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Physician Executive Career Options Abound

By Bonnie Darves, a Seattle-based freelance health care writer

Career Resources Editor's Note: In the context of escalating health care costs and regulatory reform, there is a high demand for health care leaders with clinical experience and the desire to facilitate systemic change. Physicians who have the drive to lead, the willingness to test their skills, and an interest in an initial part-time management role and who augment their real life experiences with formal management education are the perfect candidates to lead the business side of medicine. Seeking advice and constructive feedback from successful medical leaders can also enhance leadership skills.

— John A. Fromson, MD

In the health care sector, physicians are assuming an ever-increasing range of management and leadership positions.

As health care dynamics shift at an unprecedented pace, with health reform unfolding and traditional funding sources shrinking, the industry is seeking new leaders in what was once a rarely tapped pool: practicing physicians. Today, organizations at the center of the delivery system, and apparently many on the periphery, are coming to the conclusion that physicians ought to be in top management roles, observes Barry Silbaugh, MD, CEO of the of the American College of Physician Executives (ACPE) in Tampa, Florida.

“This is what we're hearing from recruiters: ten years ago, hospital boards wanted one physician candidate on the roster for a potential CEO, and five years ago, boards would consider a physician candidate for the post. Now, it's becoming a preference that the CEO be a physician,” Dr. Silbaugh, an internist and hematologist, said. “And this is all happening fairly quickly.”

This development is not to suggest that physicians necessarily want — or ought — to set their sights on the corner office, Dr. Silbaugh admits, but it’s a strong indicator of where things are going on the business side of medicine. As pressures to improve financial and clinical performance in tandem mount, he explains, physicians must be more integrally involved in devising solutions.

“That’s the key issue. We need individuals who can link the financial results of a health care organization to clinical outcomes — who can see how clinical processes impact the bottom line. Physicians know how to do
that,” said Dr. Silbaugh, who previously served as medical director of a New Mexico Blue Cross/Blue Shield plan and vice president of medical operations for Catholic Health Initiatives in Denver, Colorado. “That’s why they are being asked to step up to the plate.”

The demand for that particular physician perspective is growing in several areas beyond the traditional chief medical officer role. Today, organizations seek physicians who can assist with information technology (IT) implementation, particularly electronic medical records (EMRs) and systems that link clinical and financial data.

“They’re looking for individuals who not only know technology, but who also know how to implement it with clinicians of all different age groups,” Dr. Silbaugh said. “Because when a physician is hired on as a chief medical information officer (CMIO), an associate CMIO, or project manager for technology initiatives, it’s really about change management — not so much about the technology, but about working with the people who use the technology.”

Organizations also are in dire need of physicians to commandeer physician integration and alignment and to help their colleagues work through the cultural changes such strategies entail. This area is growing very rapidly, with the trend toward more employment of physicians as change agents in hospitals, Dr. Silbaugh said. “As physicians become employees of organizations, it’s very important that there are physician leaders who understand how to move the organization forward with these two very different cultures,” he said.

Management Roles, Options Expanding

Grace Terrell, MD, MMM, CPE, longtime CEO of CornerStone Health Care, a large physician-owned delivery network in High Point, North Carolina, concurs with Dr. Silbaugh’s view. She says opportunities abound for physicians with an interest in and aptitude for management, and that the range of career options will increase in the coming years. In addition to the opportunities Dr. Silbaugh cites, the health care system needs physicians to lead population management and cost-reduction initiatives, Dr. Terrell notes, and to work in both clinical and actuarial aspects of risk management as well as informatics.

“This is the absolutely best time ever for physicians interested in management and executive roles,” Dr. Terrell maintains. “As we look at where we
need to go — with the country broke, a disproportionate amount of resources going into health care, and the baby boomers hitting Medicare age — we’ll have to work through that in ways that are good for patients without plunging the country into crisis. We need physicians to lead the way — and for those who answer the call, it’s a time of great opportunity.”

To illustrate her point, Dr. Terrell, whose book on physician leadership is due out next spring, somewhat jokingly cites a 1972 *Forbes* magazine article that declared that management in medicine was “too important” to leave in the hands of physicians. “Now it’s clear that health care management is too important not to leave in the hands of physicians,” she said.

For physicians interested in trying their hand at management while remaining in clinical practice, part-time opportunities exist as well, and not just in the hospital. But that’s a likely place to look initially, advises Mark Browne, MD, MMM, CPE, a principal with the Knoxville, Tennessee, health care consulting firm Pershing, Yoakley & Associates who trained in internal medicine and pediatrics. Taking the lead on a quality-improvement initiative, for example, chairing (or even launching) a committee, or serving as medical director of an intensive care unit can give physicians a sense of their ability and interest in management.

“These kinds of middle-management positions offer physicians a good way to try out leadership roles, and then see if they could lead in a more formal way,” said Dr. Browne, whose work focuses on quality and health reform, physician executive support, and physician alignment for groups and hospitals. “You don’t have to be in the C-suite to be an effective leader.”

Sheri Phillips, MD, MPH, FACPE, whose diverse background includes senior management positions in health care systems, pharmaceutical firms, and insurance, advises young physicians to look to the community at large for management opportunities. “There are a growing number of collaborative physician roles in the community, from oversight of ‘mini-clinics’ and hospice programs to lead physician roles in county and state health projects and initiatives,” said Dr. Phillips, an Illinois occupational medicine physician who also uses her skills to serve educational institutions and numerous health care foundations. “Many of these opportunities are very part-time and often flexible, so physicians can test the waters while they pursue their clinical careers.”

Dr. Phillips points to another growing avenue for budding physician leaders: the advocacy arena. Physicians can serve in lobbyist roles not only
within medical professional organizations, but also for public health issues, locally and nationally. She is the newly appointed spokesperson for Susan G. Komen for the Cure, a foundation dedicated to advancing breast cancer education, research, and treatment. “It just spoke to me — and I am very excited about being the first physician to hold the position,” said Dr. Phillips, who is a breast cancer survivor.

**Career Paths As Diverse As Physicians Themselves**

Some physicians decide to make a wholesale switch from clinical practice to management roles, but for many, it’s a slower process that involves “trying on” various roles before leaving clinical practice.

Hoda Asmar, MD, MBA, a fellow of both the ACPE and the American College of Healthcare Executives (ACHE), exemplifies the incremental — and interesting — career paths that lead physicians into executive roles. The newly hired senior vice president and chief medical officer (CMO) of Presbyterian Health Care Services in Albuquerque, New Mexico, started “training” for physician leadership early on.

A few years into her infectious disease practice, Dr. Asmar was asked to serve as medical director of a public health district in rural northwest Michigan — in a part-time position. At the encouragement of the district’s administrator, she pursued an MBA, and just days after she earned her degree in 2000, the CEO at Trinity Healthcare’s 97-bed Mercy Hospital in Cadillac, Michigan, tapped her to become their vice president of medical affairs (VPMA).

“They wanted to create a more structured VPMA role, and they appreciated the way that, as an ID consultant, I took on activities in quality and infection control and built relationships with the medical staff,” Dr. Asmar recalls. “So I ended up doing both jobs — a half-mile apart on the same street. I was literally running between one and the other!”

She moved on to become the full-time CMO at 394-bed St. Joseph’s Healthcare and Medical Center in Michigan in 2005, and later, CMO/VPMA at Edwards Health Services Corporation in Naperville, Illinois.

“Fifteen years ago the opportunities for physicians besides seeing patients were limited; now they’re virtually limitless,” Dr. Asmar observed. “You can assume quality improvement roles, combined operations and QI roles,
general management roles — and now, informatics, too. The CMIO role will become huge, I think.”

Mark Zeidel, MD, MS, chief of medicine at Beth Israel Deaconess Medical Center in Boston, also took a somewhat convoluted path en route to his current position. In the 1990s, while pursuing a research career in epithelial biology, he was asked to take over the renal service at the West Roxbury VA, his first encounter with managing a budget. From there, he went to the University of Pittsburgh to run the renal division, where he received a request to serve as interim chair of medicine when the chair left the post somewhat suddenly.

Dr. Zeidel recalls with humor starting that chapter in his career. “I said I would take over based on two conditions — that I be able to make decisions as if I were the permanent chair, and that it was understood I didn't want the job,” he said. While in the interim post, Dr. Zeidel found himself being recruited from institutions elsewhere to chair their medicine departments. “Just as I was preparing an offer for someone else to come in as chair at Pittsburgh, they decided it was me. So I spent two weeks negotiating against my own offer.”

Today, in Dr. Zeidel's self-described “dream job,” he continues to teach in both a traditional faculty role and in Harvard University's MD/MBA program, and he even takes morning report several days a week. He says young physicians can carve out their leadership paths more readily now than at any other time in the history of medicine — and that solid clinical experience remains their most valuable asset.

“If you are going to lead a clinical enterprise, you need to have been a successful clinician — and physicians can lead from that role,” he says, by taking on increasing responsibility in their own institutions. “The opportunities are there, and if you evolve and develop management experience, that's of enormous value. Hospital CEOs are absolutely desperate for physicians to step up and make high-quality health care happen. If you do that well, you will be asked to do more.”

**Management Education, Aptitude Essential**

Precisely because health care has become such a complicated, financially complex business, physicians who hope to move into management or executive roles will require some targeted training and education, sources
agreed. Knowledge of accounting principles, budgets, and finance are fast becoming essentials, as is familiarity with health care quality, safety engineering principles, organizational development, and possibly matrix management. Although it’s not necessary to pursue an advanced degree initially — such as the MBA or master’s in medical management (MMM) — physicians who plan to seek top jobs in any health care industry sector will likely require such credentials.

“Even though the way we learn often isn’t the old way university-centric or degree model anymore, in the typical hierarchy we have now, there will be a glass ceiling for physicians if they don’t get a credential, I think,” Dr. Terrell said. “And to really pursue CEO roles in large systems, some kind of degree will be required because of the nature of those organizations.”

Fortunately, it’s now easier than ever before to obtain education in management through growing online, distance-learning, and weekend offerings. Many universities offer basic or even health care-specific courses, as do some medical professional organizations. Entities such as the ACPE, the ACHE, the Institute for Healthcare Improvement, and the Medical Group Management Association offer more robust education in either targeted training or master’s- or credential-track programs. Among those interviewed, most gave the ACPE the top marks for offering the broadest range of educational programs and learning venue options (see Resources). In addition, combined MD/MBA programs, once a rarity, are now offered by 65 institutions.

The need for leaders in health care is clearly illustrated, Dr. Silbaugh says, by the increasing enrollment in ACPE courses. “Our ‘evergreen’ Physicians in Management series continues to sell out, and the online distance-learning products sell themselves, regardless of the economy, because they’re convenient. What we know now is that many physicians who work in shifts — hospitalists and emergency physicians, for example — when they’re awake and not seeing patients, are learning,” he said.

Physicians eyeing management roles are understandably curious about what it takes — in the personality traits and people skills realm — to make the jump. There’s no one “package,” all sources agreed, but there are desired attributes. Dr. Silbaugh says that frustration with inefficiencies in the current delivery system coupled with a strong desire
to devise solutions is a good starting place. “If you want to fix it, or you’re starting to think that way, and you tend to read a lot about what’s happening in health care, you may see a career change coming,” he said.

Several physician executives also cited the importance of being a broad thinker and a good listener who is respectful of others’ opinions, however diverse. All thought that being able to deal with conflict without becoming ruffled is a definite prerequisite.

Dr. Terrell puts empathy near the top of her list. “Physician leaders must have empathy — not only for patients, but also for their fellow physicians and all those being impacted by the health care system,” she said. “And that’s a hard thing for some doctors to do sometimes outside the role of clinician, because we tend to get jaded.”

For her part, Dr. Asmar cites personal flexibility and an ability to collaborate as key qualities. “Especially in this age of health reform, you have to be flexible and able to move outside your comfort zone — and you must be someone who can do the ‘we’ by nature instead of the ‘I’,” she said.

The ability to lead can be cultivated, Dr. Browne suggests, but the requisite willingness and drive must be innate. “Those prone to lead will lead, but many of the skills needed in leadership roles can be learned,” he said.

Dr. Zeidel concurs. “There are two pieces to this. Physicians can learn the management craft — the technical pieces like accounting. But I’m not sure that leadership can be taught,” he observed. “Leaders emerge.”

On another level, he thinks that even physicians with demonstrated leadership ability and years of experience still need refresher courses. His own “brush up” entails rereading, every few years, the collected speeches and writings of Abraham Lincoln (Library of America, Vols. 1 and 2). “If you look at what he does in those writings — he’s articulate, he’s forthright, and he uses humor — all qualities that are important in leadership,” Dr. Zeidel said.
All physician executives interviewed agreed on one point: physician leaders emerge from many settings, from private practice to academia, from the laboratory to the operating room, to MD/MBA programs. “And all who exhibit the willingness to lead,” Dr. Silbaugh maintained, “will surely be welcomed.”

**Tips**

Physicians who shared their perspectives for this article offered useful advice for physicians contemplating a management role or making a career change out of clinical care and into the executive realm. Some of their tips follow.

**Seek out mentors — and constructive critics.** “It’s important to learn from leaders and to look for mentors who can advise you,” Dr. Asmar said. “But physicians also must be willing to ask for feedback on how they’re perceived, and they should start in their own shop. Say that you’re interested in doing more, and ask for an honest assessment of your strengths and weaknesses. Then be ready to receive the feedback.”

**Don’t look for greener grass.** “Ensure that you’re running to, not away from something, because being a physician executive or assuming a management role isn’t an easy job — it simply requires a different set of skills,” said Dr. Browne. “I think it’s also important to have a calling for a different way of caring for patients.”

**Always be a physician first.** “When I first got into this I asked one health care legend who hadn’t seen a patient for years, ‘what’s your secret?’ ” Dr. Silbaugh said. “He didn’t hesitate, and said, ‘never forgetting what it’s like to be at the bedside of the patient in the middle of the night.’ I think that you can never forget that. If you do, you won’t be an effective manager or leader as a physician.”
Resources

For physicians who want to learn about management or boost their leadership potential, the following organizations offer a wide range of options:

American College of Physicians Executives (ACPE)  
www.acpe.org

American College of Healthcare Executives (ACHE)  
www.ache.org

Association of Professors of Medicine (APM)  
www.im.org/apm

Institute for Healthcare Improvement (IHI)  
www.ihi.org

Medical Group Management Association (MGMA)  
www.mgma.org

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Military Medical Practice: Options Plentiful for Physicians

By Bonnie Darves, a Seattle-based freelance health care writer

Physicians who thrive in diverse settings, have a desire to lead, and derive satisfaction from caring for our courageous service members, and may find military medicine a good fit. Added benefits include loan-repayment programs, no overhead, billing, or malpractice worries, and excellent benefit and retirement plans. The military also offers many research opportunities, but the tradeoff includes possible disruption to family life, being placed in harm's way, and the requirement to remain in top physical shape. Military physicians' desire to serve their country usually trumps these issues.

— John Fromson, MD

Physicians who practice in the military counter some misconceptions about limitations.

For prospective physicians or those in training, a key attraction of military medical practice is the generous education funding and loan-repayment programs — especially now that six-figure medical education debt is commonplace.

However, physicians who remain beyond their required service often discover another benefit: the opportunity to practice in widely diverse settings — from small combat-zone hospitals to state-of-the-art medical centers on shore, and from foreign bases throughout the world to ship- or air-based care facilities. Military physicians are also called upon to care for victims of disasters, at home and abroad. One common misconception about military practice, some physicians claim, is that the specialty practice opportunities and the overall range of positions are far more limited in the military than in the civilian sector. That's hardly the case, claims Capt. Joel Roos, MD, MBA, deputy chief, Navy Medical Corps. “In Navy medicine there are opportunities in more than 30 specialties and subspecialties, including unusual ones like undersea and aerospace medicines. The Navy even maintains 3 neonatal ICUs,” said Dr. Roos, an emergency medicine physician who’s spent 23 years in the Navy. “I've gotten to do everything I wanted to do, and then some.”
That's pretty much how Dr. Roos’ C.V. reads. He went to dive and submarine schools. He practiced on the coast of Japan for a few years. He also served as deputy commander of the Naval Medical Center in San Diego and later as an advisor to the U.S. Surgeon General. “You can take a traditional clinical-practice pathway or pursue senior administrative positions — or a combination,” he said. “There are many opportunities for leadership, and our physicians tend to be exposed to those opportunities earlier in their careers than civilian physicians do.” It’s not unusual, for example, for a young physician to be tapped for a senior medical officer position on a ship or to direct medical services in a remote location.

The diversity of practice experience also has proved a drawing card to Cdr. Joseph Perez, MD, a family physician with the U.S. Coast Guard in New London, Connecticut. Dr. Perez earned his medical degree at Cornell University before serving four years in the U.S. Navy to repay his education loans. Now 40 years of age, he never expected to land at the U.S. Coast Guard Academy or that his practice life would be so varied there.

“When I was due to rotate in the Navy four years after residency, I was going to be sent across the country. But my wife was pursuing an MD-PhD degree, and we didn't want to move,” he recalls. “I was at a conference when I heard about the opportunity at the Coast Guard Academy and said, ‘wow, that sounds like a good fit.’ And it is.”

