider Recruitment Department
providerjobs@emhs.org



HOSPITALIST OPPORTUNITY AVAILABLE

JOIN THE HEALTHCARE TEAM AT
BERKSHIRE HEALTH SYSTEMS!

Berkshire Health Systems is currently seeking a BC/BE Internal Medicine physician to join our comprehensive Hospitalist Department. Previous Hospitalist experience is preferred. Our Hospitalist Department is currently working 10 hour shifts on a 7 on / 7 off block shift schedule with a closed ICU/CCU and has a full spectrum of Specialties to support the team.

Berkshire Health Systems offers a competitive salary and benefits package, including relocation assistance.

INTERESTED CANDIDATES ARE INVITED TO CONTACT:

Liz Mahan
Physician Recruitment Specialist
Berkshire Health Systems
725 North St.
Pittsfield, MA 01201
(413) 395-7866

Applications accepted online at www.berkshirehealthsystems.org



ACADEMIC HOSPITALISTS AT BETH ISRAEL DEACONESS MEDICAL CENTER IN BOSTON

The Division of Hematology Oncology at Beth Israel Deaconess Medical Center, a teaching Hospital of Harvard Medical School, seeks board eligible and certified internists for both day and night positions, with focus on inpatient care of oncology patients. A Harvard appointment will be offered commensurate with academic qualifications. We seek qualified applicants whose primary interest is in the delivery of outstanding clinical care.

Please send expressions of interest, curriculum vitae
and bibliography in one document by applying online at:

<http://www.hmfphysicians.org/careers/>

Requisition # 171374

Attention: Tanya Leger,

Administrative Coordinator to the Hematology/Oncology Search Committee

HMFPI/APHMFP offers equal employment opportunity to all applicants for employment and to all employees regardless of race, color, religion, sex, gender identity or expression, national origin, age, citizenship, sexual orientation, ancestry, marital status, pregnancy, physical or mental disability, medical condition or status as a disabled veteran or a veteran of the Vietnam era or any other characteristic protected by applicable law.

Portland, Oregon and Southwest Washington

Hospitalists Opportunities

At **Legacy Health**, our mission is doing what's best for our patients, our people, our community and our world. We aim to improve the health of everyone we care for—to create a legacy that truly lives on.



Ours is a legacy of health and community. Of respect and responsibility. Of quality and innovation.

Join our team and create your own legacy.

Located in the beautiful Pacific Northwest, **Legacy Health** is currently seeking experienced **Hospitalists** to join our dynamic and well established yet expanding Hospitalist Program. Enjoy competitive compensation plans, unique staffing and flexible scheduling with easy access to a wide variety of specialists. We have a well-established GME department and internal medicine residency program and we are also seeking experienced clinician educators.

Successful candidates will have the following education and experience:

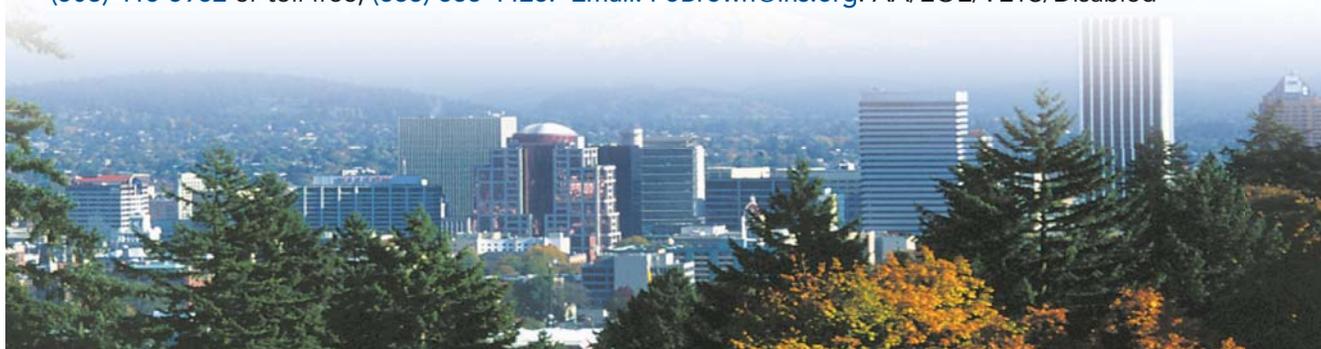
- Graduate of four-year U.S. Medical School or equivalent
- Residency completed in IM or FP
- Board Certified or eligible in IM or FP
- Clinical experience in IM or FP

Legacy Physicians enjoy benefits such as:

- Competitive compensation package
- Hire on Bonus
- Relocation allowance
- Full benefits package
- Teaching opportunities
- And many more

The spectacular Columbia River Gorge and majestic Cascade Mountains surround Portland. The beautiful ocean beaches of the northwest and fantastic skiing at Mt. Hood are within a 90-minute drive. The temperate four-season climate, spectacular views and abundance of cultural and outdoor activities, along with five-star restaurants, sporting attractions, and outstanding schools, make the Pacific Northwest an ideal place to live.

As a nationally known and respected health care provider, **Legacy Health** offers an outstanding work environment, competitive salary and comprehensive benefits. Learn more about us and apply on our website at www.legacyhealth.org. For additional information please contact Forrest Brown at (503) 415-5982 or toll free, (866) 888-4428. Email: FoBrown@lhs.org. AA/EOE/VETS/Disabled





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OPPORTUNITIES**
AND A
**GREAT CAREER PATH
TO LEADERSHIP.**

DOLLY ABRAHAM, M.D., MBA, SFHM

Hospital Medicine Opportunities Nationwide

855.694.3343

EnvisionPhysicianServices.com/careers



Where physician leadership
and engagement align with
quality and innovation.

Featured Company Profile



Envision Physician Services (www.envisionphysicianservices.com) is a multispecialty physician group and healthcare management team providing anesthesia, emergency medicine, hospital medicine, radiology, surgical services, and women’s and children’s health services.

We are a clinician-centric, physician-led company at local, regional and national levels. We encourage, develop and recognize our clinical leaders, and we help physicians and advance practice providers focus on medicine, not its administrative burden. We invest in our clinicians, providing them with the tools, resources and technologies they need to deliver high-quality patient care, including quality and performance reporting, operational support and risk management resources. We also invest in the process improvement resources necessary for our clinicians to make meaningful improvements in their departments and at their facilities.

Envision Physician Services serves more than 780 healthcare facilities in 48 states and the District of Columbia. Our collective experience from hundreds of local, customized engagements, culture of continuous lean process improvement, and team of experts in the business of healthcare enable us to better solve complex problems and consistently give healthcare organizations confidence in our group’s execution.

Delivering improved patient care depends on successful collaboration. We invest in and support meaningful cooperation across the continuum of care. Our regional support centers provide the framework for this open communication. We provide insight into corporate goals and initiatives and look to all physicians to provide thought leadership on how to achieve these targets. Our physicians are experts, and we value their perspective on how their clinical departments could operate more smoothly or accomplish better outcomes. In these ways, we push ourselves to go beyond standard, to raise and exceed expectations every day in all that we do.

With clients across the country, Envision Physician Services is built for your career—wherever it takes you. You’ll find an opportunity that fits your needs, schedule and goals at any stage of your career.

PROFILE

We offer our partner organizations an array of physician services unmatched within the industry, including:

- Practice leadership
- Physician/clinician recruiting and retention services
- Clinician credentialing
- Clinician scheduling
- Clinical education programs
- Consultation on a myriad of topics addressing clinical, administrative, management, performance improvement and patient experience issues
- Billing and reimbursement services
- Innovative partnerships that support a full array of population healthcare needs

Through our culture of innovation and inspiration, we continue to design and develop solutions that benefit patients, clinicians and hospitals. The expansion of multispecialty clinical integration and our proprietary technologies continue to result in astounding metric and financial results.

Our Vision and Mission

Our vision is to be the most trusted strategic partner for providers, health systems, communities and payors in the common pursuit of delivering the highest quality of care to the patients we serve.

Our mission is to support physicians and caregivers in the alignment with health systems, payors and communities to form high-performing healthcare networks.

Envision Physician Services
13737 Noel Road, Suite 1600
Dallas, TX 75240
855.367.3650

www.envisionphysicianservices.com



HOSPITALIST/NOCTURNIST OPPORTUNITIES

Cambridge Health Alliance (CHA), a well respected, nationally recognized and award-winning public healthcare system, is recruiting for part time and full time hospitalists and nocturnists. CHA is a teaching affiliate of both Harvard Medical School (HMS) and Tufts University School of Medicine. Our system is comprised of three campuses and an integrated network of both primary and specialty outpatient care practices in Cambridge, Somerville and Boston's Metro North Region.

- Full time and part time opportunities available
- Schedule will consist of daytime and nighttime shifts, nocturnist positions are available
- Academic Appointment at Harvard Medical School
- Opportunity to teach medical students and residents
- Two coverage locations approximately 5 miles apart
- Physician assistant support at both locations
- CHA's hospitalist department consists of 25+ clinicians

Ideal candidates will be Board Certified, patient centered and demonstrate a strong commitment to work with a multicultural, underserved patient population. Experience and interest in performing procedures and community ICU coverage preferred. At CHA we offer a supportive and collegial environment, a strong infrastructure, a fully integrated electronic medical record system (EPIC) and competitive salary/benefits package. www.chaproviders.org

Qualified applicants may submit CVs to Lauren Anastasia, Provider Recruiter at lanastasia@challiance.org or via fax at (617) 665-3553. Cambridge Health Alliance Department of Provider Recruitment may be contacted at (617) 665-3555 or 1493 Cambridge Street Cambridge, MA 02139. We are an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law.

TEAMHealth.

Hospitalist Opening in Connecticut!

Bristol Hospital in Bristol, Connecticut is actively seeking a full-time physician to join our Hospital Medicine team. You will see an average census of 12 to 16 patients per physician per day. Nocturnists encouraged to apply. Enjoy flexible schedules, excellent compensation and comprehensive benefits. Must be BC/BE in IM with an active Connecticut License.

Bristol, in North Central Connecticut is best known as home of ESPN. A sense of community and history define this diverse, family-friendly area, which has a high quality life reflected by vast public parks, high-ranked education systems, and aggressive economic development. Residents have access to numerous parks and golf courses as well as the oldest continuously operating amusement park in North America, Lake Compounce.

To learn more about these and other opportunities, contact **Kyle Wofford** at **855.762.1645** or physicianjobs@teamhealth.com, or visit www.teamhealth.com/join.

PRIMARY CARE OPPORTUNITIES AVAILABLE

JOIN THE HEALTHCARE TEAM AT
BERKSHIRE HEALTH SYSTEMS

Berkshire Health Systems is currently seeking BC/BE Internal Medicine physicians to join their out patient Primary Care Practices. An excellent opportunity to practice in a beautiful and culturally rich area while being affiliated with a health system that has award winning programs, nationally recognized physicians, world class technology and an affiliation with the University of Massachusetts Medical School and New England College of Osteopathic Medicine. Excellent public and private school systems make The Berkshires an ideal family location with easy access to both Boston and New York City. **Visa candidates, including J1, are encouraged to apply.**

Berkshire Health Systems offers a competitive salary and benefits package, including relocation assistance.

INTERESTED CANDIDATES ARE INVITED TO CONTACT:
Elizabeth Mahan | Physician Recruitment Specialist
Berkshire Health Systems
725 North St. | Pittsfield, MA 01201
(413) 395-7866 | emahan@bhs1.org

Applications accepted online at www.berkshirehealthsystems.org



UPMC LIFE CHANGING MEDICINE

HOSPITALIST

The Division of General Internal Medicine, Department of Medicine at the University of Pittsburgh is building a large academic hospitalist program. The positions provide exciting opportunities for long term careers in patient care or a combination of patient care, teaching and research. Competitive compensation commencement on qualifications/experience.

Send letter of interest and CV to **Wishwa Kapoor, MD**
200 Lothrop Street, 933 West MUH
Pittsburgh, PA 15213
Fax: 412 692-4825 | E-mail: Noskoka@upmc.edu

EO/AA/M/F/Vets/Disabled

Questions about the job search process?

acponline.org/careervideos



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Hundreds of Career Opportunities



A Place to Practice. A Place to Call Home.

Hospitalist/Nocturnist Opportunities in PA – Starting Bonus and Loan Repayment

St Luke's University Health Network (SLUHN) has hospitalist/nocturnist opportunities in eastern Pennsylvania. We are recruiting for BC/BE Nocturnists at our Bethlehem/Anderson Campuses and Hospitalist positions in PA including our newest hospital in Monroe County that opened in October of 2016.

We offer:

- Starting bonus and up to \$100,000 in loan repayment
- 7 on/7 off schedules
- Additional stipend for nights
- Attractive base compensation with incentive
- Excellent benefits, including malpractice, moving expenses

SLUHN is a non-profit network comprised of physicians and 7 hospitals, providing care in eastern Pennsylvania and western NJ. We employ more than 500 physician and 200 advanced practitioners. St. Luke's currently has more than 180 physicians enrolled in internship, residency and fellowship programs and is a regional campus for the Temple/St. Luke's School of Medicine. Visit www.slnh.org.

Our campuses offer easy access to major cities like NYC and Philadelphia. Cost of living is low coupled with minimal congestion; choose among a variety of charming urban, semi-urban and rural communities your family will enjoy calling home.

For more information visit www.discoverlehighvalley.com

Please email your CV to Drea Rosko at physicianrecruitment@sluhn.org



My Health. My Hospital.