Today, Dr. Perez serves as the college doctor for the academy's cadets and directs the Health, Safety, and Worklife (HSWL) Regional Practice, which serves Coast Guard members in several states. He also conducts disability reviews, and is actively involved in clinical initiatives such as a new concussion-management program.

“I thought I'd just come into the military and pay off my loans, but I decided that I really like the leadership part of it — and the patients,” he said. “I've watched people who barely finished high school go on to become physicians.”

Of the services, the Coast Guard, staffed by U.S. Public Health Service physicians, is the smallest of the military medical groups. On average, only 60 physicians — most of them primary care physicians — serve in the Coast Guard.

Despite their small numbers, Coast Guard physicians have a potentially broader range of practice locales than might be expected, Dr. Perez notes.
Stations are situated in such desirable locations as Cape Cod, Boston, Seattle, and Miami, and in such far-flung ones as northern Alaska or aboard the USCG Cutter Eagle. “Because there are so few of us, there is a lot of variety in our work,” said Dr. Perez, whose newest role is medical oversight of a center that serves special needs children.

Specialists See Diverse Opportunities

Some physicians who join the military to pay for their education end up staying beyond their required service out of interest. For others, it's a conscious career choice from the start. That's how Maj. Vincent Capaldi II, ScM, MD, a fifth-year internal medicine-psychiatry resident at Walter Reed National Military Medical Center in Bethesda, Maryland, describes his path. Dr. Capaldi, who completed his undergraduate, master's and medicine degrees at Brown University in Rhode Island, was attracted by the education benefits and the training opportunities the U.S. Army afforded.

“The education funding was a draw, but the range of opportunities also attracted me,” said Dr. Capaldi, who is 31 years of age. “If you want to do research, teach in the medical school or pursue clinical practice, you can do it all.”

At present, Dr. Capaldi is conducting research on sleep, in particular how sleep deficits or disruption affects service members' performance. His next move may be a fellowship in sleep medicine. “The Army is generous about funding our educational interests,” he said. “And when you look at compensation, for trainees anyway, there is no comparison. The military, hands-down, will give you more in compensation than you'll receive in the civilian sector.”

Another upside that Dr. Capaldi and other physicians cite is that physicians coming out of training have essentially a “built-in” practice — and no worries about overhead, malpractice premiums or insurance companies. “Basically, you're coming into a practice that's all set up, and the quality of life is a huge benefit,” Dr. Capaldi said. “If you're an attending, it's a 40- to 60-hour-a-week job, a nice lifestyle. Of course, you have to weigh that quality of life here versus if you're deployed.”

There are other challenges to military practice, Dr. Capaldi and others acknowledge. One is geographical constraints — practice options limited primarily to places where the military operates medical facilities or staffs
medical care operations. Further, military physicians may cite their preferred practice locations but must go wherever they're sent while they're on active duty.

“If you want to go to a place that's highly sought after, it goes by seniority,” Dr. Capaldi explained. “So if you want Washington, D.C., you may have to wait. On the flip side, you might end up at a small fort right out of residency and become the chief of outpatient psychiatry.”

“You can put in your preferences, but part of being in the Air Force is putting the Air Force needs above your own,” said Maj. Renee Matos, MD, an Air Force pediatrician who is completing a pediatric critical care fellowship at Children's Hospital of Pittsburgh. “You go where you're needed.” Dr. Matos, a Princeton University graduate who earned her medical degree at University of California–San Francisco, completed her residency at San Antonio Uniformed Services Health Education Consortium in Texas. She will return to San Antonio after completing her fellowship, but recognizes that deployment abroad is a distinct possibility.

In some specialties, military medicine offers a very broad range of practice options. For orthopedic surgeon Lt. Col. Philip Belmont Jr., MD, the practice opportunities within the Army have been diverse and challenging. He has performed life-saving surgeries on soldiers in Iraq combat hospitals and treated patients aboard aircraft, and authored an orthopedics textbook on combat surgery. Dr. Belmont, age 42, has also served as chief of aviation medicine and is now chief of adult reconstruction at the William Beaumont Army Medical Center/Texas Tech University Health Sciences Center in El Paso, where he also directs the large orthopedic surgery residency program.

“Regardless of where I have served, the most gratifying aspect of my career has been caring for our brave soldiers. There's just an intrinsic satisfaction in the work,” said Dr. Belmont, who received his medical degree from Duke University in Durham, North Carolina “The other major benefit is that I've had so many opportunities to develop leadership skills and to effect change.”

He is particularly proud of his recent endeavor in the academic realm: recruiting and training six female residents, in a specialty and practice sector long dominated by men. “There is a lot of discussion about the need to bring more women into military practice, so it's been exciting to actually succeed in that,” Dr. Belmont said.
Dr. Belmont acknowledges that subspecialists in the military do not earn as much as their civilian counterparts. But in his view, the many pluses — from the sophisticated practice resources and rich education-funding opportunities, to the G.I. Bill benefits and the retirement plan — make up for the difference.

**Weighing the Challenges**

Military physicians are effectively “in service,” and as such must go where they are required. For example, in the U.S. Navy, approximately nine percent of physicians are deployed abroad on any given day.

In addition, deployment or frequent moves can be challenging to family life, especially when spouses have “place-based” careers. Lt. Kevin Bernstein, MD, MMS, a family medicine resident at the Naval Hospital in Pensacola, Florida, admits that he and his wife engaged in several conversations about the pros and cons before they came to a decision.

“The big issue for us was not knowing when or if I would be deployed, and the effect that might have on my wife’s teaching career,” said Dr. Bernstein, who started medical school as a civilian and later took advantage of the military’s Health Professions Scholarship Program (HPSP) to fund his remaining years. “The pros were being able to travel, and knowing that there are naval bases and stations throughout the world. But I didn’t come from a military family, so I didn’t really know what the realities were,” he said. “But I now realize that I’d probably have chosen the option right away had I known about the loan-repayment program and the practice benefits.”

Those benefits, for family medicine physicians, are substantial in Dr. Bernstein’s view. He cares for a far more diverse patient population than he expected — from infants to retirees — and he often has the opportunity to do deliveries. “We’re not competing for those, like many family medicine physicians in the civilian sector do. And financially, because we also don’t have to worry about the practice management and malpractice issues, I think the pay in primary care is a bit better than in the civilian sector,” he said.

In addition, the Pensacola Naval facility is at the forefront of the medical-home model, and has been designated as a Level 3 medical home by the National Commission on Quality Assurance (NCQA). It received the top accreditation ranking from the Joint Commission in 2011. “We have a lot
of resources and technology at our disposal, and we don't have to worry about whether our patients have insurance. That's a big plus in family medicine," he said.

Civilian Opportunities Largely Unknown

Most physicians who pursue medical practice within the military enlist or serve in the reserves. What civilian physicians may not realize, however, is that practice options exist even for medical professionals who choose to remain civilians.

Amy Weintrob, MD, an infectious disease specialist, was surprised to find what turned out to be an ideal opportunity at the Walter Reed Army Institute of Research in Silver Spring, Maryland, where she conducts clinical and vaccine-development research in HIV and also participates in research on combat-associated or -acquired diseases. “I had no idea that so many positions were available [to civilian physicians], or that the research programs were so large,” said Dr. Weintrob, whose work is funded by the Henry M. Jackson Foundation, which supports military medicine research.

Despite her status as a contractor, Dr. Weintrob has a broad job description that encompasses not only research and patient care at Walter Reed National Military Medical Center but also teaching; she is an associate professor of medicine at the Uniformed Services University of the Health Sciences in Bethesda. The varied responsibilities remain a key attraction of the position Dr. Weintrob has held since 2005. But other benefits have emerged, she notes, including constant exposure to a broad range of diseases.

“I am always surprised at the variety of things we see here. We deal with a lot more tropical diseases than I did in the civilian sector, from malaria and dengue fever to unusual ones, like leishmaniasis,” said Dr. Weintrob, who practiced at Emory University in Atlanta before moving to Maryland. “I also appreciate the resources. At Emory it was sometimes difficult to get patients the medicines or care they needed, but that's not the case here. If I write a prescription or refer a patient to a specialist, I know they'll get what they need.”

Assessing Suitability for Military Medicine

It goes without saying that physicians who choose to practice in the military — whether they're taking advantage of the generous education funding
and loan-repayment benefits or eyeing a lifelong career — must be willing to put themselves in harm’s way just as their patients might. They also must be, and stay, in peak physical shape. More importantly, they should also be not only willing, but actually seeking, to serve their country first and foremost, advises Col. Scott Dingle, commander of the Medical Recruiting Brigade for the U.S. Army in Fort Knox, Kentucky.

“It takes a special person to be a military medicine physician. You should have a desire to serve but also, ideally, a desire to lead and to provide care for our military service members and their families,” Col. Dingle said. Although physicians may elect a largely clinical career or academic path if they choose, a “command track” could someday culminate in running a hospital or commanding a large medical unit, for which leadership aptitude is a prerequisite.

Physicians who practice in the military are also expected to be team players — under the best and the most challenging of circumstances, Col. Dingle notes. For example, those who trained in large academic centers or even in top military medical facilities, such as Walter Reed National Military Medical Center, might find the transition to remote-location or combat-zone practice — and the stressful conditions those entail — trying. “Some physicians, of course, find that [latter prospect] very exciting, but it’s not for everyone,” he said, but cautioned medical students and trainees to consider their ability to function under duress when assessing their suitability for military medical practice.
The following online resources may be helpful for physicians or medical students considering military practice:

U.S. Navy
www.navy.com/careers/healthcare/physician.html

U.S. Army
www.goarmy.com/job/amedd.htm

U.S. Air Force
www.airforce.com/careers/#s_health-and-medicine

U.S. Public Health Service
www.usphs.gov

Office of the Surgeon General
www.usphs.gov

Uniformed Services University of the Health Sciences
www.usuhs.mil

Henry M. Jackson Foundation for the Advancement of Military Medicine
www.hjf.org

Today's Military (general information about life in the military)
www.todaysmilitary.com

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Sustainable Income? Understanding the Benefits and Risks of Various Compensation Models

By Thomas Crawford, MBA, FACHE, faculty, Department of Urology, College of Medicine, and affiliate faculty, Department of Health Services Research, Management and Policy, College of Public and Health Professions, and Ellington Jones, MHA student, Department of Health Services Research, Management and Policy, College of Public Health and Health Professions, University of Florida

Thirty-two percent (32%) of physicians “leave to seek higher compensation” (Cejka Search, 2009, “Key Findings”). Unfortunately, resident physicians and early careerists may enter into contractual arrangements with a lack of remuneration insight, which could significantly impact their expected compensation immediately upon employment or shortly thereafter. From multi-specialty groups to partnerships to hospitals, the physician shortage has created a wealth of employment opportunities and an array of compensation models.

This article will highlight the most prevalent compensation models, their advantages, and the potential disadvantages. The nomenclature may change from location to location; however, the premise behind each model and the potential areas of concern remain consistent.

Employed Model

A straight employment model mitigates the risks inherent in other models by ensuring the contracted salary is guaranteed; nevertheless, depending on the term (evergreen versus a defined period of time), there are two potential pitfalls to be aware of.

An evergreen employment contract continues indefinitely, remaining in effect until either party terminates it. One of the keys to negotiating an evergreen contract is ensuring that cost-of-living adjustments (COLA) are contractually obligated by the employer. For example, if you negotiate a competitive employment contract today that does not include COLA, you risk your base salary eroding under the weight of inflation as a result of not receiving raises in future years.
An employment contract for a defined period of time guarantees salary over the course of the agreement, and like the evergreen contract, COLA and/or annual salary increases should be included. Additionally, pay specific attention to the parameters for contract renewal to ensure that your ending salary will be the baseline for negotiating your next contract. By creating a compensation “floor,” you will lessen the risk of salary reduction. Consider the following example: a pediatrician signs a three-year employment contract for $150,000 per year with a minimum guaranteed COLA increase of 3 percent per year. The pediatrician’s practice grows steadily; however, due to a poor payer mix (insurers, bad debt, and charity care), the group practice loses money on the pediatrician’s practice during the course of the agreement. When the three-year contract is up, the executive director of the group practice begins the new contract negotiations with a base salary of $125,000, because the contract renewal language did not specify an auto-renew and/or guarantee that any subsequent contract would be based on the final year’s base salary, or compensation floor.

The advantage of the employment model is that it mitigates the risks assumed by the other models, and it guarantees a contractually defined salary during the life of the contract.

**Net Revenue Model**

Net revenue models generally include a smaller base salary plus a percentage of the net revenue (net receipts minus practice expenses going back to the physician). On the surface, a net revenue model contract may appear to be an employment arrangement with an opportunity for a bonus. However, you need to make sure your base salary is competitive and you are fully aware of the allocation of direct and indirect expenses that might limit your income potential.

The advantage of the net revenue model is that it mirrors the concept of a private practice in that it rewards physicians for their sweat equity by giving all or a predefined share of the net revenue back to the physician. To ensure this model works to your advantage, you need to fully comprehend how all direct and indirect overhead will be expensed against your practice.
**Income Guarantee Model**

An income guarantee model generally poses the highest financial risk of all the compensation models because your practice is essentially commenced on a loan. The physician is provided capital as a lump sum or a monthly draw, which acts as a loan that allows you to commence your practice, draw a salary, pay for fringe benefits and, if applicable, offset practice operating costs while you begin seeing patients and generating revenue. Nevertheless, at the end of the income guarantee period (generally one to two years), the loan dollars you have utilized will be applied against the revenue you've generated. If by then you haven't offset/repaid the loan, you could find yourself in debt and in a position of needing to lower your own salary to cover your practice costs and the unpaid portion of the loan. In some instances, the unpaid portion of the loan will be forgiven over time; however, if you decide for any reason to leave your practice before the end of the forgiveness period, you may owe a prorated portion of the loan plus interest.

The advantage of the income guarantee model is that you have the autonomy and flexibility of being self-employed within a private practice with a financial buffer as you begin to build your practice. However, before accepting an income guarantee, you need to produce a business plan that outlines volume projections by payer mix and is supported by a thorough market assessment.

**Productivity Model**

Productivity models can take a couple of forms. It can look like classic capitation, where the physician is paid a lump sum to care for the patient for a given time period, or it can be in the form of an adapted model, where a physician is paid a preset blended fee per patient visit regardless of the services performed. Additionally, there are numerous similar models that utilize the work relative value unit (WRVU) as a basis for income generation. A WRVU, one of three components of a relative value unit (RVU), is a weighted numerical indicator that reflects the complexity and time associated with a service. A more complex and time-consuming service will be reflected in a higher WRVU and, consequently, a higher payment. Much like the adapted capitation model, a physician may be paid a predefined amount per WRVU generated. The WRVU is commonly benchmarked to determine how productive a physician is, and it might be utilized by an employer to determine bonuses or the following year's salary (in the case of a hybrid employed-productivity model).
The advantage of the productivity model is that it provides a predetermined reimbursement amount per patient or for the work performed (WRVU), which should be blended or blind to the institution's payer mix, and it rewards the physician for the number of patients seen and the complexity of each visit. Nonetheless, much like the income guarantee, thorough business planning is required to ensure that you will be able to generate your desired income while maintaining your quality of life.

Conclusion: Why Does This Matter?

Understanding the various compensation methodologies and how they impact income is critical for every physician. Individual physicians’ clinical choices, as well as the impetus to increase or decrease services to patients, are affected by specific financial incentives and the different ways in which physicians are compensated (Reschovsky, Hadley, & Landon, 2006). Ultimately, your contentment with and knowledge of how you’re getting paid for the services you render play a significant role in the quality of the patient experience and the quantity of services you’re able to provide. Lastly, remember: health care is a service industry, and in order to have a sustainable practice, you will need patient volume. This may seem obvious; however, as a fundamental component of your due diligence, you must ensure that there is a market demand for your services. The volume projections should influence your employment model and may be the determining factor in whether you're able to put down professional roots or leave to seek higher compensation.

References


Did you find this article helpful? What other topics would you like to see covered? Please send us an email to let us know what you thought at resourcecenter@nejm.org.
With access to the latest technology, Army surgeons have a leg up on their counterparts in the private sector. It’s one of several reasons why surgeons are drawn to a career with the Army.

Notes Maj. Amy Vertrees, general surgeon at Walter Reed National Military Medical Center, “I’m privileged to be here at Walter Reed, one of our flagship centers. I know that some of the things we have, like the daVinci robot, are not available at all private-sector centers. We also have a very robust simulation center with laparoscopic trainers and computer programs that allow us to simulate procedures, like gall bladder surgery. In addition, we have colonoscopy simulators—not just a computer-generated model, but a physical model.”

EXCELLENT EDUCATIONAL SUPPORT, SUPERIOR TRAINING
Vertrees completed four years of medical school at Uniformed Services University of the Health Sciences in Bethesda through the Army’s scholarship program, which pays for schooling and books.

“Medical school provided a different environment— not highly competitive like it is in the private sector. During training, all students help one another. We tutored each other and were supportive, and that supportive environment has carried through my entire career,” she says. “In nationalized testing, I consistently scored in the 90th percentile, so I feel that the education I received was the best, bar none.”

SERVING IN AFGHANISTAN: A POWERFUL EXPERIENCE
After her residency at Walter Reed Army Medical Center from 2004 to 2010, Vertrees served in Jalalabad, Afghanistan from January to August 2011. “I was there with three general surgeons and an orthopaedic surgeon. We were on call for anything that would happen—mostly blast injuries or vehicle accidents versus gunshot wounds. As soon as someone hit the door, you never knew what you had, but I knew that I could deal with whatever it was. Surgeries were wide ranging—chest surgeries, abdominal surgeries, placing external fixators for fractured bones,” she notes. “I got some really good training. It was a very big confidence-building experience.”

A RENEWED APPRECIATION FOR AMERICANS AND AMERICA
“In Afghanistan, we were dealing with young teenage and early 20s Soldiers who are actually putting their lives on the line, and so I really appreciated our country and the kind of people Americans are,” says Vertrees. “On the other side, you are in a country that has virtually nothing, so you really appreciate what we have here.”
MEDICAL STUDENT DEBT GROWING FASTER THAN EVER

_U.S. News & World Report_ asked medical schools in the U.S. and Puerto Rico to provide the average amount of debt accumulated by each graduate in 2006. According to the results of that report published in January 2009, more than 85 percent of those schools reported an average student obligation of more than $100,000. This figure does not include the debt a physician or surgeon incurs during residency.

Physicians and surgeons who want to pursue a career on the U.S. Army health care team have the opportunity to receive assistance with their educational obligations. The Active Duty Health Professions Loan Repayment Program has been increased to $120,000 for the repayment of qualifying educational loans. Army physicians and surgeons are eligible to receive $40,000 per year for up to three years. To qualify for the program, applicants must meet eligibility, enrollment and administrative requirements. A minimum active Army commitment of three years is required.

To learn more about how you can begin a medical career on the U.S. Army health care team, visit healthcare.goarmy.com/info/q457 or call 855-276-9440.

PARTICIPATION IN EXCITING RESEARCH THAT’S CHANGING THE FACE OF MEDICINE

Vertrees presented new research on best practices in open abdominal surgery at the American College of Surgeons’ Clinical Congress last fall. Her scientific poster presentation was an update to previously published research on a surgical technique known as early definitive abdomen closure (EDAC) and was entitled *Decreased Mandatory Use of Supplemental Interposition Mesh Using Serial Abdominal Closure Technique of the Open Abdomen.*

The poster was based on a retrospective review of 122 consecutive war-injured patients who arrived at Walter Reed with open abdomens from 2003 to 2009. “Our surgical techniques and the way we resuscitate Soldiers in theater have led to an evolution in how we close abdomens. We’ve been able to reduce the number of patients who receive supplemental mesh in abdomen closure, which decreases complications,” says Vertrees. “While we don’t know with certainty, this is probably due to changes in trauma resuscitation for war injuries and the experience base of Army surgeons in developing and perfecting the EDAC technique.”

A STRONG TRADITION, A LASTING LEGACY

The reasons for joining the U.S. Army Medical Department are as varied as the physicians who serve. For Vertrees, the Army was a natural choice. “My dad was in the Army, and so I was very familiar with the lifestyle and environment. When the opportunity came to apply to the Uniformed Services University, I was attracted because not only would it allow me to fulfill my medical aspirations, but also fulfill the duty that my dad instilled in me,” she explains. “For me, a major benefit of an Army medical career is service to our country.”

ADVANTAGES THAT ADD UP TO LASTING SATISFACTION

“One of the biggest advantages of being an Army physician is the diversity of practice,” says Vertrees. “As a general surgeon, I’m not sub-specialized. We’re not pigeonholed into one particular procedure. I can do a wide variety of cases, and I’m very happy with that.”

According to Vertrees, “There are a lot of other advantages to the military system. We do have a small community, so it’s easy to communicate with folks. We don’t have to worry about malpractice insurance—that’s extremely helpful. The way the system is, we feel we can treat our patients without having to do a lot of defensive medicine. I know I’m making a significant difference in patients’ lives.”
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Gastroenterology

CENTRAL MAINE MEDICAL GROUP — A multispecialty group practice, affiliated with Central Maine Medical Center, in Lewiston, Maine is seeking a BC/BE general gastroenterologist to be a part of our established GI team of seven dedicated physicians. This full time, 100% GI position offers candidates the opportunity to assist in the development of a regional practice in Brunswick, Maine. Brunswick is a picturesque coastal town with great restaurants, a lively arts community, and is home to Bowdoin College. Interested candidates, please forward CV and cover letter to: Babette Irwin, CMMC, 300 Maine Street, Lewiston, ME 04240; Fax: 207-795-5696. Not a J-1 opportunity.
Hematology-Oncology

Hematology/Oncology, Rhode Island — Major teaching institution, majority clinical practice with optional Academics. Outpatient and inpatient services, hospital, clinical, and basic research University. Affiliated Boston University School of Medicine. Competitive salary and full benefits. rhrdeisland@physician-openings.com

Hematology/Oncology, New Hampshire — Seacoast of NH. Hematologist/oncologist, well-established health care system. Employed position. Competitive salary, full benefits. Academic appointment available. 64-Slice CT scanners, Electronic Medical Records System. Minutes to Boston. newhampshire@physician-openings.com

Hematology/Oncology, Montanas Magnificent Flathead Valley — Consultative group practice with highest quality diagnostic and surgical support. Income potential in the highest quartile. Highly successful practice fully integrated with Kalispell Regional Medical Center. Located minutes from Big Mountain Ski Resort, Flathead Lake and Glacier National Park. Contact Michelle Kraft at: 800-678-7858, x64457; mkraft@cejkasearch.com; or visit: www.cejkasearch.com. ID#144199NJ

ST. GEORGE, UTAH: LIVE THE GOOD LIFE WHERE YOU ARE NEEDED — A BC/BE oncologist is needed to join three other BC hematologists/oncologists in this spectacular red rock desert city. Wonderful community, college setting, blue skies, mild winters, surrounded by national parks and monuments. Clinic is within Dixie Regional Medical Center. Call is 1 in 3 weeks off. Inpatient service is managed by hospitals. Clinic staff is comprised of one PA, five RN, five MA. Full service infusion center with 12 chairs. Salary guarantee with transition to production. Full benefits to include defined contribution pension and 401k match. Location provided. EOE. Send e-mail to Innsbruck HealthCare, Attn: Will Rudert, Physician Recruiting, 36 South State Street, 21st Floor, Salt Lake City, UT 84111; 800-888-3134. Fax: 801-442-3388. E-mail: PhysicianRecurit@hotmail.com; Web: http://physicianjobsintermountain.org

Hospitalist

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HOSPITALIST, CONNECTICUT — Day position, Yale academics. Connecticut Nocturnist and weekend opportunities. Connecticut teaching- non-teaching opportunities. Block and shift schedules available. Top compensation, Yale teaching, Fairfield County. Non-teaching, weekday nights only. $220k+. UConn opportunity, $250k. Hartford area, block schedule, 7on7off, $230K. Multiple night/weekend only opportunities, Fairfield County. Connecticut@physician-openings.com

CONNECTICUT HOSPITALIST — Our Connecticut shoreline suburban community hospital is hiring into its hospital based physician group providing oversight of hospital inpatient medical activities and patient care. In this block schedule, you will participate in ensuring maximum quality care and cost effective health outcomes. Intensive care experience is desirable. Full-time, half-time, and per diem positions available. Rotational night, weekend, and holiday coverage is required. We offer a competitive salary and liberal benefits package. Send CV and salary requirements to: the Director of Human Resources, Milford Hospital, 300 Seaside Avenue, Milford, CT 06460; HR@milfordhospital.org; fax: 203-876-4224; phone: 203-876-4095. EOE.

NORTHERN NJ HOSPITALIST — The best of academically and community medicine combined! Englewod Hospital and Medical Center is a Mount Sinai affiliated teaching hospital in Bergen County, New Jersey, approximately 1.5 miles from the GW bridge. We are seeking a board certified or eligible internist to join our section of hospital medicine. The ideal candidate is a well trained clinician with interests in quality improvement and medical education. Contact Carolyn Brown: 201-894-3364 office; 201-894-5693 fax; Carolyn.brown@ehmc.com

NEW YORK HOSPITAL SEeks DIRECTOR OF HOSPITALIST MEDICINE — Excellent leadership opportunity. Join pristine modern community hospital’s owned and operated Hospitalist Service. Multi-disciplinary opportunity involving clinical supervision, quality and utilization initiatives, and teaching. Most attractive suburban location, easily accessible to Manhattan by car or rail. Retiring founder and partner seeking permanent replacement. Contact George Lack. CV and cover letter: John McCusker, Origin Search Group: originesearch@me.com

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HOSPITALIST, LONG ISLAND, NY — Winthrop-University Hospital, a 591-bed, university affiliated community-based teaching hospital, is seeking BC/BE internists for academic nocturnist hospitalist position. Physicians will be expected to be dedicated, hard working individuals who have exemplary clinical skills, a strong interest in teaching house staff. Salaried position with incentive, competitive benefits package including paid CME, malpractice insurance, and vacation. Winthrop is located in the heart of the Nassau County suburban community of Long Island, 30 minutes from NYC and just minutes from LI’s beautiful beaches. Interested candidates please fax CV to: 516-663-8964, Attn: Dept of Hospital Care Specialists, or e-mail: dhchenouda@winthrop.org. An EOE. m/c/c/s

LEAD HOSPITALIST POSITION — Lancaster County, Southeastern Pennsylvania. Highly regarded 138-bed community hospital seeks a Lead Hospitalist for its growing Hospitalist program. This position will include both administrative and clinical work. Seven days on, seven days off, block schedule. 12-Hour shifts. Very competitive salary, administrative stipend, bonus, paid malpractices and benefits are offered. The beautiful community in Lancaster County (service area of 150,000) offers outstanding schools, affordable homes, and many recreational and social amenities. It is located just south of Harrisburg, the state capital, and 2.5 hours to New York City. Come see why so many physicians are making Lancaster County their new home. Contact Ken Sammut at: 888-372-9415; ksammut@cejkasearch.com; or visit: www.cejkasearch.com. ID#145735NJ.

HOSPITALIST, DIVISION OF HOSPITAL MEDICINE — Department of Medicine, Georgetown University, Hospital/Montgomery General Hospital, Georgetown University Hospital is seeking full-time hospitalists to join the expanding Division of Hospital Medicine. Physicians will have the opportunity to do rotations at both a community hospital and academic medical center, teach residents and students, as well as participate in research opportunities and ongoing quality improvement initiatives. Academic rank will be commensurate with prior experience. Interested candidates should forward their CV to: Michael Molineux, MD, Chief of Hospital Medicine, Georgetown University Hospital, 3800 Reservoir Road, NW, Washington, DC 20007, Fax: 202-444-5104; mmx27@georgetown.edu

HOSPITALIST — Fabulous hospitalist opportunity in NC. The hospitalist program at Sibley Hospital, a 230+ bed community hospital affiliated with Johns Hopkins Hospital, seeks an additional, full-time member to join its experienced team. Shifts are primarily daytime, with noeturnist support. Competitive compensation. Ideal candidate has exceptional communication skills. Send CV to: mlue@sibley.org

WASHINGTON, DC, AREA’S PREMIER HOSPITALIST GROUP — Seeks BC/BE hospitalists and nocturnists for positions in North Virginia and Maryland suburbs. Competitive salary, full benefits, no Visa sponsorship. E-mail CV to: edavidson@hcmg.net

NEAR MISSOULA, MONTANA — Marcus Daly Memorial Hospital offers full-time income for 20 weeks of work. Week-on/week-off schedule. Highest quality care and highest level of physician satisfaction. Salary, bonuses, and remuneration for quality improvement initiatives. Contact: Michelle Kraf: at 800-678-7858, x64457; nkraft@cejkasearch.com; or visit: www.cejkasearch.com. ID#140886N.

HOSPITALIST OPPORTUNITIES — Southern Illinois University School of Medicine seeks two additional board certified/board eligible Internists for their Hospitalist program. In these positions, you will join a well-established group of 12 hospitalists who have a strong academic and clinical service at Memorial Medical Center and St. John’s Hospital. Positions offer a competitive salary and academic hospitalist position, along with a full and comprehensive benefits package (including five weeks of vacation, CME, and 11 state holidays). A faculty appointment is available and will be based upon experience and track record. Southern Illinois University School of Medicine is located in Springfield, the state capital. With a service area of 500,000 in central Illinois, Springfield accounts for more than 25 percent of the population. Local residents have access to a variety of social, educational, artistic, historic, and recreational activities. SIU School of Medicine values a racially and culturally diverse workforce. Southern Illinois University is an Affirmative Action/Equal Opportunity Employer. To learn more, contact Beth Briggs: at 800-678-7885 or via e-mail: ebriiggs@cejkasearch.com. ID#145708N.

HOSPITALISTS — Full-time faculty positions at rank of Assistant Professor. Myeloma Institute for Research and Therapy (www.myeloma.uams.edu), University of Arkansas for Medical Sciences, Little Rock. Leading center for treatment of multiple myeloma with 500 stem cell transplants annually. Excellent exposure to Hematology/ Oncology and Infectious Diseases. Little Rock offers both urban and suburban lifestyles. Qualified candidates must have MD or equivalent and be eligible for Arkansas medical license. E-mail CV to: AronsonJanetL@uams.edu

APOGEE PHYSICIANS, NATIONWIDE HOSPITALIST OPPORTUNITIES — Apogee Physicians is the nation’s largest physician-owned and operated Hospitalist group in the country. Founded in 2002, Apogee has grown to 500 physicians in 30 states. We are committed to creating the best opportunity for the best Hospitalists. Apogee’s featured programs this month are Bullhead City, Arizona; Palatka, Florida; Toccoa, Georgia; Somerset, Kentucky; and Vicksburg, Mississippi. Additionally, Apogee has established programs in: Alabama, Arizona, Arkansas, California, Florida, Georgia, Idaho, Illinois, Indiana, Iowa, Kentucky, Louisiana, Missouri, Mississippi, New Jersey, New Mexico, New York, North Carolina, Ohio, Oklahoma, Oregon, Pennsylvania, South Carolina, Tennessee, Texas, Vermont, Virginia, Washington, West Virginia, and Wyoming. Call Mica Flagg at: 208-292-4088; e-mail: mica@apogeephysicians.com. Visit: www.apogeephysicians.com

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ASSISTANT/ASSOCIATE PROFESSOR, UNIVERSITY OF SOUTH CAROLINA — Infectious Diseases. Academically productive ID trained expert HIV provider to become Medical Director of a 3,000-patient outpatient facility. The position involves ID fellowship teaching activities and coverage of inpatient teaching services. E-mail letter of interest and CV to: helmut.albrecht@uscmed.sc.edu. EOE/AA.

SENIOR LECTURER/ASSISTANT/ASSOCIATE PROFESSOR — University of South Carolina, Infectious Diseases. Academically interested ID trained physician to help establish and lead the antimicrobial stewardship program at a major University-affiliated hospital system. The position involves ID fellowship teaching activities, coverage of inpatient teaching services, and occupies a leadership role in the local and regional antimicrobial stewardship activities. E-mail letter of interest and CV to: helmut.albrecht@uscmed.sc.edu. EOE/AA.

ST. PAUL, MINNESOTA — Full-time position for BC/BE infectious disease physician in well-established, five-person 100% ID specialty private practice. Large metro area with multiple universities, arts, and recreational areas. Excellent compensation/benefits and partnership track. CV to Marilyn Halloran at: mjhalloran@msn.com or fax: 651-772-6203. We are not a qualified J-1 waiver employer.

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PHYSICIAN-OWNED OHIO PRACTICE — Seeking BC/BE internist or IM-peds for inpatient/outpatient primary care. EMR, on-site lab. Competitive salary, incentive bonus, partnership opportunity. CV to: patgoggin@me.com. 740-680-6895.

SEEKING BC/BE INTERNIST — To take over 30-year established IM practice in upscale suburb west of Los Angeles. No buy in, turn key practice with wonderful patients, large office with established staff. Well trained, ethical colleagues, modern hospital with full-time hospitalists. Share weekend call with four similar internists. Effective, outsourced billing, no HMO. Please fax CV and statement of your goals to: 818-707-3670 or e-mail to: knowsnot@aol.com

Internal Medicine (see also FM and Primary Care)


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CLINICIAN EDUCATOR TEACHING AT-ATTENDING — The Section of Hospital Medicine at Norwalk Hospital is seeking a highly competent, well-trained internist to join our team of in- patient physicians. The successful candidate will work closely with members of our 46-member internal medicine house staff to provide clinical care for patients admitted to the general medical service and will play a significant role in resident education and mentoring. A chief residency and teaching experience is desirable. Norwalk Hospital is a recipient of the HealthGrades® Distinguished Hospital for Clinical Excellence Award™, and a Yale-affiliated community teaching hospital located approximately one hour from NYC in beautiful Fairfield County, Connecticut. Please forward your CV to Dr. Jason R. Orlinick at: hospitalistrecruitment@norwalkhealth.org, EOE.