NETWORK MEDICAL DIRECTOR FOR 7 HOSPITAL SYSTEM IN PA/NJ

The Medical Director, Hospitalist Service, is responsible for providing on-site clinical leadership and management of the Hospitalist service for the Network. This individual will serve as the clinical lead for the service and will work closely with physicians, Site Medical Directors, AP leadership and Staff to assure consistently high quality in keeping with the goals of the organization and the group. Must have three to five years' experience in Hospital Medicine and be board certified; leadership experience strongly preferred. Excellent compensation and benefit package.

SLUHN is a non-profit network comprised of physicians and 7 hospitals, providing care in eastern Pennsylvania and western NJ. We employ more than 450 physician and 200 advanced practitioners. St. Luke's currently has more than 180 physicians enrolled in internship, residency and fellowship programs and is a regional campus for the Temple/St. Luke's School of Medicine. Visit www.slnh.org.

Our campuses offer easy access to major cities like NYC and Philadelphia. Cost of living is low coupled with minimal congestion; choose among a variety of charming urban, semi-urban and rural communities your family will enjoy calling home. For more information visit www.discoverlehighvalley.com

Please email your CV to Drea Rosko at physicianrecruitment@sluhn.org



My Health. My Hospital.

UPMC LIFE CHANGING MEDICINE HOSPITALIST - NOCTURNISTS

The Division of General Internal Medicine, Department of Medicine at the University of Pittsburgh has a large academic hospitalist program. Our positions provide exciting opportunities for long term careers in patient care or a combination of patient care, teaching and research. We are interested in hiring Nocturnists with a special interest in Oncology for the UPMC Hillman Cancer Center. Competitive compensation commensurate on qualifications/experience.

Send letter of interest and CV to Wishwa Kapoor, MD
200 Lothrop Street, 933 West MUH, Pittsburgh, PA 15213
Fax: 412-692-4825 | E-mail: Noskoka@upmc.edu
EO/AA/M/F/Vets/Disabled

Check out ACP's new collection of 20 job search videos available at acponline.org/careervideos



VIRGINIA | HOSPITALISTS

Johnston Memorial Hospital, located in **Historic Abingdon, Virginia**, is currently seeking BE/BC Hospitalist Physicians to join their group Full-Time.

Tina McLaughlin | CMSR

EMAIL: tina.mclaughlin@msha.com

PHONE: (276) 258-4580

VIRTUAL TOUR: www.mshajobtour.com/jmh

Day Shift Hospitalist Opportunities are available with the following incentives:

- Hospital Employed—Earning potential up to \$300K per year
- Day Shift (7 am - 7 pm) 7 days on / 7 days off
- Competitive Annual Salary with Performance & Production Bonus
- Excellent Benefits, CME Reimbursement & Paid Malpractice
- Generous Sign On Bonus, Relocation and Educational Loan Assistance
- Teaching and Faculty opportunities with the JMH FM/IM Residency Training Programs
- Critical Care Physicians covering the CCU/PCU



**Division of Hospital Medicine of Cooper University Hospital
Board Certified/Eligible Internal Medicine and Family Medicine
Hospitalists and Nocturnists**

The Division of Hospital Medicine of Cooper University Hospital seeks motivated physicians to join a dynamic team of 80 physicians and 20 nurse practitioners at more than ten locations in Southern New Jersey.

Highlights

- Full-time or part-time Hospitalist positions
- Day or night shifts available
- Flexible scheduling
- Teaching opportunities with residents and medical students
- Emphasis on patient experience, quality and safety
- Average encounter number of 14-18/day
- Secure employment with low physician turnover
- Potential for career advancement in administrative, quality or educational roles

Cooper University Hospital is a 635 bed teaching hospital. We are the only tertiary care center and the first Advanced Certified Comprehensive Stroke Center in Southern New Jersey. We employ more than 900 physicians and 325 trainees in all medical and surgical specialties. Cooper University Hospital has its own on-campus medical school, the Cooper Medical School of Rowan University. The Cooper Health System maintains multiple partnerships with local and national institutions, including the MD Anderson Cancer Center.

Employment Eligibility

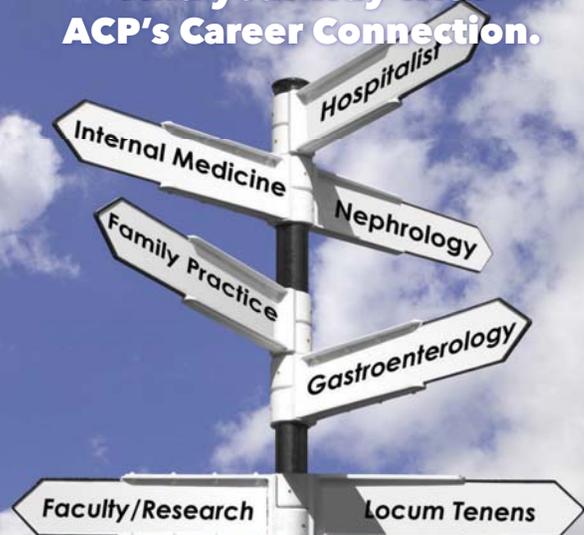
Must be Board Certified/Eligible in Internal or Family Medicine.

Contact Information

Program Contact Lauren Simon, Administrative Supervisor
 Phone 856-342-3150
 E-mail Simon-Lauren@cooperhealth.edu
 Website www.cooperhealth.org



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subspecialist career opportunities.**

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 Physicians Connecting with Positions
acponline.org/careers

Even the Opportunities are Sunnier

The region's most comprehensive and preferred health system, located in one of the nation's most sought-after destinations, is seeking physicians in the following specialties:

Non-invasive Cardiology • Hospitalist • Primary Care • Geriatric Medicine • Medical Oncology

Ideal Place to Practice

- Structurally and financially strong organization
- Work-life balance
- High-caliber, physician-led teams
- Extensive support from the region's largest and most comprehensive network of primary care and specialty physicians

World Class Quality of Life

- Northeast Florida is alive with over 1,100 miles of beaches and waterways, 80,000 acres of parks and trails, a strong and prosperous economy, multiple professional sports teams, renowned golf courses and diverse cultural experiences
- The area serves as home to some of the Sunshine State's best cost of living and the nation's most sought after quality of life
- Jacksonville was recently ranked by Forbes Magazine as the second most desirable city for relocation in the United States

Please contact Jolene Bowman at 904.376.3727 or email your CV to Jolene.Bowman@bmcjax.com



PHYSICIAN OPPORTUNITIES IN NORTH CENTRAL FLORIDA



Join the largest multi-specialty group in North Central Florida.

- 100% physician owned
- Professionally managed to allow you to focus on your patients
- Compensation based on performance & value
- We provide balance between your home & work life

For more information call us at (352) 224-2404 or email your CV to careers@SIMEDHealth.com



Dynamic Academic Outpatient and Inpatient Internists needed to join a Growing IM GME Program in Naples, FL!

NCH Healthcare System located in the beautiful, coastal city of Naples, FL is seeking an outstanding Outpatient Academic Internist to join its Mayo Clinic affiliated, Internal Medicine Residency program which launched in July of 2017. Ideal candidates will be committed to educational excellence while providing world class inpatient or outpatient services to patients in the community.

Position Details are as follows:

- Candidates must be Board Certified in Internal Medicine
- Two years of teaching experience at an Academic Institution is preferred
- The position will be eligible for an academic appointment with Mayo Clinic College of Medicine
- Competitive salary and benefits will be offered
- Key Benefits include Sign-on, relocation, 457 B retirement plan, and more
- Flexible schedules are available

About NCH Healthcare System

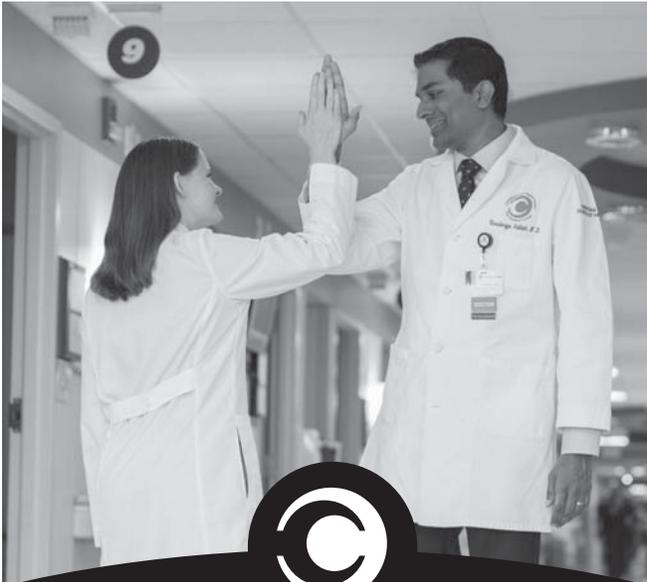
NCH Baker Hospital Downtown and NCH North Naples Hospital provide personalized care for over 40,000 patients a year in a 716 bed system. NCH's outstanding reputation is confirmed by the Joint Commission on Accreditation of Healthcare Organizations (JCAHO), in its award of accreditation to both NCH hospitals.

In August 2012, the NCH Healthcare System became a member of the Mayo Clinic Care Network. NCH is the first member of the network in Florida and the Southeast region of the United States.

The Mayo Clinic Care Network lends Mayo Clinic's knowledge and expertise to the physicians and providers at NCH Healthcare System. NCH's physicians will have access to Mayo Clinic, including the ability to collaborate with Mayo Clinic physicians on patient care, community health, and innovative health care delivery.

Contact Information

Candidates interested in joining our team should forward their CV and Cover Letter (if applicable) to Morgan Best, MBA, MHA, Director of Physician Recruitment at morgan.best@nchmd.org or call 239.624.4016.



**Make an impact
as part of our Hospitalist team.**

Christiana Care Health System, one of the nation's largest health care providers and ranked No. 3 in the Philadelphia region by *U.S. News & World Report*, is recruiting for Internal Medicine physicians to join our progressive academic hospitalist program in our acute care hospitals located in Newark and Wilmington, Delaware. Christiana Care is a Level-I Trauma Center with more than 1,100 beds and is ranked 21st in the nation for hospital admissions.

Qualified candidates must possess excellent clinical, communication and interpersonal skills; work collaboratively; and enjoy teaching. Hospitalists are encouraged to be thought leaders through participation in team initiatives and projects.

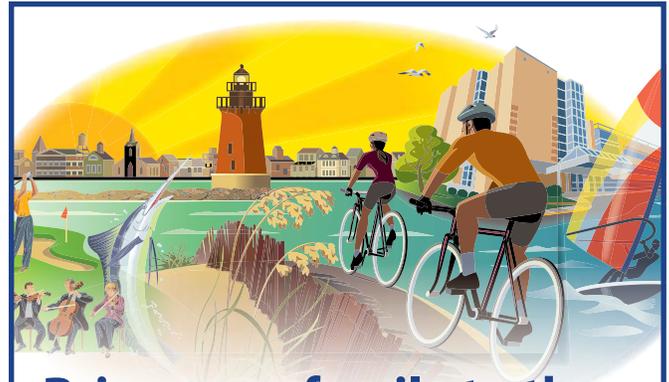
We offer flexible schedules, competitive salary/benefits, relocation reimbursement and generous time off. Living in Delaware offers low taxes, excellent dining and cultural venues, and short drives to Philadelphia, New York City, and all Delaware and New Jersey beach resorts.

Take your hospitalist career further. Submit your CV to Amy Bird at abird@christianacare.org.

EEO/AA/Vet/Disability Institution



**CHRISTIANA CARE
HEALTH SYSTEM**



Bring your family to the beach and call it Home!
Hospitalist Opportunity

Ready for a new lifestyle at the beach? Plant your roots in our sand! **Beebe Healthcare** is a progressive, not-for-profit community health system with a 210-bed hospital and a planned multi-million expansion, and numerous satellite facilities throughout southern coastal Delaware.

- Hospitalist, BC/BE, experience a plus ■ 7 shifts/2 week pay period ■ Employed within multi-specialty hospital network ■ Competitive salary with generous benefits package
- Long established Hospitalist program with solid team ■ Beebe recognized repeatedly with national awards, high quality and patient satisfaction

Close to Baltimore, DC, Philly, NYC. Family-oriented Southern Delaware Beach Resort ranks among Top 10 Beaches/Boardwalks by *Parents Magazine*, *National Geographic*, *Travel and Leisure*, and *American Profiles Magazine*. Abundant recreational opportunities, from water sports to fine dining!

Visit beebehealthcare.org to view additional physician opportunities.
424 Savannah Rd. | Lewes, DE 19958 | www.beebehealthcare.org
Email introductory cover letter and CV to Marilyn Hill,
Director of Physician Services, mhill@beebehealthcare.org.
Not a visa opportunity. Beebe is non-smoking and fragrance-free.



**METHODIST
PHYSICIANS**

Hospitalist Opportunities in Memphis, TN

We welcome exceptionally trained Internal Medicine Physicians interested in a Hospitalist position.

The Hospitalist model includes:

- 7 on / 7 off Day shift model
- Competitive Salary
- Sign on Bonus
- Relocation
- Malpractice
- CME
- Robust benefits package

Requires:

- Medical Degree
- Have or able to obtain medical staff privileges with Methodist Le Bonheur Healthcare by start date.
- Board Certified or Board Eligible in Internal Medicine
- Completion of an ACGME Internal Medicine Residency Program.
- Excellent clinical skills, good patient bedside manner, and ability to work as a team member.
- Stable work history with good references.