BUSY INTERNAL/FAMILY MEDICINE PRACTICE — With four doctors and three offices in northern NJ (NYC Metropolitan area) looking for Spanish-speaking doctor, Polish-speaking doctor, or Russian-Ukraine-speaking doctor to join our practice. Partnership track. Excellent benefits and generous salary. Fax your resume to: 973-473-4547 or call: 973-997-0665 or e-mail to edebel@cliftonwallingtonmedical.com

FULL-TIME POSITION FOR INTERNAL — To join a well-established practice in northern New Jersey. We are offering a competitive salary plus benefits. Please e-mail CV to: rhp211@gmail.com or call: 973-640-9635.

CENTRAL NJ — Growing group seeking full-time/part-time FP/IM physician. Nephrologist, Infectious Disease, Gynecologist, Ophthalmologist, Psychiatrist, NP/PA for office and hospital. Excellent remuneration. H-1 possible. Reply: r3hub@0787@yahoo.com

WAYNE MEDICAL CARE, WAYNE, NJ — Looking for Family/Internal Medicine physician for suburban private practice. Send CV to: candowoo@optonline.net or fax to: 973-942-5070.

HOSPITAL AND OUTPATIENT BASED PRACTICE — Family atmosphere and salary to be commensurate. Please e-mail resume to: nich676@hotmail.com or fax to: 856-672-9111.

NEW JERSEY, NEAR PRINCETON AREA — Seeking full-time BC/BE IM or FP physicians to work at main office based practice. Perfect for experienced or recent graduate. Please send CV to: princetonodon35@yahoo.com

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INTERNIST/GERIATRIC PHYSICIAN, CLEVELAND, EAST — Louis Stokes Cleveland VA Medical Center, a teaching affiliate of Case Western Reserve University (CWRU), seeks applicants for full-time Internal Medicine/Geriatric Physician in an expanding primary care network. The primary responsibilities are providing ambulatory patient care in a multidisciplinary setting. The VA offers a competitive salary with comprehensive health care and federal benefits package. Send CV to: Matthew Carpenter, Human Resources Specialist, 05(W), Louis Stokes Clevel- land VAMC, 10701 East Boulevard, Cleveland, OH 44106. Fax: 216-707-7604. We are a diversified and Equal Opportunity Employer.

SALT LAKE CITY, UTAH — Intermountain Healthcare needs one BC/BE internist to work in a house staff teaching position at Intermountain Medical Center. This position is full-time, outpatient only, Monday-Friday, 8am-5pm. Physician will be teaching, leading, supervising, and correcting house staff and medical students who rotate through the clinic. Guaranteed salary, paid liability insurance, $3500 annual CME, paid holidays, and paid vacations. The physician will not be responsible for overhead or for collections. EOE. Salt Lake is located at the base of the Wasatch Mountains and is within an hour’s drive of nine world-renowned ski resorts and within a day’s drive of five national parks. Along with these recreation- al attractions, there are many cultural and sporting events. Attn: Will Rudert, Physician Recruiting Department, 56 South State Street, 21st Floor, Salt Lake City, UT 84111; 800-888-3134. Fax: 801-442-3388. E-mail: PhysicianReruit@gmail.org. Web: http://physicianjobsintermountain.org

PRESTIGIOUS UNIVERSITY-AFFILIATED MANHATTAN GROUP PRACTICE — Seeks a board certified highly-skilled internist with interest in women’s health. Our practice is located in a lovely, well-appointed office, and our highly professional staff is dedicated to patient comfort and health. Please respond in confidence to: info@nymamed.com

INTERNAL MEDICINE POSITION, BRONX, NY — St. Barnabas Hospital is a 400-bed teaching hospital in the Bronx, NY and an affiliate of Albert Einstein College of Medicine. We are currently looking for a full-time attending physician. A very collegial and supportive environment, great place to work. Must be BC/BE in Internal Medicine, enthusiastic, and enjoy teaching residents and medical students. Fax CV to: 718-960-6122, Attention: Betty.

BE/BC INTERNIST NEEDED — To join our multispecialty practice on the North Shore of Long Island, St. Francis Hospital and North Shore hospital affiliation. Competitive salary, benefits, and partnership track. Immediate position available. E-mail CV to: CathygMMA@yahoo.com

QUEENS, INTERNIST — Solo practitioner. Internist and Cardiologist seeks self-starter for busy mid Queens office. Inpatient and outpatient care. Fax or e-mail CV: Rjones257@msn.com; fax: 718-749-3789.

INTERNAL MEDICINE/FAMILY PRACTICE PHYSICIANS — FT/PT in Long Island suburb of New York. Attractive salary package. Call: 516-351-3331 or e-mail: aemd123@yahoo.com

IMMEDIATE POSITION AVAILABLE FOR MD/DO/np — In Internal Medicine, Family Medicine in Long Island, NY. Partnership with full benefits. Outpatient only! Send CV to: Manager@HeartlandHealth.com

BUSY PRIMARY CARE PRACTICE IN ALBANY — Is looking to add a Board Certified physician. Office practice only without hospital call or coverage. Offering a competitive salary and an incentive production bonus in addition to a robust compensation package. Please send your CV to: jobs@communitycare.com; fax: 518-782-3972.

INTERNAL MEDICINE, NEW YORK — Southern region, close Connecticut border, only one hour New York City. Join large multispecialty group Hudson Valley region. All Electronic health records. On-site lab services. Outpatient only, Partnership track. Excellent real estate, affordable public schools. newyork@physician-openings.com

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OPEN RANK FACULTY PROVIDER — The University of New Mexico Health Sciences Center, Department of Internal Medicine, is seeking qualified faculty applicants for an ambulatory position in the General Internal Medicine Division. This position is Open rank and pen track. Salary will be commensurate with experience and education. Minimums: 1) MD or DO, Board Certified/Eligible in General Internal Medicine by date of hire, and 3) Must be eligible to work in the US, (this is not a J-1 Visa opportunity. Desirables: Preference will be given to applicants with: 1) Experience/skills in providing efficient general medicine patient care, including Preventive Medicine, Wellness, and Lifestyle Medicine, 2) Interest/experience in teaching residents and medical students, 3) Interest in caring for underserved populations, 4) Training/experience in developing outpatient quality projects preferred. This position will remain open until filled. To make application and for more information: https://unmjobs.unm.edu or for general inquiries, please contact Dr. Prasad G. Prasad, MD, Int. Div. Chief, Internal Medicine at: APrasad@salud.unm.edu.


IMMEDIATE OPENING IN ORANGE COUNTY, CALIFORNIA — For full-time outpatient physician family practice or internal medicine board certified or board eligible. Vietnamese and English speaking required. Contact Tiffany: 808-589-8433; letiffany1@gmail.com.

OREGON COAST BC/BE INTERNIST — Bay Clinic, LLP located on the beautiful southern Oregon Coast, is seeking an additional Internist to join our multispecialty group that is located directly across from one of Oregon’s leading hospitals. Our area has abundant recreational opportunities for quality family living. We are offering a signing bonus along with a highly competitive salary and benefits package including relocation expenses. Chose from traditional or outpatient only practice. Send CV to: dcalds@bayclinic.net; call at: 541-269-0333, ext 214. Visit website at: www.bayclinic.net.

NEPHROLOGY, SOUTHERN CALIFORNIA — For full-time nephrologists with hospitalist and/or dialysis center experience or fellowship-trained latter. Excellent opportunity to participate in the 24/7 call coverage. Top salary after a 1-year period. However, the position is open immediately. Contact: Andrew Alpert, MD, 213-649-3856.


NORTH CENTRAL FLORIDA NEPHROLOGY PRACTICE — Is presently interviewing for a BC/BE Nephrologist to join their group. Competitive salary and benefit package. Practice serves multiple regional dialysis units and several hospitals. Midsize city provides excellent quality of life and wonderful educational and recreational opportunities. E-mail: dzetrouer@nephrologyassociates.com.

NORTHWEST OHIO NEPHROLOGIST — For a qualified nephrologist to join an expanding group of 3 nephrologists in a beautiful small town. The group practices a growing volume of dialysis, peritoneal dialysis, as well as outpatient care with the latest technology, including the newest drug protocols. They are an attractive benefit package. Practice location is an easy commute to Toledo, Oregon and Lake Erie. Contact: Derek Zetrouer, NP, at dzetrouer@nephrologyassociates.com. NEJM CareerCenter.org

NEPHROLOGIST — The Nephrology Division at the University of Rochester School of Medicine is recruiting additional faculty who have a strong background in clinical nephrology, have a desire to teach, and be involved in research. E-mail CV and cover letter to: David_Bushinsky@urmc.rochester.edu.

SOUTHWEST KIDNEY INSTITUTE — Phoenix/Tucson, Arizona. We are proud to have built our practice around providing the full spectrum of kidney health services including education, prevention, and treatment, with a focus on early and ongoing management. Our team of board-certified nephrologists direct all aspects of kidney care, including early intervention, transplant support, dialysis services, and clinical research. All services are done under one roof so our patients receive one-stop treatment without referral to another clinic. We are currently seeking board-eligible or board-certified Nephrologists in Phoenix and Tucson. This position qualifies for a J-1 waiver. Please submit your CV and letter of interest to Melissa Beckstead, HR Manager, at: humanresources@swkidney.com. Learn more about us at: www.swkidney.com.

NEUROLOGY

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Sanford World Clinics — Has an opportunity for a Physician at our Children’s clinic in Duncan, Oklahoma. Pediatrician to provide medical care to residents of Duncan, Oklahoma and surrounding area. Must have active Oklahoma medical license or ability to obtain. Send CV and references to: Attention Peggy Canter, Sanford World Clinics, 1905 West 18th Street, Sioux Falls, SD 57117 or e-mail to: Peggy.Canter@sanfordhealth.org

Primary Care

Southeastern Massachusetts, PC Physician — At Wrentham Development Center. Shriver Clinical Services is seeking a physician to provide medical care to adults with intellectual disabilities. Mon-Fri. No weekends or holidays, no on-call. Experience in the field of ID a plus. On-ground group practice of MDs/NPs. Salary, benefits. Call Suzanne at: 508-384-5567.

Primary Care Physician, Harvard Teaching Hospital — Outstanding opportunity for board certified or eligible primary care physician in an employed physician group with teaching opportunities. Competitive salaries and benefits. Excellent location. Mount Auburn Hospital and Harvard Medical School are Equal Opportunity Employers who specifically request applications from women and minorities. Send curriculum vitae to: Chair, Department of Medicine, Mount Auburn Hospital and Harvard Medical School are Equal Opportunity Employers who specifically request applications from women and minorities. Send curriculum vitae to: Chair, Department of Medicine, Mount Auburn Hospital, 330 Mount Auburn Street, Cambridge, MA 02238 or send an e-mail to: searchcco@mah.harvard.edu

IM PRIMARY CARE, ROCKPORT, MAINE — Located directly on the shores of the Atlantic Ocean, Pen Bay Medical Center seeks BC/BE IM physician to join its hospital-employed Primary Care Group. Full benefits, competitive sub-salary support, and an outstanding loan repayment program. Practice and live in a location with fabulous natural beauty, safe communities, good schools, rich cultural opportunities, and unlimited four-season recreation. Forward confidential inquiries to: John Bragg, Director of Physician Recruitment at: jbragg@penbayhealthcare.org or call: 207-596-8214.

Primary Care, Connecticut — If you’re a Family Medicine or Internal Medicine physician seeking diverse practice opportunities affiliated with a comprehensive health system in New England, we can make that happen. Saint Francis Hospital and Medical Center in Hartford, Connecticut is seeking BC/BE Family Medicine and Internal Medicine Physicians to practice in various care settings affiliated with this major teaching hospital and advanced tertiary care referral center. As we continue to expand our network of care within the greater Hartford region, Saint Francis Hospital and Medical Center has built a diverse network of care providers seeking to employ talented and patient-centered physicians. Whether you are seeking an opportunity in a multi-specialty hospital setting, an access care center, or a private practice we can make that happen. Contact Christine Bourbeau, Director of Physician Recruitment, at: 855-894-5590 today to discover which opportunity best fits your needs. Or, e-mail your letter of interest and CV to: CBourbeau@stfranciscare.org and we will help you find the perfect match. www.stfranciscare.org. EOE-AA/F/D/V. Pre-Employment Drug Testing.

Primary Care Physician — Opening for board certified Primary Care physician (Family Practice and Internal Medicine) to join practice in Connecticut. Competitive salary and benefits. J-1 and H-1 Visa applicants welcome. Individual and comprehensive residency in 2013 and 2014. Welcome. Send CV to: Access Healthcare, 49 Connecticut Boulevard, East Hartford, CT 06108 or e-mail: accesshealthcare@convergent.net. Equal Opportunity Employers.

MANHATTAN MULTISPECIALTY PRACTICE — Is seeking a kind, experienced primary care physician with interests in women’s health for a part-time position with an option to grow into a full-time practice. Income is productivity based, FTE=$150-250K. Send CV to: drm@mybodhi.com

Primary Care Physician Need in West Virginia — Join established outpatient practice, work Monday-Friday, no call, no admitting, close to Morgantown and Pittsburgh. Family Practice and Med/Peds encouraged to apply. Contact Linda Jacovino: 203-663-9350; linda.jacovino@comhealth.com. Ref job 211224.

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Primary Care, Connecticut — If you’re a Family Medicine or Internal Medicine physician seeking diverse practice opportunities affiliated with a comprehensive health system in New England, we can make that happen. Saint Francis Hospital and Medical Center in Hartford, Connecticut is seeking BC/BE Family Medicine and Internal Medicine Physicians to practice in various care settings affiliated with this major teaching hospital and advanced tertiary care referral center. As we continue to expand our network of care within the greater Hartford region, Saint Francis Hospital and Medical Center has built a diverse network of care providers seeking to employ talented and patient-centered physicians. Whether you are seeking an opportunity in a multi-specialty hospital setting, an access care center, or a private practice we can make that happen. Contact Christine Bourbeau, Director of Physician Recruitment, at: 855-894-5590 today to discover which opportunity best fits your needs. Or, e-mail your letter of interest and CV to: CBourbeau@stfranciscare.org and we will help you find the perfect match. www.stfranciscare.org. EOE-AA/F/D/V. Pre-Employment Drug Testing.

Primary Care Physician — Opening for board certified Primary Care physician (Family Practice and Internal Medicine) to join practice in Connecticut. Competitive salary and benefits. J-1 and H-1 Visa applicants welcome. Individual and comprehensive residency in 2013 and 2014. Welcome. Send CV to: Access Healthcare, 49 Connecticut Boulevard, East Hartford, CT 06108 or e-mail: accesshealthcare@convergent.net. Equal Opportunity Employers.

MANHATTAN MULTISPECIALTY PRACTICE — Is seeking a kind, experienced primary care physician with interests in women’s health for a part-time position with an option to grow into a full-time practice. Income is productivity based, FTE=$150-250K. Send CV to: drm@mybodhi.com

Primary Care Physician Need in West Virginia — Join established outpatient practice, work Monday-Friday, no call, no admitting, close to Morgantown and Pittsburgh. Family Practice and Med/Peds encouraged to apply. Contact Linda Jacovino: 203-663-9350; linda.jacovino@comhealth.com. Ref job 211224.

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ADULT AND CHILD PSYCHIATRY, MAINE COAST — Pen Bay Medical Center seeks BC/BE Adult & Child Psychiatrists to join our hospital-employed, community-based behavioral health network. Competitive salary and comprehensive benefit package with outstanding loan repayment program. Maine offers spectacular natural beauty, four-season outdoor recreation, rich cultural opportunities, great schools, and safe communities. Forward confidential inquiries to John Bragg at: jbragg@penbayhealthcare.org or call: 207-596-8214.

Pulmonary Disease


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PULM/CC/Sleep in Central-Northern New Jersey — Dynamic, highly reputable Pulm/CC/Sleep group in prime central-northern New Jersey location seeking associate for immediate employment. Affiliated with one hospital, one office, pulm/CC/required, BC/BE in sleep a plus. 1:4 Call. Competitive salary, incentive package, benefits, and partnership potential offered. Call: 201-264-7783 or e-mail at: njpulmno@yahoo.com

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PROVO, Utah, Intermountain Healthcare — Needs one BC/BE Pulmonologist to join a group of nine BC physicians. Board Certification in both pulmonary and critical care medicine is preferred. Leadership opportunities are available through the corporation. Employment with the Intermountain Medical Group. Competitive salary that recognizes experience and compensates for productivity. Full Intermountain benefits. Relocation provided. EOE. Utah County is one of the best places to live in the US with abundant seasonal recreation, great schools, and a reasonable cost of living. Provo is a beautiful university community built along the slopes of the majestic Wasatch Mountains. Send e-mail/fax CV to: Intermountain Healthcare, Attention: Wilf Rudert, Physician Recruiting, 36 South State Street, 21st Floor, Salt Lake City, UT 84111. 800-888-3134. Fax: 801-442-3588. E-mail: PhysicianRecruit@intmail.org, Web: http://physicianjobsintermountain.org

Rheumatology

ACADEMIC RHEUMATOLOGIST, CENTRAL CONNECTICUT — The Academic Rheumatology Division of the Saint Francis Hospital and Medical Center is currently seeking a Clinical Educator to join our established rheumatology group. This group practice is made up of four board-certified rheumatologists within a large, hospital-based, academic multispecialty group. The practice is affiliated with the Saint Francis Hospital and Medical Center, a 617-bed facility. The successful candidate will participate in clinical practice and hold teaching responsibilities for rheumatology fellows, residents, and medical students from the University of Connecticut School of Medicine. Our group has specific clinical and research interests in the autoimmune diseases. We treat and study a large cohort of SLE, RA, Sjogren’s, vasculitis, and antiphospholipid syndrome patients. If you are a talented rheumatologist, interested in an excellent career opportunity located in beautiful New England, please contact: Christine Bohan, Chief, Physician Recruitment, 855-894-5590; or e-mail a letter of interest and CV to: christine.bohan@stfranciscare.org

BE/B.C. RHEUMATOLOGIST — For large multispecialty group in lower Fairfield County, CT or PT, flex schedule, with competitive salary and benefits. Apply Res 2397, NEJM.