Interested in this opportunity; please email CV to:
Stephanie Wright at stephanie.wright@mlh.org

LEAD HOSPITALIST

**Welcome Bonus & Relocation Allowance!
Central Coastal Florida**

Health First Medical Group, Central Coastal Florida's only fully integrated health system, is a mission driven organization aiming to create the ultimate whole person health care experience. We are actively seeking a Lead Hospitalist. Details as follows:

- Monday - Friday, 8am - 5pm opportunity (no call) with
- BC in IM (ABIM) or BC in FM (ABFM) with hospitalist experience.
- 80% clinical time and 20% protected administrative time and only 8-12 patients and 1-3 admissions/day.
- The ideal candidate will have 10 years of clinical experience, including a 3+ year clinical leadership/administrative background.

Our largest facility has 514 beds and is a premier tertiary referral hospital, while our community facilities include 152-bed, 150-bed and 100-bed hospitals. We are also home to the only state-accredited Level II trauma center in Brevard and Indian River Counties. At Health First Medical Group, we provide our patients with outstanding services and state-of-the-art care provided by internists and supported by a wide array of specialists. All service lines are represented with the exception of transplant surgery.

When you join our team, you can expect a very competitive base salary plus bonus plan, full benefits offered to the physician and family, CME, retirement benefits, sign-on bonus, relocation allowance and much more.

Our location is just a few miles from beautiful beaches, close to major airports, shopping and all Florida attractions. Brevard County is known for excellent public and private schools along with great housing locations/options.

To learn more about our opportunity, please email your CV to HFMG Senior Provider Recruiter, Mary Weerts Mary.Weerts@Health-First.org or call 321-725-4500, ext 7607 to discuss the details.

Visit our website at <http://www.Health-First.org>.



WVU Medicine
UNITED HOSPITAL CENTER

WVU Medicine - United Hospital Center in Bridgeport, WV seeks board certified/eligible internists for our hospitalist medicine service. Ideal candidates will possess excellent interpersonal, diagnostic and clinical skills.

Practice Opportunity Details:

- Non-profit, 300 bed new hospital facility
- 12 hour shifts with average of 13 shifts a month
- Exceptionally competitive compensation plan and excellent benefits
- Loan repayment available

Bridgeport, WV is a growing professional community in the heart of North Central West Virginia. Home to government and private enterprises such as the FBI, oil and gas, aerospace and health care, it is an economically strong and vibrant community. Located just under 2 hours south of Pittsburgh, PA and within easy driving distance or several mid-Atlantic and Midwest cities, Bridgeport offers residents the best of small town America with top ranked public schools and access to incredible recreational opportunities.

Please send CV and cover letter to laura.blake@wvumedicine.org.

For additional information and an online listing, please visit <http://wvumedicine.org/united-hospital-center/careers/>.

We are an EOE/AA Employer. All qualified applicants will receive consideration for employment and will not be discriminated against on the basis of disability, veteran status or other protected status.

TAKE CHARGE OF YOUR CAREER

acponline.org/careers

ADULT HOSPITALIST-INDIANA

Want to work only 183 flexible shifts per year? Memorial Hospital of South Bend is seeking **Adult Hospitalists** to add to our growing and expanding service. At Memorial, hospitalists have the opportunity to work predictable hours, procedural support, no CODE BLUE, RAT Call or CODE Stroke responsibility. Great compensation, benefits package, and extra shift availability.

To learn more visit:
beaconhealthsystem.org/physician-recruitment
or send CV to Caren Foster at:
cjfoster@beaconhealthsystem.org
No visas.

PHYSICIAN OPPORTUNITIES IN
TENNESSEE

and thousands of communities nationwide

JOIN OUR HOSPITAL MEDICINE TEAM

Medical Director Opportunities

- Hendersonville Medical Center, Hendersonville
- Horizon Medical Center, Dickson
- Parkridge Medical Center, Chattanooga
- Stonecrest Medical Center, Smyrna
- Summit Medical Center, Hermitage
- Tennova Healthcare - Lebanon, Lebanon
- Turkey Creek Medical Center, Knoxville

Benefits

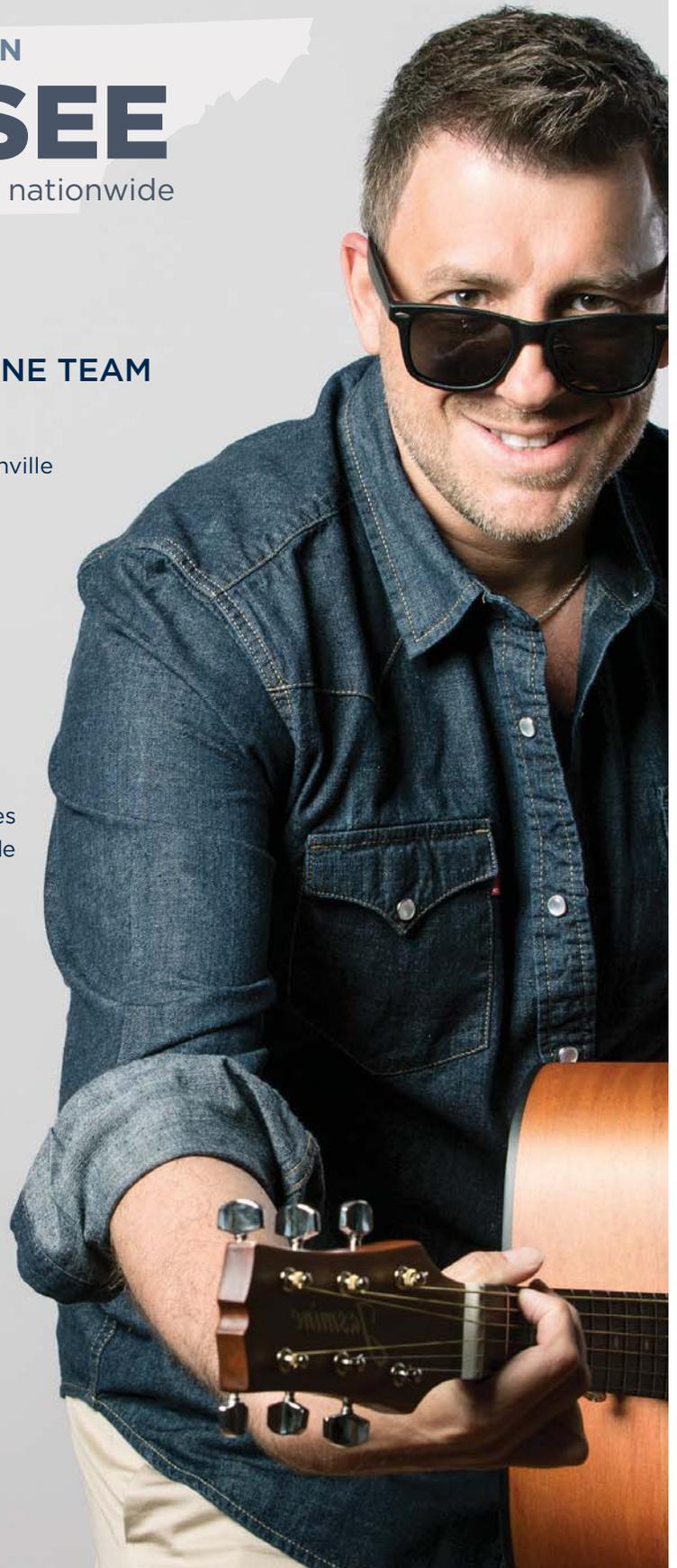
- Medical Director Stipend
- Malpractice Insurance
- Leadership Development Opportunities
- Attractive Practice Locations Nationwide
- Flexible Employment Options
- Equitable Scheduling
- Exceptional Quality of Practice

Apply by sending your resume to
inpatientjobs@evhc.net

Call or text **727.253.0707**



A.J. Brutico, D.O.



Featured Company Profile



Envision Physician Services is a multispecialty group providing hospital medicine, emergency medicine, anesthesia, radiology, surgical services, and women’s and children’s health services. We have more than 160 hospital medicine contracts in 22 states and treat more than 1 million inpatients a year through our three flexible service models: traditional, door-to-discharge and CompleteCare.

With clients across the country, Envision Physician Services is built for your career— wherever it takes you. Whether it’s a position as a hospitalist, a nocturnist, a SNFist, pediatric hospitalist or other inpatient specialty, you’ll find an opportunity that fits your needs and goals at any stage of your career.

Contact us at 844-437-3233 or at inpatientjobs@evhc.net or visit www.envisionphysicianservices.com to learn more.

Mission/vision statement

We are a clinician-centric, physician-led company at local, regional and national levels. We encourage, develop and recognize our clinical leaders, and we help physicians and advance practice providers focus on medicine, not its administrative burden. We invest in our clinicians, providing them with the tools, resources and technologies they need to deliver high-quality patient care, including quality and performance reporting, operational support, risk management resources, and flexible scheduling. We also invest in the process improvement resources necessary for our clinicians to make meaningful improvements in their departments and at their facilities.

PROFILE

Envision Physician Services serves more than 780 healthcare facilities in 48 states and the District of Columbia. Our collective experience from hundreds of local, customized engagements, culture of continuous lean process improvement, and team of experts in the business of healthcare enable us to better solve complex problems and consistently give healthcare organizations confidence in our group’s execution.

Delivering improved patient care depends on successful collaboration. We invest in and support meaningful cooperation across the continuum of care. Our regional support centers provide the framework for this open communication. We provide insight into all corporate goals and initiatives and look to all physicians to provide thought leadership on how to achieve these targets. Our physicians are experts, and we value their perspective on how their clinical departments could operate more smoothly or accomplish better outcomes. In these ways, we push ourselves to go beyond standard, to raise and exceed expectations every day in all that we do.

Envision Physician Services
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Features of each opportunity differ by location, but may include:

Day or night-time schedules, market-competitive compensation package, academic affiliation and faculty appointment through IU School of Medicine, teaching opportunities with residents and medical students, potential to assist in hospitalist program development and/or expansion, production incentives, complete benefits, sign on bonus, paid CME.

Visit our website or submit your CV to:
Gretchen Nolte, gnolte@iuhealth.org



Indiana University Health

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Hospitalist Program—Greater Chicagoland Area

Join Advocate Medical Group, the largest employed physician group in Illinois & Advocate Health Care System Named among the nations TOP 5 largest health care systems.

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Advocate Medical Group is a non-profit, multi-specialty group comprised of 1600 providers and 400 advanced practitioners. Advocate Health Care System offers more than 450 sites of care, with 12 acute-care hospitals, including a children's hospital with two campuses and the state's largest integrated children's network.

- Flexible 7 on 7 off scheduling
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- Established, Stable Program with 90+ providers
- Excellent Specialist Support
- Competitive Compensation, Quality Bonus and RVU Incentives
- Comprehensive Benefits, Relocation and CME Allowance

Chicago is a vibrant city! With an international airport and the travel hub of the Midwest, Chicago offers major sports teams, theater, museums, dynamic city life, family friendly suburbs and excellent educational and medical training programs.



For more information about joining
AMG's respected Hospitalist program
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rebecca.bork@advocatehealth.com



**THE UNIVERSITY OF ILLINOIS
COLLEGE OF MEDICINE**
PEORIA CHICAGO ROCKFORD URBANA

Academic Hospitalist/Internist

The Department of Medicine at the University of Illinois College of Medicine at Peoria (UICOMP) seeks applicants for multiple openings for academic hospitalists/internists to join a growing department known for innovative educational programs. The candidate will supervise the performance of patient care services on patients at a 616-bed, tertiary care, academic medical center and will fully participate in the teaching programs for undergraduate medical students and residents.

The position requires a medical doctorate (MD or DO) or foreign equivalent. Candidate must be Board Certified/Board Eligible in Internal Medicine, eligible for licensure in Illinois, and eligible for medical staff appointment at a university-affiliated hospital.

UICOMP ranks 11th in the United States in producing primary care physicians. The Department of Medicine's hospitalists teach at OSF Saint Francis Medical Center, a tertiary care facility serving a 37 county region with a population of over 2 million people. A joint venture between UICOMP and OSF, the Jump Trading Simulation Education Center is a world-class facility with over 40,000 square feet of space which provides the highest level of clinical education, medical research, and training.

For fullest consideration, interested applicants should upload a letter of interest and curriculum vitae and apply online at <https://jobs.uic.edu/job-board/job-details?jobID=85956>
Job descriptions are available by request at skwynn@uic.edu

The University of Illinois may conduct background checks on all job candidates upon acceptance of a contingent offer. Background checks will be performed in compliance with the Fair Credit Reporting Act. The University of Illinois at Chicago is an Equal Opportunity, Affirmative Action employer. Minorities, women, veterans, and individuals with disabilities are encouraged to apply.

Academic Hospitalist

The Division of Hospital Medicine at Northwestern University Feinberg School of Medicine seeks full-time, non-tenure eligible Academic Hospitalists at a rank commensurate with experience. Responsibilities include rotating on the teaching and the attending directed non-teaching service, with support from experienced NPs and PAs. Opportunities exist for both day and night service. Northwestern hospitalists also have many and varied opportunities to engage with medical students and residents, quality improvement projects, clinical research, interdisciplinary collaboration, and other scholarly activities.

Qualified candidates will specialize in internal medicine and be board-certified/eligible physicians.

The start date is negotiable and the position will remain open until filled.

Send CV and cover letter to:

Kevin O'Leary, MD, MS
Chief and Professor
Division of Hospital Medicine
211 E. Ontario Street, Suite 700
Chicago, IL 60611
Email: nmhm@nm.org

For more information, please visit:

<http://www.medicine.northwestern.edu/hospitalmedicine>

Northwestern University is an Equal Opportunity, Affirmative Action Employer of all protected classes, including veterans and individuals with disabilities. Women, racial and ethnic minorities, individuals with disabilities, and veterans are encouraged to apply. Hiring is contingent upon eligibility to work in the United States.



N Northwestern Medicine®

Join the thriving hospitalist team at Northwestern Medicine Lake Forest Hospital. We seek a physician who is dedicated to exceptional clinical care, quality improvement and medical education.

ABOUT US

Northwestern Medicine Lake Forest Hospital is a community hospital with nearly 200 beds and is located approximately 30 miles north of downtown Chicago in scenic and charming Lake Forest, IL. Care is provided through the main hospital campus in Lake Forest and multiple outpatient facilities including one in Grayslake, IL, which also includes a free-standing emergency center. Lake Forest Hospital is served by a medical staff of more than 700 employed and affiliated physicians. It continues to be recognized by *U.S. News & World Report* as one of the top hospitals in Illinois and Chicago and also received American Nurses Credentialing Center Magnet® redesignation in 2016, the gold standard for nursing excellence and quality care. A new state-of-the-art hospital facility is scheduled to open in 2018.

Northwestern Medicine is a growing, nationally recognized health system that provides world-class care at seven hospitals and more than 100 locations in communities throughout Chicago and the north and west suburbs. Together with Northwestern University Feinberg School of Medicine, we are pushing boundaries in our research labs, training the next generation of physicians and scientists, and pursuing excellence in patient care.

Our vision and values are deeply rooted in the idea that patients come first in all we do. We value building relationships with our patients and their families, listening to their unique needs while providing individualized primary, specialty and hospital-based care. Our recent affiliations and ongoing growth allow us to serve more patients, closer to where they live and work.

Northwestern Memorial HealthCare, a nonprofit organization, is the corporate parent of Northwestern Medicine and all of its entities, including Lake Forest Hospital, Northwestern Memorial Hospital, Northwestern Medicine Central DuPage Hospital, Northwestern Medicine Delnor Hospital, Northwestern Medicine Kishwaukee Hospital, Northwestern Medicine Valley West Hospital and Marianjoy Rehabilitation Hospital, part of Northwestern Medicine.

If you are interested in advancing your career as a hospitalist with Northwestern Medicine Lake Forest Hospital, please email your CV and cover letter to: lfhmrecruitment@nm.org

TEAMHealth®

Exceptional Ohio Hospitalist Opportunity

TeamHealth is actively interviewing potential colleagues as we finalize our permanent group of providers just one hour from Columbus, Ohio. Our team is made up of Internists, Family Physicians, Nurse Practitioners and Physician Assistants.

- Compensation: Base Salary + Productivity and Quality incentives for total earnings of over 300K
- 14 – 15 shifts/mo with flexible scheduling
- Sign on bonus and relocation support
- 20 Physician, 4 APC Group
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- Comprehensive benefits include: Company paid Malpractice (including tail), Health, Dental, Vision, Short-term & Long-term Disability, 401K, SERP, CME Allowance and Concierge Service
- Largest health care provider in six county region of southeastern OH with excellent sub-specialty support
- Just an hour from East Columbus: Easy access to New Albany, Blacklick, Pickerington, Reynoldsburg, Gahanna, Pataskala and Dublin where many of our team live. Take advantage of all Columbus has to offer while enjoying a higher income and lower cost of living.

To learn more about these and other opportunities, contact Kim Gary at 844.862.7770 or Kim_Gary@teamhealth.com, or visit www.teamhealth.com/join.

ACUTE CARE HOSPITALIST/NOCTURNIST COLUMBUS, OHIO

Mount Carmel Health System is seeking an **Internal Medicine Physician comfortable performing procedures** to cover the ICU at Mount Carmel St. Ann's (MCSA). This position, in partnership with another fully employed Nocturnist, will ensure that after hours coverage of the ICU is provided 365 days a year. Collectively the Nocturnist team will provide this care through a 7 on/7 off schedule.

MCSA has MICU (11 beds), SICU (11 beds), and CVICU (5 beds) units; the Nocturnist will primarily cover the MICU & SICU. Nocturnist is expected to respond to all codes.

Patient care functions include: insertion of central venous catheters; endotracheal intubation.

MCSA is located approximately 15 minutes north of downtown Columbus in the desirable suburb of Westerville, Ohio. The hospital has 334 beds and was recently renovated with a new patient tower and ICU.



ADVANTAGES:

- Competitive salary with comprehensive benefits.
- State-of-the-art facilities.
- Growing hospital system.
- Dedicated specialists ready and available for consultation.

CONTACT TRACIE AMBLER
MOUNT CARMEL PHYSICIAN RECRUITER
614.546.4913 | tambler@mchs.com



The Ohio State University Wexner Medical Center

Join a Leader in Hospital Medicine

As one of the nation's largest academic hospitalist programs, we offer a variety of teaching and non-teaching inpatient and consultative services.

OSUWMC Division of Hospital Medicine is dedicated to the health and well-being of our patients, team members, and the OSUWMC community. We are currently seeking exceptional individuals to join our highly regarded team. We focus on improving the lives of our patients and faculty by providing personalized, patient-centered, evidence-based medical care of the highest quality. Our clinical practice meets rigorous standards of scholarship, and we are devoted to serving as expert educators and mentors to the next generation of physicians.

Preferred candidates are BC/BE in Internal Medicine or Internal Medicine-Pediatrics, have work experience or residency training at an academic medical center, and possess excellent inpatient, teamwork, and clinical skills.

We are an Equal Opportunity/Affirmative Action Employer. Qualified women, minorities, Vietnam-era and disabled Veterans, and individuals with disabilities are encouraged to apply. This is not a J-1 opportunity.

Practice Locations:

- University Hospital • University Hospital East
- James Cancer Hospital & Solove Research Institute
- Richard M. Ross Heart Hospital
- Dodd Rehabilitation Hospital
- OSU Harding Hospital
- Nationwide Children's Hospital (Med-Peds)

We are interviewing competitive applicants!

Forward your letter of interest and CV:

- Natasha Durham, DASPR
- <http://go.osu.edu/hospitalmedicine>
- hospitalmedicine@osumc.edu
- 614/366-2360



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not just a stepping stone.*

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- Relocation allowance



**THE OHIO STATE
UNIVERSITY**

WEXNER MEDICAL CENTER

UNIVERSITY OF MICHIGAN
DIVISION OF HOSPITAL MEDICINE



The University of Michigan, Division of Hospital Medicine seeks BC/BE internists to join our growing and dynamic division. Hospitalist duties include teaching of medical residents and students, direct patient care in our non-resident and short-stay units and involvement in quality improvement and patient safety initiatives. Novel clinical platforms that feature specialty concentrations (hematology/oncology service, renal transplant service and bone marrow transplant teams) as well as full-time nocturnist positions are also available. Our medical short stay unit provides care for both observation and inpatient status patients and incorporates advanced practice providers as part of the medical team.

The ideal candidate will have trained at, or have clinical experience at a major US academic medical center. Sponsorship of H1B and green cards is considered on a case-by-case basis for outstanding individuals. Research opportunities and hospitalist investigator positions are also available for qualified candidates. An educational loan forgiveness program provides up to \$50,000 in loan forgiveness for qualifying educational loans.

The University of Michigan is an equal opportunity/affirmative action employer and encourages applications from women and minorities.

Mail or email cover letter and CV to:

Mail Vineet Chopra, MD, MSc, Chief, Division of Hospital Medicine, UH South Unit 4, 1500 East Medical Center Drive, Ann Arbor, MI 48109-5226

Email kcreed@umich.edu

WWW.MEDICINE.UMICH.EDU/HOSPITAL-MEDICINE

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What Kind of Doctor Works in Corrections?

*The Kind Who Wants
Off the HMO Treadmill.*

You became a doctor to practice medicine... but now working in an HMO, you're finding more emphasis is placed on RVUs; combating insurance companies; and how many patients you can see, diagnose, and treat in an hour.

At California Correctional Health Care Services, our doctors have left the HMO treadmill and are now able to spend time with their diverse patient panel, averaging 12-15 patients per day; hone their diagnostic skills and develop treatment plans for both primary and intermediate acute care; and practice quality medicine in a multidisciplinary, collaborative setting.

Physicians

\$271,260 - \$284,820

(Time-Limited Board Certified)

\$257,676 - \$270,564

(Lifetime Board Certified)

We also offer a competitive compensation package, including:

- 40-hour workweek – affords you true work-life balance
- Robust 401(k) and 457 retirement plans – tax defer up to \$48k per year
- Secure State of California pension that vests in five years

Doctors at the following locations receive additional 15% pay:

- Avenal State Prison
- California Health Care Facility
- California Medical Facility
- California State Prison, Corcoran
- California State Prison, L.A. County
- California State Prison, Sacramento
- Kern Valley State Prison
- Mule Creek State Prison
- North Kern State Prison
- Pleasant Valley State Prison
- Richard J. Donovan Correctional Facility
- Salinas Valley State Prison
- Substance Abuse Treatment Facility

So, what kind of doctor works in corrections?

Doctors just like you.



CALIFORNIA CORRECTIONAL
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Norman Franklin, (916) 691-6152, or Norman.Franklin@cdcr.ca.gov.

www.ChangingPrisonHealthCare.org



EOE

Featured Company Profile



CALIFORNIA CORRECTIONAL HEALTH CARE SERVICES

California Correctional Health Care Services

was established to oversee and provide a constitutionally appropriate level of health care in all 35 adult prisons operated by the California Department of Corrections and Rehabilitation throughout California. To fulfill this mission, we have improved our day-to-day health care operations ensuring that our patients have timely access to safe, efficient medical care.

PROFILE

Here, in a supportive and collaborative environment, our physicians:

- Enjoy a practical patient panel (approximately 12-15 patients per day)
- Deliver basic primary care to our diverse patient population
- Provide education to patients related to chronic disease management
- Work as part of a multidisciplinary team dedicated to quality improvement

With 35 facilities throughout California, we have a location that's sure to fit your lifestyle. Whether you're seeking the relaxed charm of the Central Coast, the classic California dream of Southern California, the arts and innovative culture found in the San Francisco Bay Area, the natural beauty and wonder of the southern deserts, the tight-knit communities of the Central Valley, or the rugged outdoor lifestyle of Northern California, you'll find it with California Correctional Health Care Services!

In return, we offer a positive work-life balance with all of the security that comes with State employment, including:

- Generous paid time off and holiday schedule
- Paid CME, with paid time off to attend
- Dedicated assistance with H-1B, J-1 Waiver, and TN visa sponsorship
- Comprehensive malpractice insurance coverage
- And much more

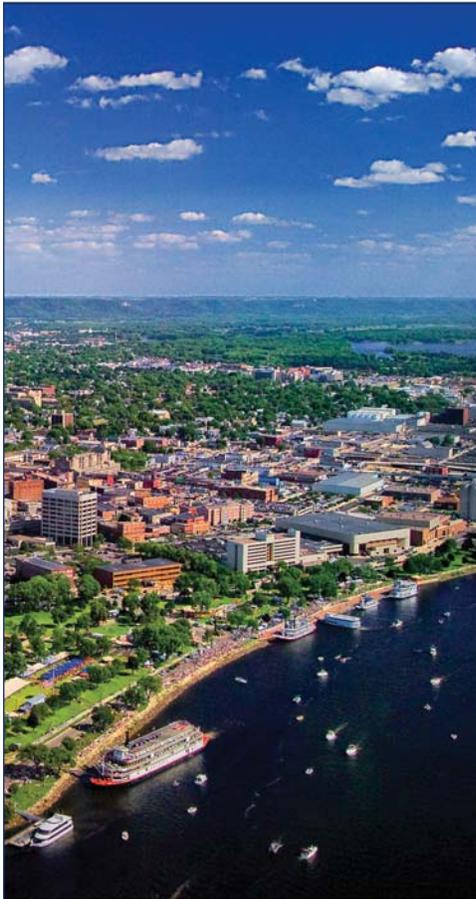
Take the first step in joining one of our outstanding multidisciplinary teams and contact:

**Norman Franklin,
Recruiter**

**(916) 691-6152
Norman.Franklin@cdcr.ca.gov**

**California Correctional
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www.ChangingPrisonHealthCare.org



ENRICHING EVERY LIFE WE TOUCH... INCLUDING YOURS!

Gundersen Health System in La Crosse, WI is seeking an IM or FM trained hospitalist to join its established team. Gundersen is an award winning, physician-led, integrated health system, employing nearly 500 physicians.

Practice highlights:

- 7 on 7 off schedule (26 weeks per year) with majority of shifts less than 12 hours in length
- Collaborative, cohesive hospitalist team established in 2002 with high retention rate and growth
- 26-member internal medicine hospitalist team comprised of 16 physicians and 10 associate staff
- Primary responsibility is adult inpatient care
- Manageable daily census
- Excellent support and collegiality with subspecialty services
- Direct involvement with teaching family medicine and/or internal medicine residents
- Competitive compensation and benefits package, including loan forgiveness

La Crosse is a vibrant city, nestled along the Mississippi River. The historic downtown and riverfront host many festivals and events. Excellent schools and universities, parks, sports venues, museums and affordable housing make this a great place to call home.

For information contact Kalah Haug, Medical Staff Recruitment, at kjhaug@gundersenhealth.org or (608) 775-1005.



Equal Opportunity Employer

Gundersen Lutheran Medical Center, Inc. | Gundersen Clinic, Ltd. | 21972-2_0417

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Big City Medicine. Small Town Living.

There's a simple reason you chose a career in Hospital Medicine. We invite you to practice it here.

We welcome your enthusiasm for compassionate medicine as you change peoples lives in a powerful way with some of the most inspiring people you will ever meet.

We are seeking BC/BE Internal Medicine or Family Medicine physicians to join our employed Hospitalists in Wausau and Ironwood, MI.