RHEUMATOLOGY DIVISION CHIEF AND FACULTY — The University of Florida College of Medicine-Jacksonville, Department of Medicine, seeks applicants for Chief, Division of Rheumatology & Clinical Immunology. Position in Rheumatology & Clinical Immunology to join a growing academic practice with a Fellowship Program. The Chief will report to the Chair, Department of Medicine. Appointments are full time and tenured or non-tenure accruing. Chief will be at the rank of Associate/Full Professor and faculty at the rank of Assistant/Associate/Full Professor, based on qualifications. Responsibilities include teaching, patient care, and research. Candidates must be BC/BE in Rheumatology. Salaries are negotiable; excellent benefits. Applications will be accepted until the positions are filled. Send CV and letter of intent to: medicine.recuit@jax.ufl.edu, for chief reference #2376, for faculty reference #17932. The University of Flori- da is an Equal Opportunity Institution dedicated to building a broadly diverse and inclusive faculty and staff.

Surgery, General

GENERAL SURGERY POSITION IN BRUNSWICK, MAINE — Parkview Adventist Medical Center, a 55-bed acute care hospital located in the beautiful coastal community of Brunswick, seeks BC/BE General Surgeon to join established group. As an employed physician you will receive attractive compensation and benefits package, including loan repayment, CME allowance, and relocation assistance. These benefits are enhanced by the scenic beauty and abundant outdoor adventure Maine lifestyle affords. Combine your talent and skills with our established excellent reputation of the best physician care. Interested candidates, please send CV to: Babette Irwin, Central Maine Medical Center, 300 Main Street, Lewiston, ME 04240; Fax: 207-795-5066; e-mail: BBrwin@cmhc.org; or call: 800-445-7431.

GENERAL/LAPAROSCOPIC SURGEON NEEDED — For busy surgical practice in Long Island, NY. Excellent salary, paid malpractice, and benefits. Send resume to: premiersurgical@aol.com or fax: 631-615-6653.

GENERAL SURGEON, NEW YORK — Physician needed, southern New York, close to Connecticut. This is an outstanding opportunity to be part of growing one of the premier surgical services in the region. Send CV to: Nora Barber, MidMichigan Health, via fax at: 989-839-1376 or e-mail to: Nora.barber@midmichigan.org. Call: 800-444-6491 for more information. www.midmichigan.org/opportunities/cardiology

Surgery, Cardiovascular/Thoracic

MIDMICHIGAN LEADER, CARDIOThoracic SURGERY — Enjoy the best of both worlds, secure a rewarding career and preserve a fulfilling home life. MidMichigan Medical Center-Midland is launching a search for an additional BC/BE CardiO thoracic Surgeon. This is an outstanding op- portunity to be part of growing one of the pre- mier surgical services in the region. Send CV to: Karlneumann@midmichigan.org or call: 989-839-1376. Provides a great opportunity to grow, develop, and practice with the best. The hospital has a great reputation and is a leader in its region. For more information, contact Karlneumann@midmichigan.org or call: 989-839-1376.
BERTH ISRAEL DEACONESS HEALTHCARE HOSPITALIST PROGRAM — Is searching for an experienced Medical Director for our rapidly growing community-based program near Boston. We have an unparalleled reputation for patient care backed by a superior support team. Excellent compensation, benefits, and retirement plan. CVs to: Physician Recruiting, BID HealthCare, 464 Hillside Avenue, Suite 304, Neeham, MA 02494. E-mail: appghsphysicerecruiting@bidmc.harvard.edu

PRIMARY CARE MEDICAL DIRECTOR — If you’re an experienced Primary Care physician seeking an exciting opportunity to lead a dedicated team within a mobile health delivery department, we can make that happen. Saint Francis Care, Hartford Connecticut’s largest integrated health care system, has an exciting opportunity for a BC/Family Medicine or Internal Medicine physician to serve as Medical Director for its mobile health service. The successful candidate should have experience delivering primary care in an ambulatory setting with the proven ability to manage and supervise a staff of qualified volunteers while coordinating the delivery of quality-driven care for patients. With the support of a full-time nurse manager, the Medical Director will oversee and review labs, x-rays, and test reports for a mobile unit that provides focused care for the treatment of hypertension, diabetes, and other untreated conditions for underserved and vulnerable populations in the greater Hartford area. If you are seeking a rewarding and unique primary care leadership opportunity, we can make that happen. Call: Christine Bourbeau, Director of Physician Recruitment, today at: 855-894-5590, or e-mail your CV and letter of interest to: CBourbeau@stranciscare.org. www.joinstranciscare.com/Care/NEJM. EOE-A/AM/F/V/D/V, Pre-Employment Drug Screening.

MEDICAL DIRECTOR, CLINICAL TRIALS — Diabetes/endoocrinology. Openings for remote employees, and in NC and Massachusetts. Join an industry leader where you will provide medical leadership and guidance/consulting to assist in the development of new drugs. Provide medical and scientific support to manage clinical trials, assess medical drug safety, and act as the physician lead on projects. PAREXEL International; www.parexel.com


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For more information on the above opportunities, contact Physician Recruiting at physicianrecruit@email.org or 800.888.3134.

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DIRECTOR DEPARTMENT OF ENDOCRINOLOGY

Geisinger Wyoming Valley Medical Center (GWV), Wilkes-Barre, PA, is seeking candidates for the position of Director, Department of Endocrinology Geisinger, Northeast. We are seeking an individual who will lead a group of physicians, develop innovative clinical programs in endocrinology, enhance clinical research, and become an integral part of a system of care. The ideal candidate will have a minimum of five years clinical and management experience and interests in quality and clinical program development.

This is an exceptional opportunity to work collaboratively with multiple disciplines in a progressive health system dedicated to improving health care delivery. The successful candidate will have the opportunity to work with our primary care network to enhance diabetes care as well as work with multiple specialties to enhance inpatient care. Opportunities for program development include clinical trials, diabetes education, inpatient glucometrics, and thyroid cancer treatment. The department currently consists of 3 endocrinologists, 3 advanced practitioners, and is positioned for additional growth. The department is a major provider of endocrinology services within the Geisinger Health System. The director will have the opportunity to engage in educational programs for medical students and family medicine residents on the GWV campus as well as the internal medicine residency program on the Danville campus.

GWV is a Level II Trauma Center and a tertiary/quaternary 242 bed hospital that includes a dedicated heart hospital and a, $60 million critical care tower expanded emergency department, and new operating rooms with robotic and interventional equipment.

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For more information contact:
Kay Kernaghan
Tel: 866-757-5263, Fax: 505-823-8734
E-mail: kkernagh@phs.org
Visit our website at: www.phs.org

**Division Director, Endocrinology & Metabolism**

The Department of Medicine (http://med.ucsd.edu) at the University of California, San Diego is committed to academic excellence and diversity within the faculty, staff, and student body. The Department is initiating a search for a new Director for the Division of Endocrinology and Metabolism. The Division is internationally recognized for its research in Endocrine and Diabetic disease (http://endocrinology.ucsd.edu/index.html).

The Division includes a wide range of clinical programs and clinical research, outstanding basic research programs, and multiple NIH T32 research training grants. Applicants with mature research programs, leadership experience, and a track record of mentoring trainees for successful faculty positions are encouraged to apply. The candidate must be board certified in Endocrinology and Metabolism and must be eligible for a California medical license.

The Department is interested in strong candidates who have demonstrated commitment to excellence by providing leadership in teaching, research, service and in building an equitable and diverse scholarly environment. Salary is commensurate with qualifications and based on University of California pay scales.

Interested individuals should send their CV, a list of references, and a separate statement summarizing their experience, their vision for the Division and professional contributions in the area of equity and diversity (see http://facultyequity.ucsd.edu/Faculty-Applicant-C2D-Info.asp for further information) to:

Francis Gabbai, M.D.
Chair, Search Committee
9500 Gilman Drive # 0618
La Jolla, CA 92093-0618
fgabbai@ucsd.edu

Review of applications will begin July 16, 2012 and continue until the position is filled. UCSD is an Affirmative Action/Equal Opportunity Employer with a strong institutional commitment to excellence through diversity.

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Cardiology Service, Memorial Sloan-Kettering Cancer Center, is seeking a board certified/eligible cardiologist at the assistant or associate professor level who has expertise in noninvasive cardiology and a tracked record of clinical research. Candidates with a Masters Degree or equivalent training in clinical research are sought. Clinical responsibilities include cardiac consultation and noninvasive cardiac testing. A strong collaborative environment, protected time and funding support are available for the pursuit of research in the emerging field of cardio-oncology.

This is an excellent opportunity for a clinical and research career in a unique environment. Competitive compensation is commensurate with experience.

E mail letter of interest and CV to:
Richard M. Steingart M.D.
Chief, Cardiology Service
(steingar@mskcc.org)

MSKCC is an equal opportunity employer.
CARDIOLOGY/HYPERTENSION RESEARCH FELLOWSHIP

A one-year cardiology/hypertension clinical research fellowship has just become available, from July 1st, 2012. The emphasis is on the assessment of new therapies for hypertension, their effects on target organ damage and mechanisms of atherosclerosis. Training is provided in hypertension evaluation and management, clinical trials methodology, and non-invasive cardiovascular diagnosis. Applicants should be at least board eligible in Internal Medicine by July 2012. This is an exciting opportunity for a bright, energetic, and ambitious physician who wishes to pursue a career in academic medicine. The James J. Peters VA is an outstanding clinical care, research, and teaching institution affiliated with the Mount Sinai School of Medicine.

Fax or email CV and the names, addresses, and telephone numbers of at least two references to:

Clive Rosendorff, MD, PhD
James J. Peters VA Medical Center
130 W. Kingsbridge Road, Bronx, NY 10468
Tel: 718-741-4292  Fax: 718-741-4233
E-mail: clive.rosendorff@va.gov

English language proficiency required.

The VA is an EOE M/F/V/H

STAFF PHYSICIAN: Geriatric Research, Education and Clinical Center (GRECC) – The Veterans Affairs Puget Sound Health Care System and the Department of Psychiatry and Behavioral Sciences at the University of Washington are recruiting for an academic geriatric psychiatrist at the Geriatric Research, Education and Clinical Center (GRECC), Veterans Affairs Puget Sound Health Care System. The position is supported by a VA full-time hard-line salary and will also receive a faculty appointment at the University of Washington at the rank of Assistant (without tenure), Associate (without tenure), or Full Professor (without tenure) commensurate with qualifications. Requirements include an M.D. or M.D./Ph.D., completion of an accredited psychiatry residency program, and US citizenship. Applicants should possess a strong academic track record, including experience with teaching and clinical programs in clinical gerontology, and a vital, funded research program. The GRECC is an interdiscipli-

dinary center of excellence with strong research, education, and clinical programs in neurodegenerative disease, endocrinology, and other geriatrics-related areas. Geriatric psychiatrists with training and experience from fields relevant to neuroscience who have demonstrated an ability to work productively with a multi-specialty group of clinical and basic neuroscientists are encouraged to apply. The UW faculty engage in teaching, research, and service. In order to be eligible for University sponsorship for an H-1B visa, graduates of foreign (non-U.S.) medical schools must show successful completion of all three steps of the U.S. Medical Licensing Exam (USMLE), or equivalent as determined by the Secretary of Health and Human Services. Please send CV and cover letter to:

Richard Veith, M.D., Professor & Chair
1959 NE Pacific St, Box 356560, Seattle, WA 98195

c/o Brian Tyl, tylbrian@uw.edu

For more information about the position, please contact:

Debby Tsuang, M.D.
Professor and Chair of Search Committee
at: Debby.Tsuang@va.gov

The UW is building a culturally diverse faculty and strongly encourages applications from females and minority candidates. The UW is an equal opportunity, affirmative action employer.

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Saint Francis Hospital and Medical Center in Hartford, Connecticut, has a new and exciting opportunity for a BC/BE Internist to pilot our Perioperative Medicine program within the Connecticut Joint Rehabilitation Institute (CJRI) at Saint Francis. This is an opportunity for a motivated and accomplished internist to help improve the care of our joint replacement patients within a hospital-supported private practice. You will be well compensated for your ability to manage the pre- and post-operative care within this successful and busy practice.

The successful candidate will be responsible for performing comprehensive preoperative history and physicals as well as ordering and interpreting labs and tests for preoperative clearance. The ability to work closely and communicate well with referring specialists and subspecialists — as well as to collaborate with CJRI’s lead Anesthesiologists — will be crucial in overseeing preoperative protocols to approve patients for surgery. Post-surgery responsibilities will include rounding on patients and supervision of midlevel support staff to certify any potential readmissions and to manage all nonsurgical medical issues for patients before discharge.

The CJRI at Saint Francis is recognized as one of the leading joint replacement centers on the East Coast. Having performed more than 10,000 hip and knee replacements since 2007, CJRI is one of the largest and most experienced joint replacement centers in the region. Located in the new John T. O’Connell Patient Care Tower at Saint Francis, CJRI is often referred to as a “hospital within a hospital,” because its patient-centered model of care is delivered in a brand-new space with six dedicated orthopedic operating rooms and two floors of dedicated private Saint Francis patient rooms, each floor housing its own rehabilitation gym. This opportunity will enable you to enjoy Connecticut living at its best with a unique mix of urban and suburban life near Hartford — a city known for its arts and sophisticated culture. The region is full of options for outdoor enthusiasts and urban trekkers. Hartford’s central location offers its residents easy access to all of New England’s most sought-after attractions including Boston, New York City, the beaches and the mountains.

Contact Christine Bourbeau, Director of Physician Recruitment, today at 855-894-5590, or email your CV and letter of interest to: CBourbea@stfranciscare.org for immediate consideration.

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THE POSITION: The newly established National Center for Advancing Translational Sciences (NCATS) will catalyze the generation of innovative methods and technologies that will enhance the development, testing, and implementation of diagnostics and therapeutics across a wide range of human diseases and conditions. As one of the National Institutes of Health Institutes/Centers, NCATS is not charged to focus on any one specific disease or human condition, but instead emphasizes the development of the tools and technologies to speed the process from basic discovery to better diagnostics and new treatments.

The Director, Division of Clinical Innovation (DCI), provides overall leadership and stewardship of NIH investments to bring innovation to the implementation of clinical research. A major component of the responsibilities of the DCI Division is oversight of the Clinical and Translational Science Awards (CTSA) program. The NCATS CTSA program is a major national investment in the translational sciences, providing academic homes at leading institutions across the country for the advancement and career development of investigators and supporting research resources needed by both local and national research communities to improve the quality and efficiency of all phases of translational research. This is a highly visible program and is expected to provide infrastructure for the full spectrum of translational research, leveraging both NCATS investments and investments from other NIH Institutes and Centers.

QUALIFICATIONS REQUIRED: Applicants must possess an M.D., or equivalent degree, as well as senior-level experience and leadership in the translation of basic science into clinical research. Candidates should be outstanding communicators with a scientific vision for the future needs of clinical research and demonstrated experience in running large, complex clinical research programs. Applicants should also demonstrate the ability to think strategically, work collaboratively and use a consultative approach to problem solving and decision making.

SALARY/BENEFITS/OTHER INFORMATION: Salary is commensurate with experience and a full package of Civil Service benefits is available, including: retirement, health and life insurance, long term care insurance, leave and savings plan (401K equivalent). The National Institutes of Health inspires public confidence in science by maintaining high ethical principles. In addition to the Federal government’s code of ethics, we have our own agency specific standards - check them out at the NIH Ethics web site: http://ethics.od.nih.gov/default.htm. This position is subject to a background investigation.

HOW TO APPLY: Applications must include Curriculum Vitae, Bibliography, and a cover letter describing your vision for the future of translational and clinical research as well as how your qualifications match the needs of the position. The Search Committee will begin reviewing applications starting June 21, 2012 and will continue until a selection is made. Application packages should be sent to the:

National Institutes of Health
National Center for Advancing Translational Sciences
ATTN: Terrie Squadere
6701 Democracy Boulevard, Suite 900, Bethesda, Maryland 20892

For further information, please call (301) 451-1276.

All information provided by candidates will remain confidential and will not be released outside the NCATS search process without a signed release from candidates.

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The NIH is dedicated to building a diverse community in its training and employment programs.
The VA Boston Healthcare System (VABHS) seeks a dynamic, academically-oriented leader for the position of Associate Chief of Staff for Education (ACOS/E). VABHS is closely affiliated with Harvard Medical School and Boston University School of Medicine and serves as the principal tertiary care referral center for Veterans from throughout New England. VABHS provides a full spectrum of inpatient, residential, and outpatient medical-surgical and mental health services across three major campuses (Brockton, West Roxbury, and Jamaica Plain), four community-based outpatient clinics, and several residential rehabilitation facilities. Among VA facilities, VABHS is the nation’s largest recipient of VA research dollars and one of the largest in research dollars from all sources.

VABHS serves as a training site for nearly 3000 undergraduate and graduate trainees annually and has more than 120 affiliation agreements with a wide range of professional schools. The ACOS/E provides administrative leadership for the Medical Center’s education programs and oversees more than $15 million in stipends and disbursement agreements for health care trainees. S/he provides oversight of Graduate Medical Education and serves as liaison to training programs in affiliated health profession schools. The position provides the opportunity for the ACOS-E to pursue their professional interests in clinical care, research, and education. The ACOS/E reports to the Chief of Staff and serves as a key resource for the Medical Center Director and the Chief of Staff.

Qualifications:
The successful candidate must hold an M.D. or Ph.D., have advanced clinical experience, and have a track record of administrative and leadership skills. A physician with VA experience is strongly preferred. Physicians must be board certified in their specialty and hold a current, full and unrestricted license to practice medicine in a State, Territory or Commonwealth of the United States, or in the District of Columbia. Proficiency in spoken and written English is required. Preferred academic credentials would be consistent with appointment at the level of Associate Professor or Professor at Harvard Medical School or Boston University School of Medicine.

S/he must have the following:
1. Demonstrated skills in working at the interface with academic affiliates and other stakeholders
2. Documented ability to coordinate a broad continuum of programs
3. Management experience with strong administrative and interpersonal skills
4. Demonstrated commitment to an interdisciplinary approach to care delivery

A relocation bonus or recruitment incentive may be authorized for a highly qualified candidate.

Women and minorities are strongly encouraged to apply. VABHS is an equal opportunity employer.

Interested candidates should submit a CV and letter of interest to:

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For more information, contact us at Recruiting@YourEncore.com or visit www.yourencore.com.

Join an industry leader… founded in 1987 AHF is the premier not-for-profit healthcare provider of HIV/AIDS. Due to our recent expansion efforts to increase access to care in the United States, AHF has an immediate need for a “Chief of Medicine” who will be based at our Los Angeles offices. The Chief of Medicine, will report directly to the President of AHF and will be a key leader in the organization.

Requirements:
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• 10+ years of demonstrated leadership experience and recognition for innovative practices in the areas of Operations and Clinical track within the medical field.
• 7+ years of key accomplishments in the Internal Medicine / Infectious Disease community as a Subject-Matter-Expert (SME) with a focus on quality initiatives; patient adherence; advocacy and research. The ideal candidate should be able to bring their own patient roster.
• High level of people management skills; exceptional clinical skills; staff development and training skills.
• Excellent verbal and written communication skills including strong presentation skills. Bilingual (English/Spanish) preferred.
• Medical license without restrictions. CA State specific licensure. AAHIVM certification preferred.
• Ability to travel internationally for short durations is a plus.
• We will sponsor H-1, J-1 Visas

We offer a competitive salary and benefits package commensurate with experience. Please send your resume via e-mail (Word format) to:

Miyoshi.LaFourche@aidshealth.org

The next step. www.aidshealth.org

Academic Nephrologist BC/BE

The Department of Internal Medicine at the Eastern Virginia Medical School (EVMS) is recruiting a full-time BC/BE Nephrologist as an Assistant or Associate Professor in a tenure eligible pathway. The position includes clinical care, teaching and research opportunities with a competitive salary and benefit package. We are seeking to provide the full spectrum of kidney health, focusing on early intervention and on-going management. Opportunities to collaborate with the nationally recognized Strelitz Diabetes Center. EVMS is located in the historic port city of Norfolk which is centrally located in the 1.8 million person Hampton Roads area on the Chesapeake Bay, a short drive from the Virginia Beach oceanfront.

Forward CV to:
HRappas@evms.edu

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Acute Care & Outpatient

Acute Physicians typically work compressed schedules of 12 – 14 hour shifts, (3) consecutive days per week. Non-citizen applicants will be considered if no qualified US citizens apply. Full benefits including 26 days of paid vacation and 10 paid federal holidays. If you have qualifying education debt, you may be eligible to apply for the federal Education Debt Reduction Program upon permanent appointment, based on availability of funds.

BCBE Physicians in FM/MM
Contact Lisa Doherty
800-872-8662, x67755
Lisa.Doherty@va.gov
or send CV to:

TOMAH VA MEDICAL CENTER
Office of the Chief of Staff
500 E. Veterans Street, Tomah, WI 54660
FAX: (608) 372-1654
EOE/Random Drug Screen

The Clinical and Translational Science Center at the University of New Mexico invites applicants for a junior Faculty position in our Mentored Career Development (KL2) Scholar Program at the Assistant Professor level in the tenure track beginning Fall 2012. Individuals with a M.D., Ph.D., Pharm.D. or equivalent engaged in all types of clinical and translational research in the areas of obesity, diabetes, neurodevelopmental disorders, metabolic disorders, movement disorders, symptom management in chronic illness, psychopharmacology or children's health research are encouraged to apply.

The successful Scholar candidate will have 75% of their effort committed to their research & 25% committed to other duties and will be able to become a faculty member in either the College of Nursing, the College of Pharmacy or the School of Medicine in either the depts. of Biochemistry & Molecular Biology, Internal Medicine, Neuroscience or Pediatrics.

The University of New Mexico is an EEO/AA Employer.

For complete details of this position or to apply, visit https://unmjobs.unm.edu. Reference posting number: 0815379. For best consideration, apply by July 1, 2012. This position will remain open until filled.

UNM’s confidentiality policy, which includes information about public disclosure of documents submitted by applicants, is located at http://www.unm.edu/~brpm/r67.htm

JUNIOR FACULTY POSITION

The University of California, Irvine School of Medicine is an equal opportunity employer.

For more information, please contact:
Dr. George V. (Geordie) Lawry M.D.
Rheumatology Division Chief
glawry@uci.edu

Complete on-line application profile and upload electronically: Cover letter, CV, Statement of research and teaching interests and list 5 or more references.

Please log on to UCI Irvine RECRUIT located at https://recruit.ap.uci.edu/apply

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RESEARCH UNIVERSITY OF CALIFORNIA IRVINE

ASSOCIATE CLINICAL PROFESSOR

Rheumatology Division at UC Irvine is looking for an enthusiastic, excellent and experienced clinician at the rank of Associate Clinical Professor. We seek an outstanding physician with >10 yrs clinical experience, passion for Rheumatology patient care, mentoring fellows and a commitment to academics with focus on clinical research or clinical teaching.

For further information, please contact:
Dr. George V. (Geordie) Lawry M.D.
Rheumatology Division Chief
glawry@uci.edu

Complete on-line application profile and upload electronically: Cover letter, CV, Statement of research and teaching interests and list 5 or more references.

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Complete on-line application profile and upload electronically: Cover letter, CV, Statement of research and teaching interests and list 5 or more references.

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glawry@uci.edu

Complete on-line application profile and upload electronically: Cover letter, CV, Statement of research and teaching interests and list 5 or more references.

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Complete on-line application profile and upload electronically: Cover letter, CV, Statement of research and teaching interests and list 5 or more references.

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glawry@uci.edu

Complete on-line application profile and upload electronically: Cover letter, CV, Statement of research and teaching interests and list 5 or more references.

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The University of California, Irvine School of Medicine is an equal opportunity employer.
The Department of Medicine at Wayne State University (WSU) and Wayne State University Physician Group (WSUPG), located in Detroit, Michigan are recruiting for the position of Division Chief, Gastroenterology.

The Division Chief provides leadership, direction and ongoing administration and management for all aspects of the Gastroenterology Division including clinical service, teaching and research. Is responsible for recruitment and retention of high quality faculty and is a visible and accessible mentor and role model to all faculty within the Division. Plans, and leads initiatives to facilitate clinical quality, academic and clinical productivity and enhance patient satisfaction to ensure smooth functioning as well as fiscal strength of the Division. Works with the Department leadership to develop and implement strategic plans in alignment with WSU and WSUPG. Work with hospital partners to create well rounded and efficient clinical services.

The Candidate will be recommended for the Tranchida Endowed Professorship. A generous multi-year start up package will be provided to ensure the successful implementation of the vision of the new Division Chief.

The ideal Candidate is a seasoned, well-rounded academic physician with experience in managing or leading Gastroenterology programs. Must have demonstrated skills in all aspects of clinical gastroenterology, excellent procedural skills, demonstrated capabilities in clinical teaching and research, or have significant potential to develop and maintain clinical research projects. The ideal candidate will be a skilled negotiator and flexible yet decisive. Candidates must be ABIM certified in Internal Medicine and Gastroenterology. Minimum academic rank is Associate Professor.

Send CV to:
John M. Flack, M.D., MPH
Professor and Chair
Department of Internal Medicine
4201 St. Antoine, 2E UHC
Detroit, Michigan 48201
jflack@med.wayne.edu

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The King Faisal Specialist Hospital & Research Centre (Gen Org) is a tertiary care, state-of-the-art Hospital situated in the cities of Riyadh and Jeddah, Kingdom of Saudi Arabia and accredited by the Joint Commission International Accreditation (JCGA). Our combined bed capacity of 1,452 is dispersed over the two locations. KFSH&RC is the national referral of sub-specialties for Oncology, Organ Transplantation, Cardiovascular Diseases, Neurosciences and Genetic Diseases with postgraduate education programs that support both Residency and Fellowship Training.

We are seeking energetic, dedicated individuals who enjoy working in a multicultural team environment. Numerous opportunities exist to enrich your clinical and managerial experience.

**CHAIRMAN, MEDICINE** (Jeddah)
The Department of Medicine is committed to a leadership role in promoting health in all aspects of care: primary, secondary and tertiary care, for the well-being of patients, staff, and community. House staffs, including Residents, Assistant Consultants and Fellows in the department have the opportunity and are expected to participate in the development and refinement of their clinical skills, knowledge, attitude, and behaviors befitting clinicians of the highest caliber. The department is consisting of 23 Consultants in different specialties with 12 Assistant Consultants and 34 Residents, while accepting Interns from different universities in the Kingdom of Saudi Arabia.

**CHAIRMAN, PEDIATRICS** (Jeddah)
The Department of Pediatrics provides comprehensive evaluation and treatment for children of all ages; aimed at promoting optimal wellness from birth to mid-adolescence. The pediatric team (17 Consultants and 14 Assistant Consultants) and ancillary staff share a sense of duty and enthusiasm towards our goal to keep our children healthy and happy within a caring and friendly atmosphere. The department of Pediatrics serves as an inpatient and outpatient referral center for the Western Region of Saudi Arabia and is divided into three (3) sections: Pediatric Medicine, Neonatology and Pediatric Critical Care which foster teaching and research through innovation.

**CHAIRMAN, EMERGENCY MEDICINE** (Jeddah)
The Department of Emergency Medicine is integrated with the hospital system in order to provide its patients with the care needed in this comprehensive tertiary care referral facility. Compassionate and evidence-based practice is our goal. The current department comprises 28 beds. Annual census is approximately 30,000 with high patient complexity, minimal trauma and a 20% admission rate. 1/3 of ED visits are pediatric related. Our staff includes Emergency and Pediatric Emergency Consultants. Opportunities to join our international staff exist due to the current expansion plus the futuristic move to a brand new 38 bed state-of-the-art department, with its own satellite lab, X-ray and CT scanner.

**CHAIRMAN, OBSTETRICS & GYNECOLOGY** (Jeddah)
The Department of Obstetrics and Gynecology has a dedicated team of physicians (6 Consultants and 8 Assistant Consultants) and staff that deliver the highest level of specialized OB/Gyn care to our patients, integrated with education and research. The department is fully equipped with state-of-the-art facilities which provide comprehensive OB/Gyn care to our female patients in the Kingdom of Saudi Arabia and the entire Middle East. The department consists of 5 sections: General OB/Gyn, In-Vitro Fertilization/Reproductive Endocrinology & Infertility, Maternal Fetal Medicine, Urogynecology and Gynecologic Oncology. We encourage and support research and education activities including training programs for Interns/Residents.

Qualified candidates must have graduated from an accredited medical school, completed the required period of training, specialty and sub-specialty with Board certification & membership or Fellowship status in the United Kingdom or Canada, or equivalent. Sub-specialty training and certification (if applicable) are required.

**Requirements for the Chairman post:**
- Independent clinical experience of at least (10) years after board certification.
- Must have teaching and research accomplishments.
- Publication records must be original articles in peer-reviewed journals with minimum of (10) publications.
- Administrative experience as Chairman/Deputy Chairman/Head of Medical Service or similar position should be a minimum of (5) years.

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**Come for the experience... Stay for the opportunities**
CAMBRIDGE HEALTH ALLIANCE (CHA) is a nationally recognized, award winning public health system and we are currently recruiting Dermatologists to establish a Dermatology Division within the Department of Medicine. CHA is a teaching affiliate of both Harvard Medical School and Tufts University Medical School.

Our well respected health system is comprised of three campuses and an integrated network of both primary and specialty care practices in Cambridge, Somerville and Boston's Metro North Region. As we transition to becoming an Accountable Care Organization, dermatology services will be essential to the success of our Patient Centered Health Care Model.

These positions are primarily clinical and will practice general dermatology in an ambulatory setting as well as inpatient and emergency department consultations. For the right candidate, leadership opportunities exist and we will consider either PT or FT. Ideal candidates will be BC, possess two years of post residency experience and substantial interest in building a Dermatology Division, developing quality improvement projects, Tele-dermatology services, as well as curriculum development. Candidates must possess excellent clinical/communications skills, commitment towards our multicultural, underserved patient population and a strong interest in teaching. Ability to collaborate and work in a multidisciplinary environment is required.

At CHA we offer a collegial environment with a strong infrastructure – including a strong interest in teaching. Ability to collaborate and develop quality improvement projects, Tele-dermatology services, as well as residency experience and substantial interest in building a Dermatology Division, consultations. For the right candidate, leadership opportunities exist and we will consider either PT or FT.

Excellent opportunities exist for teaching medical students/residents, and we strongly encourage both women and minorities to apply. Please forward CV’s to Laura Schofield, Director of Physician Recruitment, Cambridge Health Alliance, 1493 Cambridge Street, Cambridge MA 02139. Phone: 617-665-3555, Fax: 617-665-3553 or via e-mail: lschofield@challiance.org.

EOE. www.challiance.org
The Division of Pulmonary, Allergy and Critical Care Medicine at UPMC is seeking general internists for full-time Hospitalist positions to support inpatient care at our University and community hospitals.

The Division is represented by 80 full-time faculty members, 30 pulmonary and postdoctoral fellows, and 200 staff members actively engaged in the missions of patient care, research and teaching in each of our Centers of Excellence in acute lung injury, asthma and allergic disorders, emphysema and obstructive lung disease, interstitial lung disease, sleep medicine, advanced lung disease-lung transplantation, cystic fibrosis and host defense, and pulmonary vascular disorders. Our clinical programs support a large patient base with a need for day and night general internal medicine support in our hospital settings.

The successful candidate will join an established multi-disciplinary team in the care of patients with a broad range of pulmonary and critical care disorders. The qualified candidate must be board certified/eligible in internal medicine, and eligible for licensure in Pennsylvania. Academic rank is commensurate with experience and qualifications. An attractive salary package is being offered.

Please send letter of interest and curriculum vitae to:

Michael P. Donahoe, M.D.
Division of Pulmonary, Allergy and Critical Care Medicine
NW628 MUH, 3459 Fifth Avenue
Pittsburgh PA, 15213
Email: chekanam@upmc.edu

UPMC is an AA/EOE.
A 220-bed Harvard Medical School regional teaching hospital serving the greater metropolitan Boston-Cambridge area, is seeking an outstanding leader, clinician, and teacher for the position of Associate Program Director-Primary Care, Internal Medicine Residency Training Program. The program has 56 residents in a Department of Medicine with clinical services in 12 divisions that boast a full complement of medical subspecialties. The Department is well known for its commitment to the practice of primary care as well as fostering the growth and support for primary care medicine. Ideal candidates will be able to champion the training of internal medicine residents in primary care and meet the qualifications needed by the ACGME to serve in the Associate Program Director role. Faculty appointment will be commensurate with qualifications. Salary and benefits are competitive and the work environment is collegial and supportive.

Applicants should send CV and a brief cover letter to:
searchco@mah.harvard.edu

or by email to
Dan Hunt, M.D., Director
Inpatient Clinician Educator Service
50 Staniford Street, Suite 503b
Boston, MA 02114

or by e-mail to
gmilis@partners.org

Applications will be considered as they are received and should be submitted no later than June 22, 2012.