- Medical Director (Wausau): - Combined clinical & administrative role
- Hospitalist - 7 am-7 pm or 11 am-11 pm, 7 on/7 off (Wausau only)
- Nocturnist - 7 pm-7 am, 7 on/7 off (Wausau only)
- Swing shift - Wausau only 11am-11pm
- Traditional FM & Hospitalist Combo - Ironwood Only. Call to learn more about this attractive schedule.

In return, we promise to treat you with the same dignity and respect you give to your patients.

Respecting your work/life balance is a big part of the Aspirus culture. We will surround you with a highly qualified nursing and support staff, an extensive network of outstanding specialists, and a medical culture that shares an unyielding commitment to excellence.

A practice model like this could only happen in a place like this.

Details at AspirusProviderOpps.org
Contact Halli Erickson at Halli.Erickson@aspirus.org or 800.792.8728.



**Medical Director, Hospitalist & Nocturnist
Central Wisconsin and U.P. of Michigan**



PHYREC-145

Hospitalists

Minnesota and Wisconsin

Be part of something bigger at HealthPartners, where we focus on health as it could be, affordability as it must be, and relationships built on trust. HealthPartners Medical Group (HPMG) is a large, nationally recognized multi-specialty physician practice, based at clinics and hospitals throughout metropolitan Minneapolis/St. Paul, central Minnesota and western Wisconsin.

Our Hospital Medicine Department is seeking BC/BE IM or FM physicians to work in our high-functioning, multi-disciplinary team environment. Whether you seek an urban, suburban, semi-rural or rural community practice, HPMG has a variety of opportunities within thriving family-oriented communities with top school systems, healthy economies, sports and theatre and bountiful lakes and outdoor recreation.

- Regions Hospital is our tertiary hospital and regional referral center in St. Paul. We are a major teaching affiliate for the University of Minnesota with a dedicated Hospital Medicine Pathway in our residency program.
- We are nocturnist-supported and have additional nocturnist opportunities available with pay differentials.
- We have a strong Advanced Practice Provider (APP) team and a dedicated APP fellowship training program.
- We have ample opportunities to expand your professional interests in palliative care, community hospital medicine, surgical co-management, telemedicine, research, quality improvement and medical education.
- Our hospital locations in western Wisconsin's beautiful St. Croix River Valley offer community-based practices with convenient connections to metro area support.
- Our scheduling system offers flexibility, allowing for travel, CME and a good work/life balance.
- We offer a generous, competitive compensation and benefits package and an exciting practice within a prestigious, respected healthcare organization.

Apply online at healthpartners.com/careers or email your CV, cover letter and references directly to lori.m.fake@healthpartners.com. For more details, contact: Department Chair Jerome Siy, M.D., SFHM or Lori Fake at 800-472-4695, x1. EOE

Site(s) may be eligible for J-1 visa waivers.



healthpartners.com



Hospitalist Opportunities in Minnesota Twin Cities Metro Area

HealthEast is seeking a full time BC/BE Internal Medicine or Family Medicine Physician to join our Hospital Medicine team located in St. Paul and surrounding suburbs.

- Work with a collegial group of over 25 hospitalists
- Average 12-15 patients per AM shifts and 8-12 patients per PM shift
- Flexible Work Schedule with 7 days on and 7 days off
- We provide an excellent benefits package, a competitive base salary and opportunities to receive productivity and quality incentive bonuses.

HealthEast is the largest health care provider in the Twin Cities' East Metro area, with 7,500+ employees serving 400,000+ patients annually in a service area over 1 million. HealthEast consists of 14 neighborhood clinics, 3 hospitals, one long term acute care facility, home care and medical transportation.

The Twin Cities offer affordable living, international airport, exceptional educational systems, theater, museums, family entertainment, the great outdoors, unique shopping, and a variety of sporting events.

Apply online at www.healtheast.org/careers
email your CV to mrwagner@healtheast.org or call 651-232-6116 for further information.
<http://www.healtheast.org>

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1. Register, build your profile, and store your CV at <http://careers.acponline.org>
2. Search by Specialty and Location
3. Apply using the "Apply Now" button to send your profile and CV

INFECTIOUS DISEASES CRITICAL CARE

Creighton is developing a stand-alone one-year Critical Care fellowship. Considering a career in Infectious Diseases Critical Care? Combining our Infectious Diseases fellowship with a subsequent Critical Care fellowship might be very attractive.

Our ID fellowship in Omaha offers a collegial learning environment and the high quality of living in the Midwest. Our fellows' experiences include clinics (continuity, HIV, travel), inpatient rotations (including compromised host), antimicrobial stewardship, hospital epidemiology, research, quality improvement, telemedicine, and teaching. Program has 30 years of accreditation. Former fellows' careers include private practice, academia, public health, and ID Critical Care.

Applicants must have completed an ACGME-accredited IM residency before start date (7/1/18). We require a J-1 visa for international applicants. Apply with ERAS through medical specialties Match.



Contact michelleconnors@creighton.edu or marvin.bittner@va.gov for more details.

Questions about the job search process?

acponline.org/careervideos

Washington University School of Medicine is seeking full-time hospitalists, nocturnists and oncology hospitalists for our expanding program at Barnes-Jewish Hospital and Barnes-Jewish West County Hospital. MD/DO, internal medicine board certification or eligibility, and eligibility for licensure in the state of Missouri required.

OFFERING

- Comprehensive liability insurance (no tail required)
- 403b Retirement, with match
- Flexible, block schedule
- Teaching opportunities available
- Competitive base salary
- Health, dental, vision
- Professional allowance
- Bonus eligibility

Barnes-Jewish Hospital is a 1,300-bed Level-I trauma center serving the St. Louis metropolitan and outlying areas. It is ranked as one of the nation's top 12 hospitals by *US News & World Report*.

This position is not J-1 eligible. All qualified applicants will receive consideration for employment without regard to sex, race, ethnicity, protected veteran, or disability status.

Interested candidates should apply: facultyopportunities.wustl.edu Select "Internal Medicine" and see "Hospitalist".



Seeking the best in hospital medicine

Join our growing health system in southwest Missouri.

Opportunities in **Springfield, Monett and Branson** – traditional and nocturnist.

1-800-869-4201 or Paula.Johnson@coxhealth.com

coxhealth.com

Internal Medicine Hospitalist Opportunity

The Division of General Internal Medicine is comprised of over 70 full-time academic faculty members with broad clinical and educational interests. The goals of these unique positions are to provide faculty the opportunity to practice high-quality, evidence-based inpatient general medicine; develop expertise in subspecialty medicine; and build skills in clinical quality, research and medical education. All positions are flexible to meet career interests and provide opportunities for ongoing professional development.

Clinical focus areas include the following:

- **General Medicine Hospitalists:** Positions available on teaching-directed and attending-directed services. Attending-directed services are supported by a PA/ARNP during the day. The General Internal Medicine inpatient services provide care to patients on general medicine services and provide perioperative evaluations and consultative care to patients on surgical services and other specialties. The majority of General Medicine Hospitalist positions involve a mix of clinical practice and resident and medical student supervision.
- **VA General Medicine Hospitalists:** Positions available on teaching-directed and attending-directed services. Accepted candidates will also have ability to develop research and quality competence and skills supported by a robust outcomes research and quality area.
- **Cardiology Hospitalists:** Positions available are attending-directed with the support of a PA/ARNP during the day. Duties include day-to-day medical care of low-risk cardiovascular and high acuity heart failure patients in close collaboration with Cardiology faculty.
- **Hematology Oncology Hospitalists:** Positions available are attending-directed with the support of a PA/ARNP during the day. Duties include day-to-day medical care of Routine Chemotherapy, Bone Marrow Transplant, Acute Leukemia, and Solid Tumor patients in close collaboration with Hem-Onc faculty.
- **Medical Observation Unit Hospitalists:** Positions available are attending-directed with the support of a PA/ARNP during the day. Duties include caring for patients requiring a short stay for selected general medical conditions.
- **Virtual Hospitalists:** Positions available to provide care to patients in rural critical access hospitals through a secure telemedicine connection, establishing a partnership with local providers.

The University of Iowa Department of Internal Medicine is recruiting part-time and full-time BC/BE internists for clinical faculty positions that offer a dynamic mix of activities within the Division of General Internal Medicine. Candidates must have a M.D. degree or equivalent. Applications will be accepted for positions at the rank of Associate or Clinical Assistant Professor, commensurate with experience and training. Candidates must be authorized to work in the United States. Desirable qualifications include: experience practicing hospitalist medicine, experience teaching medical students or residents, demonstrated interest in scholarly activity, strong oral and written communication skills, and strong interpersonal skills.

Primary practice sites are the University of Iowa Hospitals and Clinics (UIHC), which was recognized as one of the top health care employers for the third consecutive year by Forbes in 2017 and has consistently ranked as one of the top 15 medical centers in the U.S. by US News and World Report. The University of Iowa College of Medicine works in close partnership with the UIHC, and the Iowa City Veterans Affairs Hospital and is ranked as one of the top ten public medical schools in NIH funding.

Iowa City is a diverse and family-friendly community located in the heart of the Midwest. As the site of the University of Iowa, it combines access to many of the cultural amenities of a larger city with the ease of living in a smaller town.

Interested candidates are invited to search the Jobs@UIOWA site: <https://jobs.uiowa.edu/content/faculty/> and search for requisition # 71186

The University of Iowa is an equal opportunity/affirmative action employer. All qualified applicants are encouraged to apply and will receive consideration for employment free from discrimination on the basis of race, creed, color, national origin, age, sex, pregnancy, sexual orientation, gender identity, genetic information, religion, associational preference, status as a qualified individual with a disability, or status as a protected veteran. The University also affirms its commitment to providing equal opportunities and equal access to University facilities. Women and Minorities are encouraged to apply for all employment vacancies.



What is it about Altru?

Altru Health System is a non-profit integrated health system located in northeast North Dakota and northwest Minnesota. Altru is a 277-bed, Level II Trauma Center with more than 200 physicians representing 44 specialties and serving a primary care population of over 220,000.



Four simple words guide the actions of our employees. Improving Health, Enriching Life

altru.org/careers/physicians

Jennifer Semling,
Manager,
Physician Recruitment
800.437.5373, ext. 6607
701.741.0330 cell
jsemling@altru.org

Seeking Hospitalists and Nocturnists

Join an established, skilled and diverse group of internal medicine physicians.

- » Schedule is a 12 hour block
- » Trauma II hospital
- » Physician led healthcare system
- » Teaching opportunities available
- » Board certification or ability to obtain board certification required

Physician-Led Medicine in Montana

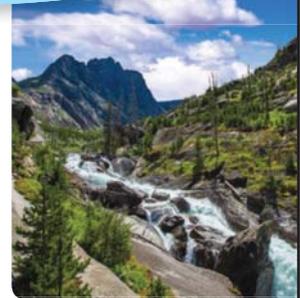
Internal Medicine Residency Faculty



Seeking enthusiastic BE/BC internists and hospitalists to join our exemplary team of physicians and faculty providers with a passion for education and leadership.

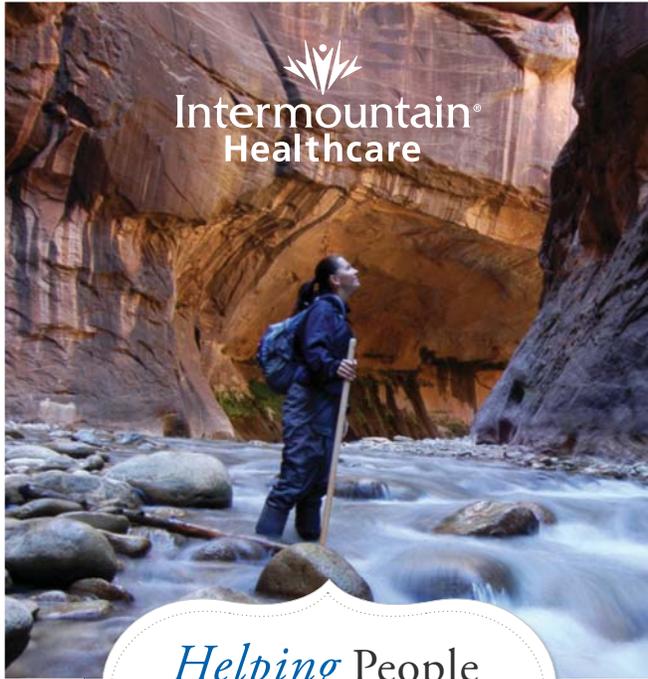
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- Grant funded for rural care innovations
- Competitive Medical Student Clerkships
- J-1 waivers
- "America's Best Town of 2016" 

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Billings Clinic is nationally recognized for clinical excellence and is a proud member of the Mayo Clinic Care Network. Located in Billings, Montana – this friendly college community is a great place to raise a family near the majestic Rocky Mountains. Exciting outdoor recreation close to home. 300 days of sunshine!





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PhysicianJobsIntermountain.org

Physician-Led Medicine in Montana
**Internal Medicine/Family Medicine
Hospitalist**

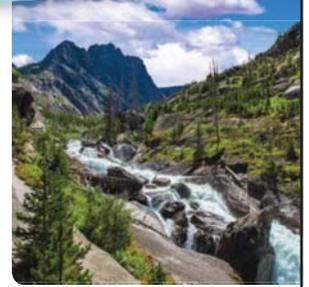


Billings Clinic

Seeking BE/BC Hospitalists to join our group in Montana's premier, state-of-the-art medical center, which serves as the region's tertiary referral center. Our seasoned team values work-life balance and collegiality.