Massachusetts General Hospital is an Equal Opportunity Employer.
**Epidemiology and Health Services Research**

**BOSTON** – The Division of Pharmacoeconomics and Pharmacoeconomics, Department of Medicine of **BRIGHAM & WOMEN’S HOSPITAL** and **HARVARD MEDICAL SCHOOL** is a 50-member interdisciplinary research program that seeks faculty, fellows, postdoctoral trainees, staff scientists, and a project director in the fields of pharmacoeconomics, comparative effectiveness research, pharmacoeconomics, health services research, informatics, legal aspects of medical product approval and surveillance, and evidence-based medical writing/education to improve prescribing.

**Focus:** The evaluation, regulation, use, outcomes, & cost-effectiveness of prescription drugs & medical devices, as well as the development & evaluation of innovative programs to improve prescribing and utilization.

**Doctorate required** in medicine, epidemiology, statistics, computer science, law, pharmacy, or other relevant discipline. For faculty candidates, HMS academic rank at Instructor or Asst. Professor level commensurate w/experience. Clinicians may combine w/part-time patient-care activities.


**Letter/c.v. to:**
Jerry Avorn, M.D.
Professor of Medicine & Division Chief at: jobs@DrugEpi.org.

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**The University of Chicago Student Health and Counseling Service** is seeking a physician to provide comprehensive primary care for a population of 15,000 students. The candidate must have at least 3 years of experience, have a strong patient care orientation, be eligible for a current unrestricted license to practice medicine in the State of Illinois, and be board certified in a primary care specialty (Family Medicine, Emergency Medicine, Pediatrics, or Internal Medicine). The candidate must be qualified to have an appointment as a Clinical Associate in the Department of Medicine. Experience working with EPIC/EMR is preferred.

This is a full-time 12-month position with some weekend and evening hours required. This position also may require participation in off campus programs. The position reports to the Assistant Vice President for Student Health and Counseling Services. We offer work/life balance and a competitive benefits package, including tuition benefits.

**Qualiﬁed candidates may apply online at:**
UChicagoJobs for requisition #: 089754.
http://jobopportunities.uchicago.edu

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**HIV Specialist**

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AHF is currently seeking full-time Physicians (MD, DO) and Mid-Level Providers (PA, RNP) to join our healthcare teams nationwide.

**Experience**
Prior HIV clinical experience, bilingual (English/Spanish) preferred

**Certificates, Licenses and Registrations**
- Medical License without restrictions
- State specific licensure
- AAHIVM Certification preferred
- HIV Specialist or equivalent
- Ability to travel internationally for short durations is a plus!
- H1 or J1 Visas welcome

If interested, please send your resume via email (Word format) to: careers@aidshealth.org. Please include the position for which you are applying in the subject line.

For more information on AIDS Healthcare Foundation, visit our website: www.aidshealth.org
The Department of Medicine at the University of Maryland School of Medicine and the University of Maryland Medical System is seeking a full-time assistant professor to join a team of geriatric specialists involved in the care of elderly patients in the acute hospital setting and on an innovative Geriatric Consultation Service at the world-renowned R. Adams Cowley Shock Trauma Center. The successful candidate will participate in the education of Geriatric Fellows, medical students, residents, and ancillary professionals. S/he will be involved in program development, implementation, and collaborative research. Board certification in Medicine required; CAQ in geriatrics preferred. Salary/tenure status commensurate with qualifications and experience.

Please send CV and names of four references to:

Dr. Steven Gambert, Geriatric Medicine Director
University of Maryland Medical Center
Department of Medicine
University of Maryland School of Medicine
and Medical Center
c/o Robyn Crandell, Academic Programs Office
N3E10, 22 S. Greene St., Baltimore, MD 21201
Rcrandell@medicine.umaryland.edu

The University of Maryland, Baltimore, is an AA/EEO/ADA Employer and encourages women and members of minority groups to apply.

Please cite position 03-309-692.

Chief of Medical Oncology/Hematology

New York Methodist Hospital, located in the Park Slope community in Brooklyn, New York, is a 651-bed, non-profit, financially sound, progressive teaching hospital affiliated with The Weill Cornell Medical Center. We are seeking a Chief of Medical Oncology and Hematology within the framework of a comprehensive cancer program.

New York Methodist Hospital currently trains 269 residents and fellows in 15 fully accredited programs including Hematology, Oncology, and Radiation Oncology. In 2011, there were 38,780 discharges and 100,604 Emergency Room visits.

The Hospital serves over 1,400 new cancer patients per year and supports a number of clinical disciplines including a well-developed radiation oncology program, a robotic surgery program, advanced and interventional imaging and a state-of-the-art ambulatory infusion program with 30 pods and appropriate support services. In addition, the Hospital maintains a paperless cancer registry and cancer navigational program. The Hospital has a long history of participating in clinical trials and has enjoyed fully funded NCI support.

The selected candidate will further develop all aspects of medical oncology and hematology to include clinical care, education, research, advanced therapeutics, physician recruitment and an interdisciplinary approach to cancer care. The candidate should have demonstrated performance in scholarly activities and participation in national cancer activities.

Interested candidates should submit their CV to: Sameer Raffa, M.D., New York Methodist Hospital, Comprehensive Cancer Program, 506 Sixth Street, Brooklyn, NY 11215, e-mail: sraffa@verizon.net.

We are an equal opportunity employer.

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Assistant and Associate Professors, Department of Medicine
Critical Care Research
Stanford University
Division of Pulmonary and Critical Care Medicine

The Stanford Division of Pulmonary and Critical Care Medicine, in the Department of Medicine, is seeking a new faculty member at the Assistant or Associate Professor level in the Medical Center Line (MCL). Candidates should have: M.D., Board Certification in Medicine, Board Eligibility or Certification in Pulmonary Medicine and in Critical Care Medicine and medical licensure in California by starting date. Faculty rank and salary will be determined based on qualifications and experience.

The major criteria for appointment for faculty in the MCL are excellence in the overall mix of clinical care, clinical teaching, scholarly activity that advance clinical medicine, and institutional service appropriate to the programmatic need the individual is expected to fulfill.

It is anticipated that the successful faculty candidates will be excellent researchers in adult ICU clinical research, committed teachers, outstanding clinicians, and have the skills to establish a research program. The candidate will also be expected to mentor PCCM fellows who are planning careers as clinical investigators.

Stanford University is an equal opportunity employer and is committed to increasing the diversity of its faculty. It welcomes nominations of and applications from women and members of minority groups, as well as others who would bring additional dimensions to the university’s research, teaching and clinical missions. Interested candidates should send a copy of their curriculum vitae, a brief letter outlining their interests and three letters of reference electronically to:

Mark Nicolls, MD, Chief of the Division of Pulmonary and Critical Care Division and Search Committee Chair
c/o Marisha Smith, 1070 Arastradero Rd, Suite 225, Palo Alto, CA 94304-5850; mrmayo@stanford.edu
CAMBRIDGE HEALTH ALLIANCE is a well respected, award-winning health system based in Cambridge, Somerville, and Boston’s metro-north communities. We provide outstanding and innovative healthcare to a diverse patient population through an established network of primary care and specialty practices. As a Harvard Medical School teaching affiliate, we offer ample teaching opportunities with medical students and residents. We have an electronic medical record, and offer a competitive benefits and salary package.

Ideal candidates will be full time (will consider PT) and possess a strong commitment towards providing high quality care to a multicultural, underserved patient population.

We are currently recruiting for the following positions:

- Internal Medicine, Medical Director
- Cardiology
- Dermatology
- Hospitalist

- Family Medicine
- Urgent Care
- Vascular Surgery

Please send CV’s to Laura Schofield, Director of Physician Recruitment, Cambridge Health Alliance, 1493 Cambridge St., Cambridge MA 02139. Email: Lschofield@challiance.org; Phone: 617-665-3555; Fax: 617-665-3553.

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Please submit resume with cover letter to: ghoffert@southamptonhospital.org

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BURLINGTON, MASSACHUSETTS

Lahey Clinic is seeking a board-certified Hematologist with a special interest in benign hematologic and coagulation as well as experience in hematologic malignancies to join its burgeoning Department of Hematology and Oncology.

You will be supported by the resources of the Lahey Clinic Sophia Gordon Cancer Center, recognized nationally and internationally as a Center of Excellence in the treatment of people with cancer, and a recent recipient of an Outstanding Achievement Award from the Commission on Cancer. The Department of Hematology and Oncology is a combined program offering advanced care for all patients with blood disorders and cancer. We work closely with associated subspecialists throughout the hospital to coordinate and develop state-of-the-art comprehensive diagnostic and therapeutic plans of care, individualized to meet the needs of each patient. Our physicians, nurses, and advanced practitioners strive to provide a unique brand of compassionate care within an academic medical center, with the goal of improving the overall experience of the patient with a hematologic or malignant disease.

We have an active and enthusiastic group of Hematologists and Oncologists in multiple subspecialties who are working to develop and expand an exciting and substantial academic and clinical practice outside of Boston. Among many treatment modalities, we offer autologous stem cell transplantation for the treatment of hematologic malignancies, and an aggressive interventional oncology approach for localized treatment of many solid tumors. Our active and growing research focus enables us to offer a wide range of investigational therapies, and we participate in national and international clinical study organizations such as the Gynecologic Oncology Group, National Surgical Adjuvant Breast Program and the American College of Surgeons Oncology Group. We are a full member of the Southwest Oncology Group.

Please forward a CV with cover letter to:
Keith E. Stuart MD – Chair, Hematology/Oncology
Lahey Clinic, 41 Mall Road, Burlington, MA 01805
keith.stuart@lahey.org

Lahey Clinic Medical Center
Is an Equal Opportunity/Affirmative Action employer.

www.lahey.org

ACADEMICALLY-ORIENTED PSYCHIATRISTS NEEDED

Come join us in Boston at The VA Boston Healthcare System (VABHS), named among the top 100 Places to Work in 2010 & 2011 by the Boston Globe. As New England’s premier referral center for Veterans’ healthcare, VABHS’ Mental Health Service has strong and longstanding affiliations with Harvard Medical School and Boston University School of Medicine. Our healthcare system consists of three academic medical center campuses located in Jamaica Plain, West Roxbury, and Brockton with quick access to the heart of the city. Practice within the VA Boston Healthcare System will provide an immense sense of personal and professional satisfaction by fulfilling the Medical Center’s mission to serve our Nation’s Veterans.

Positions Available: We have FIVE exciting F/F opportunities available: One Inpatient Consultation-Liaison Psychiatrist (based at our Medical/Surgical Hospital in West Roxbury), Three Outpatient Staff Psychiatrist (based at our Multispecialty Ambulatory Clinics at Jamaica Plain and Brockton) and One Inpatient Staff Psychiatrist (based at our Brockton campus in one of our long-stay inpatient units). Duties for all positions include a well-balanced mix of direct clinical care, teaching & supervision of psychiatry residents and medical students, with an opportunity to participate in current research.

Qualifications: BE/BC in General Psychiatry, Geriatric Psychiatry, or Psychosomatic Medicine; a commitment to serving Veterans, strong clinical skills, interdisciplinary team oriented, solution-focused. The VA Boston Healthcare System is an Affirmative Action/Equal Employment Opportunity employer, and women and minority candidates are strongly encouraged to apply. The successful candidate must be a US Citizen. These positions offer a highly-competitive VA salary and a faculty appointment at HMS or BUSM commensurate with experience.

Come discover the greater Boston region, from the boutiques on Newbury Street to the old-fashioned charm of Charles Street. A vibrant and diverse business sector, prestigious colleges and universities, unsullied hospitals, world-renowned museums, rich history, and close proximity to the beaches of Cape Cod and the White and Green Mountains.

Please email your letter of interest, CV, and contact information for three references to:
BostonPsychiatryPositions@va.gov
Learn about VA Boston Healthcare System at:
http://www.boston.va.gov/

EOE

A Delaware VA Health Care System

The VA Pittsburgh Healthcare System is seeking an outstanding internist to take on both a leadership role and a clinical role within the Primary Care Service Line. Responsibilities include supervisory and programmatic oversight of the Service Line, which provides high quality care to out-patient and inpatient Veterans. In addition, the Service Line has a robust and growing academic role. Successful candidates should have a background of outstanding clinical and teaching skills, coupled with experience in assuming progressive leadership responsibilities.

Some of the benefits of federal employment include:

- Professional liability protection at no cost
- Pension plan in addition to the Thrift Savings Plan, including matching contributions up to 5% and now offering a Roth IRA option (find more information at www.tsp.gov)
- Teaching opportunities involving University of Pittsburgh Residents.
- Many choices for low-cost health insurance with carryover into retirement
- 26 working days of vacation, 10 paid federal holidays, 10 days for CME, and 15 days of sick leave with unlimited sick leave accrual
- Highly-competitive salaries
- Relocation incentive may be offered

Interested candidates should send a CV and copy of current license to:
Kenneth Elshoff, Human Resources
VA Pittsburgh Healthcare System, (05-A)
1010 Delafield Ave, Pittsburgh, PA 15215
Phone: 412-822-3554 Fax: 412-822-3559
E-Mail: Kenneth.Elshoff2@va.gov
Please have application materials submitted by: 4:30pm EST on June 29, 2012

EOE

Academic Neurologists
UMass Memorial Medical Center
Worcester, MA

The Department of Neurology at UMass Memorial Medical Center, the clinical partner of the University of Massachusetts Medical School, is recruiting clinicians or clinician-scientists holding M.D. or M.D./Ph.D. degrees to three positions: (1) movement and memory disorders (2) stroke (3) general neurology.

Minimum qualifications include board certification and two years clinical experience. Subspecialty training is preferred but not essential. The UMass Memorial Medical Center is a large, integrated health system and is the clinical partner of the University of Massachusetts Medical School. Our neurologists have academic faculty appointments at UMMMS with exceptional opportunities for professional development and clinical and basic research.

UMMS has numerous world-class research programs including flagship programs in RNA biology, gene expression control and gene therapy as well as a translational program supported by a Clinical Translational Science Award (CTSA).

Applicants should send curriculum vitae, statement of professional interests, and at least three letters of reference to: Neurology Search Committee
Attention: Ms. Sandra Ordway
Neurology Department, Room S5-755
UMass Memorial Medical Center, 55 Lake Avenue North
Worcester, MA 01655
(Sandra.Ordway3@umassmed.edu)

As an equal opportunity and affirmative action employer, UMass Memorial Medical Center recognizes the power of a diverse community and encourages applications from individuals with varied experiences, perspectives and backgrounds.

Highly-competitive salaries
Professional liability protection at no cost
Pension plan in addition to the Thrift Savings Plan, including matching contributions up to 5% and now offering a Roth IRA option (find more information at www.tsp.gov)
Teaching opportunities involving University of Pittsburgh Residents.
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Relocation incentive may be offered

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1010 Delafield Ave, Pittsburgh, PA 15215
Phone: 412-822-3554 Fax: 412-822-3559
E-Mail: Kenneth.Elshoff2@va.gov
Please have application materials submitted by: 4:30pm EST on June 29, 2012

EOE
Pediatr�x Medical Group® remains committed to caring for high-risk pregnant women and the most fragile members of our community: premature or critically-ill newborns and children. For more than 30 years, our growth has been guided by the dedication of our most valuable asset – our clinicians – and a simple principle: *Take great care of the patient.*

Pediatr�x Medical Group offers physicians the best of both worlds: the clinical autonomy and atmosphere of a local private practice coupled with the opportunities, administrative relief and clinical support that come from an affiliation with a nationwide network. In addition to attractive compensation packages and potential for production bonus, Pediatr�x benefits include:

- Long-term care insurance
- Professional liability insurance
- 401(k) with potential company percentage match
- Health (choice of two PPO options), life, disability, vision and dental insurance
- Assistance with mandatory hospital credentialing, state licensing and reimbursement of associated fees
- Annual CME allowance
- Employee stock purchase program
- Clinical research opportunities
- Annual CME allowance
- Employee stock purchase program
- Clinical research opportunities

**HIGHLIGHTED POSITIONS:**

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To apply for one of the above locations, explore other opportunities or learn more about our benefits and our national group practice, please visit www.pediatrix.com/nejm. 800.243.3839, ext. 6512.

Pediatr�x Medical Group is an Equal Opportunity Employer

*Pediatr�x Medical Group (Pediatrix) includes Pediatr�x Medical Group, Inc. and its affiliated physicians and practices.*
Faculty Position in Global Cancer Research

The Duke Cancer and Duke Global Health Institutes announce a faculty position to lead a new initiative in global cancer. Applicants must have a record of interdisciplinary research in low- or middle-income countries, and building an external funding base. Applicants should be at the senior Associate Professor or full Professor level. The primary field of applicants could include epidemiology, cancer prevention and control, sociobehavioral sciences, disease pathogenesis, cancer genetics, clinical oncology, or health services research. It is anticipated that successful applicants will have M.D., Ph.D, or M.D. Ph.D degrees. Applications should include a full CV and statement of research interests. Please apply at academicjobsonline.org, and inquiries can be directed to the Search Committee Chair, John Bartlett (jab5@duke.edu). Applications should be received by July 1, 2012.

Duke University is an Equal Employment Opportunity/Affirmative Action employer, and we value diversity in all of its many facets and meanings.