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PHYSICIAN (HOSPITALIST)

Openings in Tucson, Arizona

The Southern Arizona VA Health Care System (SAVAHCS) is offering an exceptional opportunity for a full time provider to join our winning team.

The selected candidate will provide quality service in our progressive, innovative health care system for our Veteran hospital population. The Hospitalist physician will participate as a house staff attending (e.g. daytime attending and nocturnist), and be responsible for the instruction of residents, interns, medical students and other allied health professionals. Preference will be given to candidates who are board eligible/board certified by the American Board of Internal Medicine (ABIM). SAVAHCS is the principal teaching affiliate of the University of Arizona Colleges of Medicine, Nursing, and Pharmacy. Therefore, the selected candidate(s) must be eligible for a faculty appointment at the University of Arizona. The candidate must also be American Heart Association BLS/ACLS certified. The candidate should be proficient in all core Internal Medicine invasive procedures; refresher training is available in our excellent simulation laboratory. The candidate is also expected to acquire our facility certification in airway management after completing local on-line, simulation laboratory, and hands-on training. Experience with resident supervision and instruction is preferred, but new Internal Medicine graduates are also welcome. **Clinical Contact:** Raymond L. Kacich, M.D., Chief, Medicine Care Line, (520) 629-1848, or e-mail at Raymond.Kacich@va.gov.

Offering competitive salary and benefits, including...

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- Recruitment/Relocation Incentive is authorized for this position

For detailed information on these positions, go to <https://www.usajobs.gov/>, and enter the control number 468492900 in the keyword search to view the announcement and to apply for this position. This is a wonderful opportunity to serve those who have served. Applicants must identify their current citizenship/Visa status. A current unrestricted medical license in any U.S. state/territory is required. Candidates must apply on line by submitting a current curriculum vitae, with three (3) professional references, and complete the online questionnaire. The Human Resources point of contact is David Tweedy, (520) 792-1450, ext. 6213.

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UCSF FRESNO ACADEMIC HOSPITALIST

The Department of Internal Medicine at UCSF Fresno and the Central California Faculty Medical Group (CCFMG) are seeking academic Hospitalist faculty. Applicants should have excellent training/clinical experience and be willing to participate in medical education and clinical research. Applicants must be board certified or board eligible in Internal Medicine, have completed their residency in Internal Medicine, have their medical degree (M.D., D.O. or equivalent) and be eligible to obtain a California medical license. The selected candidate will be appointed at the level of instructor, assistant, associate, or full professor rank commensurate with the applicant's background and accomplishments. Under certain circumstances we will consider an application for an instructor with pending board certification.

Successful applicants will work in conjunction with other academic Hospitalists on the UCSF Fresno faculty providing both teaching and non-teaching coverage. Teaching activities include ward attending and procedure service. A non-teaching Hospitalist service provides co-management coverage for non-trauma, neurosurgical patients. All Hospitalist Faculty are provided resources and time and are expected to take part in medical education activities for the residents and medical students on the UCSF Fresno campus. In addition, Hospitalist Faculty are expected to participate in clinical research and/or quality improvement projects.

UCSF Fresno has active graduate and undergraduate medical education programs and is based in Fresno, California, an affordable Central Valley community surrounded by limitless recreational opportunities and spectacular scenery. While there is much to see and do in Fresno, the city is ideally located for fast, convenient getaways to the majestic Sierra (just 60 minutes away) as well as the scenic Central Coast and wine region (two and one-half hours away). Fresno is the only major city in the country with close proximity to three national parks, including renowned Yosemite National Park.

PLEASE APPLY ONLINE AT: <https://apreccruit.ucsf.edu/apply/JPF01382>

Visit our websites at:

www.universitymds.com and www.fresno.ucsf.edu

UC San Francisco seeks candidates whose experience, teaching, research, or community service that has prepared them to contribute to our commitment to diversity and excellence.

The University of California is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age or protected veteran status.



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Full-time and part-time openings are available, as are opportunities for Nocturnists. At our large multi-specialty practice with approximately 400 providers, we strive to offer our patients a full scope of healthcare services throughout the Sacramento area. Our award-winning Hospitalist program has around 70 providers and currently serves 4 major hospitals in the area.

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www.mymercymedgroup.org
www.dignityhealth.org/physician-careers

These are not J1 opportunities.



SOUTHERN CALIFORNIA

Hospitalist and Intensivists opportunities available at Martin Luther King, Jr. Community Hospital (MLKCH) located south of Los Angeles. VEP Healthcare offers competitive compensation, independent contractor status, paid malpractice and fast track to ownership through stock purchase in our democratic, privately held company.

For additional details contact:
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MEDICAL GROUP

Recently trained BC/BE IM sought for unique hospitalist-outpatient position with prestigious, private primary care group in Huntington Beach and Fountain Valley, CA. Competitive Salary leading to full partnership with outstanding Bonus Structure. Signing Bonus. Generous benefits package and lifestyle.

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Sunrise Medical Associates is looking for full time /part time Hospitalists to join our ambitious team in the Los Angeles and Inland Empire areas. Successful candidates will demonstrate skills in inpatient medicine and teamwork and be an MD or DO BE/BC in IM/FP. Great Incentives available. Please send CV to smamedoffice@gmail.com or fax to 951-339-8461 for consideration. (Multiple positions available)

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OREGON HEALTH & SCIENCE UNIVERSITY

Clinical Hospitalist

The Division of Hospital Medicine within the Department of Medicine at Oregon Health & Science University seeks a qualified candidate for a Clinical Hospitalist position in our successfully growing Clinical Hospitalist Service available summer/fall of 2015. This opportunity involves joining an established group of talented and committed providers who value providing high quality patient care, education to learners and service to the University. The scope of practice will include the primary care of inpatients, as well as medical consultation, and co-management with designated subspecialties. The candidate should have superb clinical, communication, teamwork and interpersonal skills and enjoy multidisciplinary work. MD degree (or equivalent) and ABIM certification is required.

Interested candidates should email a cover letter of interest, CV and three letters of recommendation to:

Alan J. Hunter, MD, Head, Division of Hospital Medicine
 c/o Heather Crowell at crowellh@ohsu.edu



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Adventist Health Hospitalist

Adventist Medical Center (AMC) seeks a Board Certified internal medicine or family medicine physician to join the Admission and Management team at Adventist Health /Adventist Medical Center in Portland, Oregon. Current residents planning to take the boards right after residency are also welcome to apply. The qualified candidate will join a stable group practice of 18 Hospitalists who provide comprehensive inpatient care to all medical patients in the hospital. We have an open ICU and are looking for candidates excited about critical care and being the primary attendings for most medical ICU patients. The Pulmonary/critical care service is highly involved in the ICU and is available for assistance 24/7. The hospitalist candidate must be interested in procedures, occasional night shifts, and working 12-16 shifts per month. Our scheduling is not a set 7on/7off and offers some flexibility for physician preference.

The mission of those who serve at Adventist Medical Center is living God's love by inspiring health, wholeness and hope. Located in the magnificent Pacific Northwest, the Portland area offers a high quality of life, gorgeous scenery, a vibrant downtown, and year-round outdoor activities.

For more information and to submit CV for consideration, visit PhyJobs@ah.org. All inquiries will be kept in confidence. This is not an H1B or J1 eligible opportunity.

**CONTACT: ADVENTIST HEALTH PROVIDER RECRUITMENT
(800) 847-9840 | (916) 865-1905**

BC/BE IM Hospitalist Opportunity in the Pacific Northwest



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- Join a 16-FTE hospital-employed group
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- Strong core subspecialty support
- Flexible scheduling
- Competitive compensation package and comprehensive benefit package

Learn more: PhysicianRecruitment@yvmh.org or 509-249-5031 yakimavalleyliving.org

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in Beautiful Bangor, Maine!

Primary Care Physician Opportunity

Eastern Maine Medical Center seeks a BC/BE internal medicine physician to join our well-established, quality-driven, outpatient practice in Bangor, Maine. EMMC is a 411-bed, regional, tertiary care and level II trauma center for the more than 500,000 residents living in the nine counties of central, eastern, and northern Maine. Our primary care network, largest in the area, has adopted a new practice model to include teams of one physician, one nurse practitioner, two registered nurses and two medical assistants.

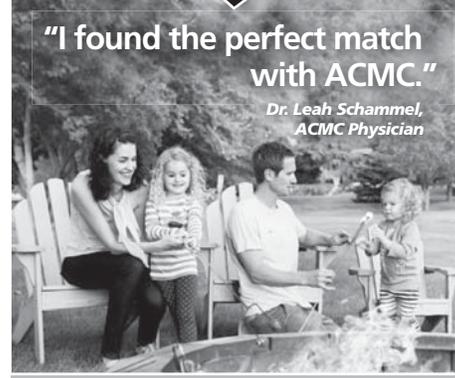
- * Collegial atmosphere
- * Cutting-edge EMR
- * Generous vacation and CME benefit
- * Flexible work schedule with no hospital call
- * Relocation and sign-on bonus
- * Generous educational loan repayment

Bangor is an award-winning small city offering easy access to Maine’s spectacular coast, lakes, and mountains. Schools rank among New England’s best; the University of Maine flagship campus is located in neighboring Orono. Bangor is the regional hub for medicine, the arts, and commerce. Bangor International Airport offers direct and one-stop service to most major destinations.

For more information, contact:
 Amanda Klausing, AASPR, Recruiter
emmccvs@emhs.org
 207.973.5358

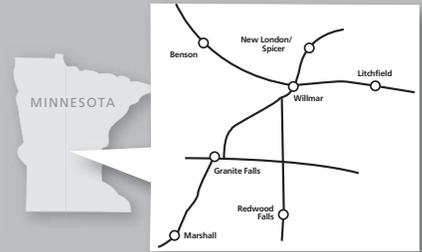


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No Visa sponsorship available

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lillian.bonetti@unchealth.unc.edu
 Hendersonville, NC
 (828) 694-7687



INTERNAL MEDICINE

Columbus Regional Health Physicians has full time employment opportunities for BC/BE Internal Medicine Physicians to be a part of a successful group practice in Columbus, Indiana. We are open to recent graduates or practicing physicians. IP and OP positions available.

Columbus Regional Health Physicians offers a competitive wage and compensation package based on training and clinical experience

For additional information or to submit your CV contact:

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 Physician Recruiter
 at 812.375.3954
 or email: kvancamp@crh.org



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You became a doctor to help people. In medical school you even considered dedicating your career to serving the underserved. But life evolves, and you required more stable career options that provided a good salary and secure benefits. You'll find the best of both worlds at California Correctional Health Care Services.

Many of our patients have been chronically underserved throughout their lives, often lacking consistent medical, dental, or mental health care. Once in our care, these patients benefit from the quality primary care our doctors provide. And our doctors reap the rewards of serving the underserved while receiving competitive pay and all of the security that comes with State employment.

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- California State Prison, Corcoran
- California State Prison, L.A. County
- California State Prison, Sacramento
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Job opportunities are available in Bellevue, Bremerton, Everett, Seattle, Olympia and Spokane.

The ideal candidates will have a full range of clinical and hospitalist skills, and have successfully completed a U.S. Family Medicine or Internal Medicine Residency training programs.

Candidates must have an unrestricted Washington State medical license and unrestricted federal-issued DEA.

Benefits include: full malpractice indemnification (including tail coverage), medical/dental/vision benefits, 401(k) & pension, paid vacation, CME, long-term disability, and long-term care benefits. Competitive salary offered.

For additional information or to submit your CV, contact Aggie Swanson, Senior Recruiter at Agnieszka.X.Swanson@kp.org or visit wpmgcareers.org

Washington Permanente Medical Group encourages its staff to maintain care-focused patient relationships, and manage innovative practices using state-of-the-art technology while advocating a well-balanced life and personal health. WPMG is an Equal Opportunity Employer committed to a diverse and inclusive workforce.



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St. Luke's Internal Medicine Residency program is an ACGME-accredited program where our 25 categorical residents and faculty work together to provide excellent care in an environment of teaching and scholarly activity. Along with core faculty responsibilities this physician will serve as the Medical Clerkship Director to our 30 medical students per year in the Lewis Katz School of Medicine at Temple University/St. Luke's School of Medicine.

ABIM Board-Certification is required.

This employed position offers

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- Teaching, research and quality improvement opportunities
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About St. Luke's

St. Luke's is a Truven award winning network with 7 hospitals spanning 9 counties. With the Temple-St. Luke's School of Medicine, St. Luke's has created the first and only regional medical school campus in the Lehigh Valley. Please visit us at St. Luke's - Home

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Please contact: Jillian Fiorino

Physician Recruiter

St. Luke's University Health Network

Jillian.Fiorino@sluhn.org

484-526-6182



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To learn more about our Clinic, please visit our website at www.salemclinic.org.

Please mail, fax, or email CV to:

Lindsay Course, Salem Clinic, P.C.,
2020 Capitol Street NE, Salem, Oregon 97301;
(503) 399-2470, fax: (503) 375-7429,
email: lindsaycourse@salemclinic.org.

We look forward to hearing from you soon!



UNIVERSITY OF MICHIGAN
ACADEMIC PRIMARY CARE
 DIVISION OF GENERAL MEDICINE

The University of Michigan, Division of General Medicine, seeks BC/BE internists to join our expanding Academic Primary Care faculty. Duties for Primary Care faculty include providing direct patient care in an outpatient setting with teaching opportunities. There are also opportunities to engage in population management and quality/safety activities. Prior training or clinical experience in an academic teaching environment is preferred. Excellent benefits and compensation package with guaranteed salary plus incentive bonuses. Relocation support is provided.

An educational loan forgiveness program provides up to \$50,000 in loan forgiveness for qualifying educational loans.

Interested individuals should forward their curriculum vitae via email to:

Laurence McMahon, MD, MPH, Chief, Division of General Medicine / squigley@umich.edu

Application review will continue until the positions are filled.

The University of Michigan is an affirmative action, equal opportunity employer, dedicated to the goal of building a culturally diverse and pluralistic faculty and staff committed to teaching and working in a multicultural environment and strongly encourages applications from women, minorities, individuals with disabilities and covered veterans.

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**Internal Medicine
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Billings Clinic

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- Grant funded for rural care innovations
- Competitive Medical Student Clerkships
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- "America's Best Town of 2016" 

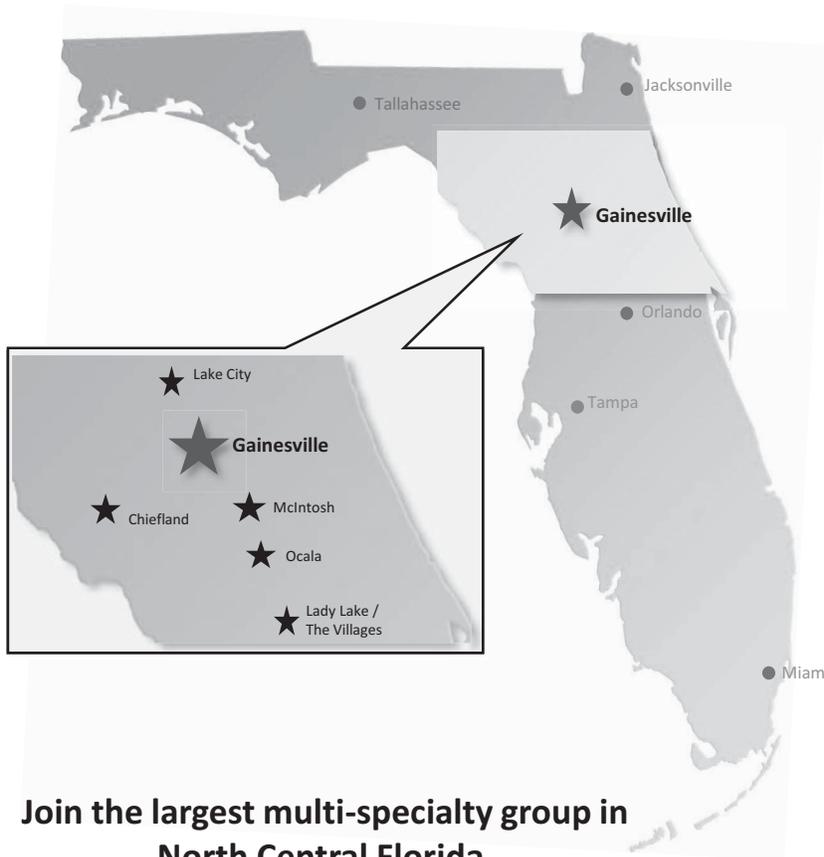
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The Portland Clinic - Outpatient IM

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Visit our website at
www.ThePortlandClinic.com/about-us

Please contact:
Jan Reid, Director of Provider Relations
(503) 221-0161 x4600
JReid@ThePortlandClinic.com

The Portland Clinic is an equal opportunity employer.



Fairview Health Services, headquartered in Minneapolis, is a nonprofit health system providing exceptional health care across the entire continuum. In partnership with the University of Minnesota, Fairview's 22,000 employees and 2,500 aligned physicians embrace innovation and new thinking to deliver greater value—higher quality and better experience for our patients.

We have a wide variety of Internal Medicine outpatient and Hospitalist opportunities available within our community-based metro, suburban and rural locations throughout Minnesota. We offer competitive salary/benefits, including incentives such as residency stipend, medical school loan forgiveness and sign-on bonus for our outpatient opportunities.

For more information please call 800-842-6469
e-mail us at recruit1@fairview.org
or visit www.fairview.org/physicians.

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PRIMARY CARE OPPORTUNITIES AVAILABLE

JOIN THE HEALTHCARE TEAM AT BERKSHIRE HEALTH SYSTEMS!

Berkshire Health Systems is currently seeking BC/BE Internal Medicine physicians to join their out patient Primary Care Practices. An excellent opportunity to practice in a beautiful and culturally rich area while being affiliated with a health system that has award winning programs, nationally recognized physicians, world class technology and an affiliation with the University of Massachusetts Medical School and New England College of Osteopathic Medicine. Excellent public and private school systems make The Berkshires an ideal family location with easy access to both Boston and New York City. Visa candidates, including J1, are encouraged to apply.

Berkshire Health Systems offers a competitive salary and benefits package, including relocation assistance.

Interested candidates are invited to contact:
 Elizabeth Mahan
 Physician Recruitment Specialist
 Berkshire Health Systems
 725 North St.
 Pittsfield, MA 01201
 (413) 395-7866 | emahan@bhs1.org
 Applications accepted online at www.berkshirehealthsystems.org



St. Peter's Health Partners Physician Opportunity

St. Peter's Health Partners Medical Associates, P.C., (SPHPMA), is seeking additional Internal Medicine physicians for primary care roles for the summer of 2018. These are exciting opportunities to join established practices with strong patient demand. Enjoy excellent colleagues, strong system practice support, and a physician friendly environment. We have more than 80 practice locations across the Albany, NY region including more than 75 internal medicine physicians.

SPHPMA is a fully integrated multi-specialty practice group founded on the principles of physician leadership and governance. In the fall of 2012, a collaboration began between community physician leaders and key St. Peter's Health Partners (SPHP) management. As a result of this collaboration, St. Peter's Health Partners Medical Associates was introduced to the Capital Region of NY in January 2013. This new practice model allowed St. Peter's Health Partners to create the region's first affiliation where a large, physician-governed, multi-specialty practice became a partnering corporation of a major health system.

The SPHPMA practice model provides physicians with the benefits of strong participation in a large integrated health system. At the same time, it allows physicians to retain those aspects of clinical care that make private practice work so well in the care of patients.

The major focus of the new practice model is to offer patients improved coordination of care among their primary care providers, specialists, hospitals, and other health care providers. SPHPMA has created a scenario that will improve the delivery of care in our community and the health of our patients; ensuring patients have easy access to high-quality, state-of-the-art care.

REQUIREMENTS:

Applicants should have the following:

- Board Eligible in Internal Medicine
- Applicants should possess excellent clinical skills, communication skills, and a strong commitment to providing excellent care that is team oriented
- Strong interest in the provision of primary care is required

These opportunities are not accepting J1 or H1B visa candidates.

RECRUITMENT PACKAGE: St. Peter's Health Partners offers a comprehensive salary and compensation package that includes:

- Competitive compensation model with built in incentives
- Excellent benefits; including health/vision/dental insurances
- Paid malpractice
- CME time & expense allowance
- Ample paid time away from the practice
- Retirement savings program with employer matching program
- Student loan forgiveness program available & we qualify for the Public Service Loan Forgiveness program
- Relocation assistance & starting bonus available

Find out more www.sphpma.com and www.sphp.com

Contact Katie Hart

Email: Katie.Hart@sphp.com

MIDWEST - FULL LOAN REPAYMENT

Financially sound hospital is assisting a well-respected busy group to complement its staff due to a retiring Physician. Package includes a very competitive salary, training stipend, 50k towards home purchase, 70k signing bonus, and a generous benefits package. First year compensation is around 400k. Excellent sub-specialty backup from Sioux Falls. Pathology and Interventional Radiology on staff.

Locale offers some of the best pheasant hunting in the Midwest, fishing, camping, and 3 golf courses. Bustling downtown, superb educational options with a public, two private school systems, community college, water park, convention center and fine arts center.

Please contact: Joe Pellicano, 508-697-1495 or joe@npihealthcare.com



North Carolina

Outpatient based internists needed in family community 35 minutes from Pinehurst, 45 minutes from Fayetteville and less than 2 hours from beaches, Raleigh, and Charlotte. Likely loan repayment assistance.

Call 800-764-7497, text 910-280-1337
 or fax 910-276-0438,

Melisa.Ciarrocca@scotlandhealth.org
www.scotlandhealth.org

Opportunity available for family medicine and internal medicine physicians



Northern CA hospital-owned network of practices is adding three physicians and expanding several of its clinics due to demand. The clinics are located in a busy city between Sacramento and San Francisco. You will be able to treat an underserved population as well as a general population. This position offers a great work-life balance; it's outpatient only with no call of any kind and flexible schedule options. Step into an established practice and enjoy an academic affiliation. The great location, strong salary, and great benefits will appeal to you. You must be board certified in family medicine or internal medicine or intend to become certified if you are a recently graduating resident.

For more information, please contact Roberta Margolis directly at 203.663.9335 or email your CV and references to roberta.margolis@comphealth.com.

Quick Facts

- Salary base of \$200K plus \$20K additional for being board certified; bonus potential of \$50K
- See 17-22 patients daily
- Monday-Friday, 8 am - 5 pm
- Option to work four 10-hour days each week
- Loan payback is available
- Health, dental, and vision fully paid for physician and 70% paid for family
- Paid malpractice with tail coverage
- Six weeks' PTO plus CME time; increasing to eight weeks

CompHealth.



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Adfinitas Health, the largest privately held, physician owned hospitalist & post-acute care group in the Mid-Atlantic region, is currently recruiting talented BC/ BE Internists for the following practice opportunities:

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Our approach to care starts with hiring the best providers who focus - first and foremost - on patient care and quality. We offer training and coaching through our Leadership Academy and with outside industry partners.

Our providers enjoy flexible schedules, competitive base salary + bonus and comprehensive benefits which include company paid medical, matching 401(k) plan, CME stipend and more!

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www.AdfinitasHealth.com

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www.acponline.org/pps

Outstanding Internal Medicine Practice In a Premier Location - Frisco, Texas

Join an established practice in one of the most desirable and fastest growing suburbs in the nation -- Frisco, Texas. This is an outpatient Internal Medicine practice with a great reputation located in a family-focused community with an excellent payer mix. The practice has had tremendous growth and is seeking a new staff member to step into an already developed practice!

The practice is stable, very patient-focused, and offers the opportunity to join a positive and collegial work environment. The office is conveniently located on the main hospital campus. Hours are: Monday - Friday, 8 am - 5 pm.

Frisco, TX has been rated as one of the top 10 cities in the US, located in North Dallas! Frisco is home to 2 professional sports teams and the Dallas Cowboys new practice venue. Rich with culture, activities and community pride, Frisco/Dallas is an exciting place to live. With mild winters and plenty of sunshine, the Metroplex offers many outdoor activities such as hiking, climbing, biking, and every sport you can imagine. Dallas excels in all offerings of a major city including fine dining and shopping, parks, the arts, professional sports, and top-notch education facilities. Even as a major metropolitan area, Dallas maintains a friendly sense of community and Texas pride. Well-renowned events like the USA film festival, Shakespeare in the park, and Taste of Dallas occur year-round and ensure there is always something to do in Dallas.

Brian.White@tenethealth.com
(940)595-0102



Healthcare Jobs Across the Nation

The National Rural Recruitment and Retention Network (3RNet) members are non-profit organizations helping medical professionals find jobs in rural and underserved areas throughout the country. Some of the medical professions we serve and the kinds of jobs posted may include:

Residency and Fellowship	• Cardiology
Family Practice	• Infectious Disease
Pediatrics	• Dermatology
OB/GYN	• Endocrinology
Internal Medicine	• Gastroenterology
Psychiatry	• Geriatrics
General Surgery	• Rheumatology
Emergency Medicine	• Neurology
Hospitalist	• Hematology/Oncology
Physician Assistants	• Nephrology
Nurse Practitioners	• Pulmonary / Critical Care

Please visit our web site for more information on positions in Alabama, Alaska, Arizona, Arkansas, California, Colorado, Connecticut, Delaware, Florida, Georgia, Hawaii, Idaho, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maine, Maryland, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, Montana, Nebraska, Nevada, New Hampshire, New Jersey, New Mexico, New York, North Carolina, North Dakota, Ohio, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Carolina, South Dakota, Tennessee, Texas, Utah, Vermont, Virginia, Washington, West Virginia, Wisconsin, Wyoming as well as the Cherokee Nation, Veterans Affairs, Indian Health Service and Saipan.

www.3rnet.org



Internal Medicine/Family Medicine/ Hospitalist— MINNESOTA

**\$25k Sign-On, Residency
Stipend/Loan Repayment available**

Come and take part in a journey of healing and compassionate care with HealthEast, the largest health care provider in the Twin Cities' East Metro area. HealthEast consists of 14 neighborhood clinics, 3 hospitals, one LTAC facility, home care and medical transportation. Full time and part time options are available.

Outpatient clinic—

- Internal Medicine/Family Medicine, OB optional
- Monday through Friday, **no weekends**
- 100% outpatient clinic opportunity
- Phone call only on a call rotation, offering a great work/life balance

Hospitalist Opportunities:

- Full or part time opportunities available
- 7 days on/7 days off schedule offering work/life balance
- Average 12-15 patients for day shifts, 5-12 for evening shifts
- Competitive base compensation with productivity and quality incentive
- Bonuses, generous sign-on bonus and relocation allowance
- Malpractice coverage (including tail coverage) provided

Excellent benefits and compensation with productivity and quality incentives, sign-on bonus, relocation allowance, and malpractice insurance.

Apply online at www.healtheast.org/careers
email your CV to mrwagner@healtheast.org
or call 651-232-6116 for further information

HOSPITALIST OPPORTUNITY AVAILABLE JOIN THE HEALTHCARE TEAM AT BERKSHIRE HEALTH SYSTEMS!