Physician Scientist

The Division of Nephrology, Department of Medicine at the University of Wisconsin School of Medicine and Public Health is seeking a Physician Scientist at the rank of Assistant/Associate professor. This tenure track MD faculty position is available for an individual committed to contributing to the development of additional research programs in the Division. The incumbent would have expertise in matrix remodeling and/or Transplant research programs in the Division. The incumbent would be expected to contributing to the development of additional research programs in the Division. This position is available for an individual committed to contributing to the development of additional research programs in the Division.

Responsibilities include:
- Serve as Department Chair of the educational mission of the institution
- Manage and lead renewal of the biomedical curriculum
- Support and broaden clinical relationships in support of an evolving curriculum
- Supervise and lead the divisions of the School that support and evaluate student academic success

Applications must have M.D., Ph.D, or M.D. Ph.D degrees. Applications should include a full CV and statement of research interests. Please apply at academicjobsonline.org, and inquiries can be directed to the Search Committee Chair, John Bartlett (jab5@duke.edu). Applications should be received by July 1, 2012.

E.J. Noble Hospital is seeking (BC/BE) Internist to fill an already established full-time practice. We are an 87 bed rural, sole community provider hospital including a 40 bed skilled nursing facility located in Gouverneur, New York. M. odorized Med-ical-Surgical Unit opened in February 2012 which also includes a new Physical Therapy and Cardiopulmonary D apartments. Gouverneur is located in a beautiful community nestled along the Oswegatchie River in the foothills of the Adirondack Mountains and within minutes of the Canadian boarder and Thousand Island region. We offer a high standard quality of life with affordable housing.

Excellent benefit package to include and not limited to:
- Competitive salary or income guarantee
- Office space and office staff provided
- Malpractice insurance
- Health insurance
- Moving expenses
- Four weeks vacation
- CME reimbursement

Rotate on-call with three other physicians. We are a HPSA designation. If interested, please contact:

E.J. Noble Hospital
Charles P. Conole
FACH, Administrator
77 West Barney Street
Gouverneur, NY 13442
(315) 287-1000, ext. 231
cconole@ejnoble.org
American Anesthesiology is a dynamic, continually expanding anesthesiology group. Our physicians are internationally recognized for their patient safety and quality care initiatives, which are supported by Quantum Clinical Navigation System™, a proprietary, state-of-the-art perioperative quality assurance, outcomes measurement and reporting program.

Subspecialties include:
- Cardiothoracic
- Critical Care/Trauma
- Pediatrics
- Ambulatory
- Obstetrics
- Neurology
- Orthopedics
- Pain Management

Practice locations:
- Delray Beach/Boca Raton, FL
- Atlanta, GA
- Mount Holly/Burlington County, NJ
- Burlington, NC
- Charlotte, NC
- Greensboro, NC
- Raleigh, NC
- Wilmington, NC
- Austin, TX
- College Station, TX
- Falls Church, VA

Find out how to become a member of our team at www.americananesthesiology.com/team or 800.243.3839, ext. 6612.
HEART FAILURE and TRANSPLANT FELLOWSHIP

The Utah Transplant Affiliated Hospitals (UTAH) program is recruiting for its one-year advanced heart failure/transplantation fellowship beginning 1 July 2013. The program includes clinical rotations at the University of Utah, Intermountain Medical Center and Salt Lake VA hospital, as well as didactic and research activities. Expertise will be gained in medical management of advanced heart failure, pre- and post-transplant care, and mechanical circulatory support. Completion of Cardiovascular Disease Fellowship is required.

More info is available at:
http://medicine.utah.edu/internalmedicine/cardiology/education/fellowship/HP%20Transplant.htm

Interested individuals should submit a CV and three professional references (one from current program director) to:
Feras Bader, MD, MS, FACC
c/o Missy Grow
University of Utah Health Science Center
Division of Cardiology
30 N 1900 E, Rm 4A100
Salt Lake City, UT 84132
or e-mailed to:
melissa.grow@hsc.utah.edu

Role & Responsibility

ICON Clinical Research has an immediate opportunity for an Associate Director, Director or Senior Director (Cardiovascular) in Medical Affairs (title determined commensurate with experience.) This position is based in our North Wales, PA office. You will provide medical support to ICON project teams on clinical issues to ensure that clinical studies are conducted according to the highest ethical principles and in compliance with applicable legal and regulatory standards. The Associate Director, Director or Senior Director will report to the VP Medical Affairs or designee.

Responsibilities include, but are not limited to:
- Provide therapeutic and drug development expertise, oversee drug safety associates providing adverse event reporting, follow up on adverse events as necessary and interact with Sponsors and investigative sites on protocol medical issues
- Contribute to investigator meeting presentations, review study documentation, oversee safety data review and provide medical support to Business Development
- Senior level candidates will be expected to have prior management experience and serve as product development consultants to Clients

Experience & Qualifications:
- Medical degree with Board Certification in Cardiology is required
- Minimum 2 years Clinical Research experience within Academia or the Pharmaceutical, Biotech or CRO industries
- Ability and willingness to travel on an as needed basis
- Ability to review and evaluate clinical data
- Excellent oral and written communication skills

Contact Information:
Ted Davenport
Sr. Employment Specialist, ICON plc.
Edwin.Davenport@iconplc.com
Office phone: 215-616-2718

Professor of Medicine
Men's Health Unit
Brigham and Women's Hospital
Harvard Medical School

The Department of Medicine, at Brigham and Women's Hospital (BWH) and Harvard Medical School seeks a new senior faculty member, to lead a new Men's Health Unit at BWH. Applicants should have a MD degree, training in reproductive endocrinology and testosterone metabolism and be eligible for an appointment as Professor of Medicine at Harvard Medical School. Primary responsibilities will include conducting research on reproductive endocrinology, and providing clinical care to patients with relevant clinical problems. Academic rank at Harvard Medical School will be determined by the candidate's experience and scholarship, but qualifications for an appointment as a Professor is strongly preferred.

Please send CV, a description of research goals, a summary of current grant support, and the names of three references to:
Robert I. Handin, MD
Chair, Men's Health Unit Search Committee
c/o Chanel Logan, Hematology Division
Brigham and Women's Hospital
One Blackfan Circle, 6th floor
Boston, MA 02115
Email: cologans@partners.org

As an equal opportunity employer, Brigham & Women's Hospital is committed to a diverse workforce. Women, minorities, people with disabilities and veteran's are encouraged to apply. To request reasonable accommodations in the job application process, please contact Human Resources at (617) 582-0100.

HOSPITALISTS
Beautiful Newport, RI

Newport Hospital seeks Hospitalists to join well-established physician team that provides 24/7 inpatient coverage in a shift model program. BC / BE in Internal Medicine candidates with ICU skills strongly desired. Full and part-time positions available with block scheduling available. Competitive salary and comprehensive benefits package.

Located in the scenic seaside city of Newport, RI, Newport Hospital is a 129-bed, non-teaching Magnet-designated progressive community hospital that provides a wide array of critical and acute-care medical and surgical services. Our comprehensive state-of-the-art technology includes computerized physician order entry, PACS, and electronic medical record.

Apply on-line at www.lifespancareers.org
Search under NHCC Medical Associates.

For more information, contact Diane Carruba at 401-845-1303.

Newport Hospital/NHCC Medical Associates is an Equal Opportunity Employer.

Inova Fairfax Hospital, a not-for-profit regional medical center and teaching hospital serving the Washington, D.C. metropolitan area, is conducting a search for a Chair of Surgery. T his position will directly impact the 833-bed flagship hospital of Inova Health System, the major health care delivery system in Northern Virginia. T he hospital is home to Northern Virginia’s only Level I Trauma Center, one of the nation’s busiest Obstetrics programs, and a Level 3 Neonatal Intensive Care Unit. We are the Northern Virginia branch campus for Virginia Commonwealth University School of Medicine and have an ACGME fully accredited Inova Sponsored General Surgery training program. Inova Fairfax Hospital consistently ranks as one of the top 100 hospitals in the nation.

T he Chair of Surgery will develop and define an academic and clinical vision for the department including strategic planning, operations and quality improvement. T he Chair directly oversees and evaluates clinical section chiefs, contracted medical directors, and the department’s administrative staff. T his role has a dual reporting relationship to the CMO (CEO) of Inova Fairfax Hospital and CMO of Inova Medical Group.

T he selected candidate will be a physician of demonstrated distinction within the surgical community, board certified and licensed (or qualified for licensure) in the state of Virginia. T he Chair will be a visionary leader with progressive medical administrative experience in an academic setting, and a solid understanding of the issues concomitant with administering a graduate medical education program. T he successful candidate will have experience and understanding in working within an open medical staff model with a mix of private practice and clinical faculty.

Inova Fairfax Hospital offers a generous compensation plan, salary and bonus, plus a comprehensive benefits package, including paid malpractice insurance. Inquiries will be handled in strict confidence and nominees will not be forwarded to the Search Committee until individual consent is received. C urriculum vitae and requests for further information may be sent to:

Kristy Bailey, Physician Recruitment, Inova Health System
2990 Telestar Court, 4th Floor, Falls Church, VA 22042
or kristy.bailey@inova.org
EOE/pre-employment drug screening required.
quality of life.

At Harvard Vanguard Medical Associates, quality of life is the goal for everyone. Located throughout Eastern Massachusetts, our well-established, multi-specialty practice combines a supportive staff, cutting-edge technology, and some of the brightest, most dedicated practitioners in medicine. We shape the future of healthcare by innovating new ways to care for our patients. As an affiliate of Harvard Medical School, HVMA physicians are on the staff of Boston’s academic medical centers and community hospitals, and enjoy superior staffing resources, minimal call, hospitalist coverage, competitive salaries and a generous benefits package. Consider bringing your talents to us.

We currently have opportunities in the following specialties:
• Ambulatory Internal Medicine
• Family Medicine
• Hospitalist
• Nursing Home Geriatrician
• Obstetrics/Gynecology
• Outpatient Consultative-Liaison Psychiatry
• Pediatrics
• Psychiatry
• Site Medical Director
• Moonlighting - Adult and Pediatric Urgent Care

Please send CV to: Lin Fong, Physician Recruitment
Harvard Vanguard Medical Associates
275 Grove Street, Suite 3-300, Newton, MA 02466-2275
Fax: (617) 559-8255, E-mail: lin_fong@atriushealth.org
or call (800) 222-4606, or (617) 559-8275 within M.Massachusetts
EOE/AA. Sorry, no Visas.
www.harvardvanguard.org

Billings Clinic
Director of Internal Medicine Residency Program

The ideal candidate for this position will possess the following:
• 5 or more years of experience as active faculty member in an ACGME accredited IM residency program, with 3 or more years GME administrative experience
• Strong desire to build a new, innovative training program in an ideal setting
• Commitment to transformation of Primary Care with incorporation of PCMH, EBM, and population health concepts into the residency model

Billings Clinic is an award-winning and fully integrated, physician-led multi-specialty group practice. The hospital and clinics utilize a common EMR and cutting-edge medical technologies, as well as an active research division. With a staff of over 240 physicians, Billings Clinic is the largest health care organization and tertiary referral center in the region.

Billings is a beautiful, friendly community of 128,000 located near Yellowstone National Park and boasts year-round access to numerous outdoor activities such as hiking, hunting, fishing, and skiing. Come live, work and play in a city that boasts 300 days of sunshine!

Contact: Rochelle Woods
1-800-303-6893
physicianrecruiter@billingsclinic.org
www.billingsclinic.com

Medical Oncologist/Gastrointestinal Oncology
UMass Memorial Medical Center
Worcester, MA

UMass Memorial Medical Center, the clinical partner of the University of Massachusetts Medical School, is seeking an adult Medical Oncologist with expertise in gastrointestinal oncology. The ideal candidate will have experience and success in the clinical investigation of upper gastrointestinal malignancies.

UMass Memorial Medical Center is a tertiary care referral center serving more than one million people in central Massachusetts and the surrounding region. The Hematology/Oncology Division is part of a growing Cancer Center of Excellence. A recently opened ambulatory center integrates clinical care and clinical investigation.

The candidate we seek will provide leadership for clinical investigation of gastrointestinal malignancies in an outstanding scientific environment, develop protocols for cutting edge multidisciplinary clinical care, and help to train the next generation of experts in the field.

Interested applicants can submit their CV and letter of interest to:
Alan Rosmarin, M.D.
Chief, Division of Hematology/Oncology
Director, Cancer Center of Excellence
UMass Memorial Medical Center, 55 Lake Ave N
Worcester, MA 01655
Email: Katherine.pryor@umassmemorial.org
Phone: 508.334.8760
Memorial Sloan-Kettering Cancer Center is seeking an established leader to direct the Thoracic Oncology Service within the Division of Solid Tumor Oncology. The Thoracic Oncology Service is a group of 10 full-time medical oncologists with a strong tradition of outstanding clinical care, teaching and translational research. The Chief of the Thoracic Oncology Service, reporting to the Division Head and Chair, Department of Medicine, will be responsible for the supervision of all outpatient and inpatient clinical activities, oversight of the Service's research program, coordination of the group's teaching activities, and serve as co-leader of the Thoracic Disease Management Team which is charged with the oversight of the care of patients with and research on thoracic malignancies at Memorial Sloan-Kettering Cancer Center. We seek applications from physician investigators with a strong track record in translational and clinical research, especially individuals with an established program in translational science. Applicants must be board certified in Medical Oncology, permanent residents or citizens of the United States, and qualified for licensure in the State of New York.

Interested candidates should submit their curriculum vitae with bibliography to:
Carol Aghajanian, M.D., Chair, Search Committee
Thoracic Oncology Service Chief
300 East 66th Street, New York, NY 10065
Applications can also be emailed to Dr. Aghajanian c/o Ms. Shawanda Jeffers (email: jefferss@mskcc.org)

MSKCC is an equal opportunity employer with a strong commitment to enhancing the diversity of its faculty and staff. Women and applicants from diverse racial, ethnic and cultural backgrounds are encouraged to apply.

Join a Premier, Physician-Led Organization Located in Virginia

Carilion Clinic is a not-for-profit healthcare organization of over 650 physicians representing more than 60 specialties in 150+ practice sites throughout southwest Virginia.

Carilion Clinic is inviting applications for a variety of physician opportunities in the following specialties:

Cardiology
Dermatology
Emergency Medicine
Family Medicine, with or without Obstetrics
Gastroenterology and Hepatology
General Surgery
Gynecologic Oncology
Hospitalist
Internal Medicine
Maternal Fetal Medicine
Obstetrics & Gynecology
Orthopaedic Surgery
Otolaryngology
Pediatric Gastroenterology
Pediatric Hospitalist
Pediatric Neurology
Plastic Surgery
Psychiatry
Pulmonary/Critical Care
Radiology
Rheumatology
Trauma Surgery

For more information, please contact:
Rhonda Creger
800-856-5206
rbcgreger@carilionclinic.org
EOE/AA

CarilionClinic.org

With more than 280 providers, Prevea Health offers expertise in nearly every specialty, with advanced specialties that are not found anywhere else in Northeast Wisconsin.

Our patients have their choice of care at 25 locations, as well as their choice of three hospitals: St. Mary’s and St. Vincent Hospitals in Green Bay and St. Nicholas Hospital in Sheboygan.

At Prevea Health, we believe that we’re all part of one family, and that the best health care starts with a trusted relationship — someone who is there for the patient, whatever their health care needs. If that sounds right for you, we invite you to join our family.

As a physician-owned and led organization, Prevea gives physicians a decision-making voice that is hard to find in today’s corporate health care world. Prevea offers a very competitive salary and benefit program including:

- Malpractice, health, life, dental and disability insurance
- Relocation assistance
- 401(k) and retirement plan
- 4 weeks vacation/CME (increases as shareholder)
- And much more!

Opportunities are currently available in:

(J-1 Visa Waiver not available)
Allergy/Immunology
Dermatology
Endocrinology
Family Medicine
Geriatrics
Gyn Oncology
Hospitalist
Neurology
OB/Gyn
Occupational Medicine
Psychiatry (child/adolescent)
Pediatric Hem/Onc
Pulmonology/Critical Care

Contact Information:
Dolly Willems, Physician Recruitment
Green Bay, WI
(888) 277-3832 ext 1182 (920) 272-1182
dollyw@prevea.com www.joinprevea.com

Carilion Clinic is a not-for-profit healthcare organization of over 650 physicians representing more than 60 specialties in 150+ practice sites throughout southwest Virginia.
Geisinger Health System (GHS) is seeking candidates for the position of Vice Chair of Medicine for Clinical and Translational Research.

Geisinger is a physician-led health care system, dedicated to healthcare, education, research and service.

The Vice Chair of Medicine for Clinical and Translational Research is responsible for the design and development of a major expansion of the research program in Medicine and across the system. Areas of potential focus are broad and include clinical, translational, and implementation sciences as well as genomic and personalized medicine and health services research. This individual will work with Medicine leadership and the Chief Scientific Officer to develop core resources that support the vision for research, recruit and mentor clinical investigators, and create a major research program within the system.

Requirements:

• M.D. or D.O. degree with board certification in Internal Medicine or one of the Medicine subspecialties
• Mid-career or senior clinician investigator with an established track record of competitive research funding (e.g., NIH, CDC, HRSA, AHRQ)
• Proven track record of innovation and collaboration
• Experience mentoring colleagues and trainees
• 3-5 years of management or administrative experience preferred

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