Berkshire Health Systems is currently seeking a BC/BE Internal Medicine physician to join our comprehensive Hospitalist Department. Previous Hospitalist experience is preferred. Our Hospitalist Department is currently working 10 hour shifts on a 7 on / 7 off block shift schedule with a closed ICU/CCU and has a full spectrum of Specialties to support the team.

Berkshire Health Systems offers a competitive salary and benefits package, including relocation assistance.

Interested candidates are invited to contact:

Liz Mahan
Physician Recruitment Specialist
Berkshire Health Systems
725 North St.
Pittsfield, MA 01201

(413) 395-7866 | emahan@bhs1.org
Applications accepted online at
www.berkshirehealthsystems.org



CHARLES B. WANG
COMMUNITY HEALTH CENTER
王嘉康社區醫療中心

The Charles B Wang Community Health Center is seeking **BC/BE Internal Medicine/Family Medicine** physicians to join our growing Internal Medicine practices. We are looking for team-oriented individuals interested in primary care in a community health setting. Openings are available in our Manhattan and Flushing sites.

Located in New York City, the Charles B. Wang Community Health Center is a non-profit federally qualified health center nationally recognized for providing high quality health care for medically underserved people, with a focus on Asian Americans. Our mission is to improve the health and health care of the communities we serve. Mental Health, Nutrition, Health Education and Social Work services are available to assist our patients. The Health Center is a NCQA-certified level III Patient-Centered Medical Home and recognized by the federal Bureau of Primary Health Care as a National Quality Leader among health centers.

Benefits include competitive salary with productivity-based incentive pay, malpractice coverage, medical and dental insurance, 403(b) Retirement Plan, and CME time and allowance. Our physicians enjoy excellent ancillary support, outpatient telephone on call with no inpatient responsibilities, and opportunities to participate in community outreach, medical education and research. Our physicians are eligible to apply for National Health Services Corps and Doctors Across New York loan repayment programs.

Proficiency in Mandarin, Cantonese, Korean or Spanish is helpful.

Interested candidates should submit their CV to:

Charles B. Wang Community Health Center
Attn: Human Resources
268 Canal Street, 6th Floor
New York, NY 10013
Fax (212) 379-6936
Email: rochen@cbwchc.org
Or apply directly on our website:
www.cbwchc.org

Concierge Practice

We are a 4-physician concierge practice seeking Full Time BC/BE Primary Care, IM or FP Physician (MD). Appreciate competitive compensation and comprehensive benefits. Physician owned clinic that fosters Work-Life balance and a warm, collegial culture.

This position is located in Sequim, WA on the beautiful Olympic Peninsula offering a wonderful environment to raise a family, hike, fish and golf. The medical community support is very good and Seattle tertiary care is easily accessed.

For more information, visit www.sequimmed.com

We welcome the interested candidate to reply with CV, cover letter and salary requirements to pam@sequimmed.com or call Dr. Charles Sullivan at (360) 460-0462.

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- Exceptional student loan assistance program
- Competitive compensation & extensive benefits

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To apply, please visit: <http://nwp.kpphysiciancarers.com>.
You may also contact Marisa Walter at Marisa.E.Walter@kp.org or 503-813-1045, or Jason Dulin at Jason.R.Dulin@kp.org or 503-813-2242. EOE

nwp.kpphysiciancarers.com

Full Time Internal Medicine Primary Care Physician for Large Public Health and Hospital System in Silicon Valley

Better Health for All

Santa Clara Valley Medical Center (SCVMC), a large public teaching hospital, affiliated with Stanford University School of Medicine, in San Jose CA, is seeking a full-time BC/BE internal medicine physician to join our dynamic primary care practice in our Division of Primary Care in the Department of Medicine.

We offer the unparalleled opportunity to gain the long-term personal and professional satisfaction of serving our patients and our diverse community, while teaching the next generation of health care providers, in one of the best places to live in the United States.

About the organization

Santa Clara Valley Health and Hospital System (SCVHHS) is the second-largest County-owned health and hospital system in California and is committed to improving the health of the 1.8 million people of Santa Clara County. As an integrated health care system, SCVHHS includes a 574-bed central hospital (SCVMC), a large primary care network comprised of nine health centers throughout the County (including our newest center in downtown San Jose, which opened in 2016), a broad-range of specialty services in our Valley Specialty Center, a large behavioral health department, public health, EMS, and Valley Health Plan.

SCVMC itself hosts five residency training programs and partners with Stanford University Medical Center for the training of residents and fellows in many Stanford-based specialties. SCVMC also features a Level 1 Trauma Center, Burn Center, Primary Stroke Center, and a CARF-accredited Rehabilitation Center. Owing to its geographic location and specialty offerings, SCVMC not only serves the County, but also the larger region.

Providers in our health system also have the unique opportunity to use our integrated electronic health record (Epic), which brings together system-wide patient information. Recently, the Health Information Management Systems Society (HIMSS) recognized SCVMC for achieving its highest level of success (Stage 7), based on our continuous innovation and optimization of our inpatient and outpatient EHR.

About the community

SCVMC is located in San Jose, California in the heart of Silicon Valley, offering a diverse choice of cultural, recreational, and lifestyle opportunities. Our physicians live in a range of communities, including urban (e.g., San Francisco), university (e.g., Palo Alto), high tech (e.g., many cities of Silicon Valley), mountain (e.g., Los Gatos), beach (e.g. Santa Cruz), and rural/agricultural (e.g., Gilroy). Situated in one of the most desirable regions of the country - only 45 minutes from the Monterey Bay and three hours from the Sierra Nevada - our physicians enjoy a very high quality of life.

About the Division of Primary Care in the Department of Medicine

The Division of Primary Care in Department of Medicine with 55 internal medicine primary care physicians provides primary care services at eight health centers, from Sunnyvale to Gilroy. Internal medicine primary care physicians who join our department are pleased to find a very collegial work environment with robust specialty and ancillary support, and the opportunity to teach internal medicine residents from our large internal medicine residency training program.

About compensation and benefits

We offer competitive compensation, generous comprehensive benefit package (including 53 days of leave per year), paid malpractice, vibrant professional environment, opportunity for career growth, and the opportunity to serve a multicultural patient population

SCVMC is an Equal Opportunity employer.

If you are interested in joining a practice with unparalleled personal and professional advantages, then please submit your letter of interest and CV to Roya Roustas at roya.roustas@hhs.sccgov.org

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*Features, costs, eligibility, renewability, limitations and exclusions.

Internal Medicine Opportunities

Hospitalist

The PinnacleHealth Hospitalist Program is an inpatient physician practice within the PinnacleHealth Physician Network. The Hospitalist Program serves Community General Osteopathic, Harrisburg and West Shore Hospitals.

- Competitive salary package including a performance bonus, relocation assistance, loan forgiveness and sign-on bonus
- Increasing nocturnist support with pay differential
- Strong administrative support with site directors at each location
- Ongoing quality improvement projects

Nocturnist

- 15% salary differential for night coverage
- Flexible scheduling: work a total of 15 shifts/month in blocks that work best for your lifestyle
- No ICU coverage/no procedures/not required to cover codes
- Physician extender/resident assistance
- Nursing Magnet® hospitals
- System-wide Epic EMR

Internal Medicine Faculty

The PinnacleHealth Allopathic Residency Program faculty comprises nine board-certified internal medicine physicians who teach a total of 44 residents (years 1-3) each academic year. The program provides both inpatient and outpatient settings, including an urban health clinic.

Join our Team!

Contact Rachel Jones, MBA, FASPR

Physician Recruiter

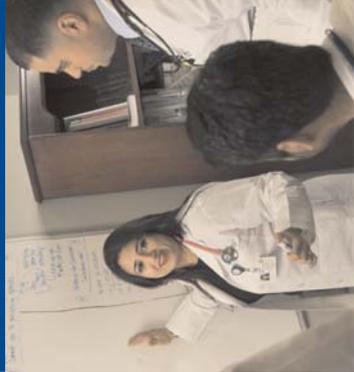
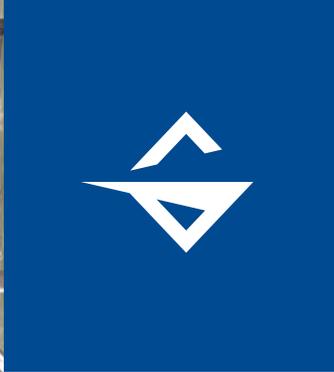
at rajones@pinnaclehealth.org

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-  **Gastrointestinal Panel:** Quickly ruling in or out enteric pathogens may improve patient care by preventing misdiagnosis and mistreatment.
-  **Meningitis/Encephalitis Panel:** Quickly identifying a CNS infection as viral, bacterial or fungal may reduce patient mortality.

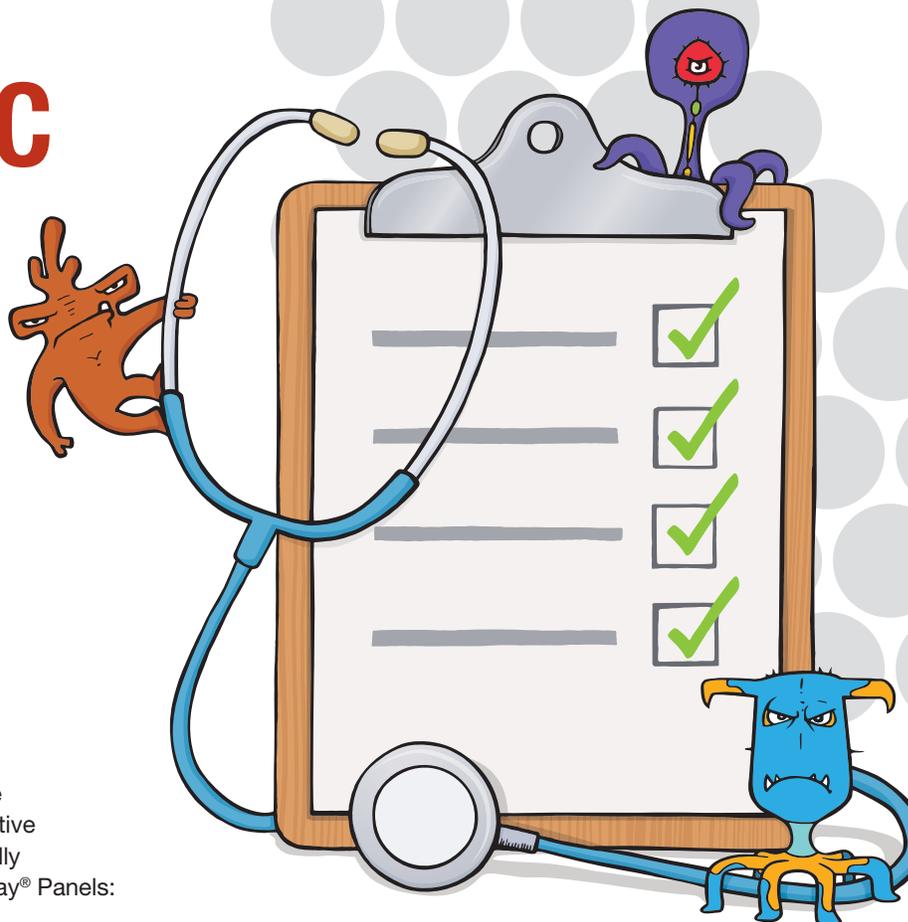
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WHAT IS CULTURE AND WHY DO I NEED IT?

CULTURE IS TRENDING

You can't open a magazine or read an article lately without a reference to culture. But what is it, really, and why do organizations need it?

WHAT IS CULTURE?

Like an iceberg, culture is largely invisible. If you ask your nursing or medical staff to describe your hospital's culture, they'd probably have a hard time. However, it's likely that everyone in your organization shares an unspoken understanding of the rules and their place in the pecking order.

“Culture represents your organization's core, its true self.”

It's expressed continuously by what your people do and say. For this reason, it can't be faked or changed through directives. It has to be changed through hearts and minds.

CULTURE IS MISSION CRITICAL

Developing and maintaining a positive culture probably isn't in your job description as a leader. But make no mistake, it's one of the most important things you can do.

Culture touches everything in your organization. It influences behavior, relationships, decisions, and ultimately, effectiveness. A survey of top supply chain executives found that they viewed culture (or lack thereof) as the number one barrier to business success. Culture has elevated many ventures — and crushed many more. On the positive side, the best and the brightest minds compete to work for culture-conscious companies like Google, Twitter, Facebook, and even the fully unionized Southwest Airlines. On the negative side, we have the culture of unchecked greed that tanked Enron. Glaring cultural differences made the \$35 billion Sprint Nextel merger a disaster.

CULTURE & HEALTHCARE

Let's talk about what this all means for hospitals and health systems.

As a vice president and former regional director of CEP America, it's been enlightening to work with dozens of hospitals over the years.



BY DAVID BIRDSALL, MD
CHIEF OPERATIONS OFFICER

Very often, when a department is struggling, team members will point out why their department is different. Maybe they're in a part of the country where recruiting top-notch providers and staff is difficult. Maybe the facilities are outdated, cramped, and uncomfortable. Or maybe they have high patient volumes, high acuity, or a challenging population.

Granted, these difficulties are real. But I also think these departments are underestimating the role culture plays.

In my day, I've seen hospitals with every advantage struggle with staff retention, patient satisfaction, and quality. And I've seen hospitals with stark disadvantages excel at all of the above. Performance areas directly impacted by culture include: **patient satisfaction, provider satisfaction, and medical staff alignment.**

To read more about the importance of culture and how CEP America enacted change, visit: go.cep.com/OurCore

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