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## Residents and Fellows Edition

Featured Employer Profile

**GEISINGER**



November 12, 2015

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On behalf of the entire New England Journal of Medicine staff, please accept my wishes for a rewarding career.

Sincerely,

Jeffrey M. Drazen, MD

CLINICAL PRACTICE

Caren G. Solomon, M.D., M.P.H., Editor

Cryopreservation of Oocytes

Glenn L. Schattman, M.D.

This Journal feature begins with a case vignette highlighting a common clinical problem. Evidence supporting various strategies is then presented, followed by a review of formal guidelines, when they exist. The article ends with the author's clinical recommendations.

**A 32-year-old woman who recently ended a relationship with her long-term boyfriend is concerned about her future fertility. She has received regular gynecologic checkups that have always been normal, and she has been taking oral contraceptive pills for the past 5 years. She is interested in exploring options to preserve her ability to have children in the future. How would you counsel her and what would you recommend regarding preservation of her fertility?**

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THE CLINICAL PROBLEM

WOMEN HAVE A FINITE POOL OF OOCYTES THAT DECREASES THROUGHOUT their reproductive years, with fewer than 1000 eggs remaining at the onset of menopause (mean age, 51.2 years).<sup>1</sup> Although women continue to ovulate until menopause, fecundity (the probability of achieving pregnancy in each cycle) diminishes as they age because of increasing rates of aneuploidy in association with older oocytes. In a study involving women who received up to 12 cycles of insemination with donor sperm, 74% of women younger than 31 years of age conceived, as compared with 54% of women older than 35 years of age.<sup>2</sup> Thus, older women who are attempting to start families have a higher probability of remaining involuntarily childless.<sup>3</sup>

Factors associated with an accelerated decrease in the number of primordial follicles and earlier reproductive senescence include a family history of early menopause, genetic factors, smoking, ovarian surgery, and pelvic irradiation, the use of chemotherapeutic agents, or both.<sup>4</sup> In the United States, more than 100,000 women of reproductive age receive a diagnosis of cancer each year, and they are at risk for diminished reproductive potential or infertility as a result of treatment.<sup>5,6</sup> Among chemotherapeutic agents, alkylating agents pose a particular risk. Women who receive these agents typically undergo menopause years earlier than women of the same age who are not exposed to gonadotoxic chemotherapy.<sup>7</sup> The freezing of oocytes has become a clinically viable option for women who wish to have a child in the future but are facing either an age-related or iatrogenic decrease in the quality and quantity of oocytes.

STRATEGIES AND EVIDENCE

INDICATIONS FOR CRYOPRESERVATION OF OOCYTES

Indications for freezing of oocytes are summarized in Table 1. This procedure is receiving increasing attention as an option for women who elect to delay childbear-

## KEY CLINICAL POINTS

## CRYOPRESERVATION OF OOCYTES

- Women of reproductive age who will be undergoing treatments that will affect their future reproductive capability should be informed about cryopreservation of oocytes and referred to a reproductive endocrinologist for counseling about preservation of fertility, even if they express ambivalence about having children.
- The possibility of elective cryopreservation of oocytes should be discussed with all women who are in their early 30s, since the number of available and genetically normal eggs continually decreases over time.
- Before undergoing ovarian stimulation to obtain oocytes for cryopreservation, women should be counseled regarding realistic expectations of chances of pregnancy according to their age and anticipated response to stimulation.
- Vitrification is currently the preferred method of cryopreservation of oocytes.
- Although the number of births resulting from the use of cryopreserved eggs is relatively small and long-term follow-up data are not yet available, current data do not indicate an increased risk of developmental or congenital abnormalities among offspring.

ing, but it has been more commonly performed for egg donation and in patients who require gonadotoxic therapy or surgery that threatens the ovaries. Gonadotoxic chemotherapy destroys a proportion of primordial follicles, effectively aging the ovaries. Infertile patients who have received chemotherapy, as compared with age-matched controls with cancer who have not received systemic chemotherapy, have markedly diminished success with in vitro fertilization (IVF). Fewer oocytes are retrieved, and these women have a significantly reduced probability of achieving a pregnancy (13% vs. 40%) despite more aggressive ovarian stimulation.<sup>8</sup>

Other candidates for cryopreservation of oocytes include women who have an increased risk of premature ovarian failure (e.g., women who have a family history of ovarian failure before 35 years of age) or who have a reduced reproductive time frame because of genetic mutations (such as women with the fragile X syndrome). Most women with Turner's syndrome (45,XO) have ovarian failure at a very young age (before the expected age of menarche) and are therefore not candidates for oocyte cryopreservation. However, carriers of other mutations such as *BRCA1* or *BRCA2* who have been advised to undergo prophylactic salpingo-oophorectomy to reduce the risk of ovarian cancer should also be counseled about oocyte cryopreservation (as well as about options for testing embryos for *BRCA* status before implantation).

Couples who are attempting to conceive by means of IVF may not have sperm available on

the day of oocyte retrieval, so unexpected oocyte cryopreservation may be necessary. Also, owing to religious reasons or legal restrictions in some countries, women may not wish to or may not be allowed to have more oocytes fertilized than the number of embryos they would be willing to transfer in one IVF cycle, so oocytes may be cryopreserved for use in later cycles.

Finally, cryopreservation allows preservation of donor oocytes. More than 20 oocytes are retrieved in a typical donor cycle, and these can be split into batches of 5 or 6 eggs and used for more than one cycle or woman. Associated costs are reduced by dividing the eggs over multiple recipient cycles.<sup>9</sup>

## PROCESS OF OOCYTE CRYOPRESERVATION

The large size and high water content of oocytes make the formation of ice crystals and subsequent cell injury or death difficult to avoid during the cooling process. Current freezing techniques use cryoprotectants to remove water from the intracellular compartment of the oocyte and to reduce the formation of ice crystals both within the oocyte and in the solution surrounding it. Two varieties of cryoprotectants are used: nonpermeating (sucrose or trehalose) and permeating (dimethyl sulfoxide, propylene glycol, ethylene glycol, or glycerol). Combinations of these agents are often used to reduce the potential toxicity of the individual components.<sup>10,11</sup>

The first reported human birth involving a previously cryopreserved oocyte occurred in 1986.<sup>11</sup> This oocyte was cryopreserved with the

use of the slow-freeze method in a programmable freezer in which the rate of cooling could be adjusted to limit intracellular ice-crystal formation.

More recently, vitrification has replaced the slow-freeze method as the method of choice for cryopreserving oocytes, since it minimizes ice-crystal formation and results in higher rates of cell survival, fertilization, embryo development, and pregnancy.<sup>12</sup> As compared with the slow-freeze method, vitrification involves exposure of oocytes to relatively higher concentrations of cryoprotectants for a shorter duration, followed by ultrarapid cooling either through direct immersion into liquid nitrogen (in so-called open systems) or with the use of small, volume-sealed straws (in closed systems).

Once vitrified, the cells can be stored indefinitely in liquid nitrogen.<sup>13</sup> Before fertilization, vitrified cells are rehydrated in "warming" solutions of decreasing concentrations of cryoprotectant or sucrose. Stored gametes may be used years after freezing, even in women after menopause, since hormone replacement can regenerate dormant endometrial development.

Intracytoplasmic sperm injection (ICSI) involves the injection of a single sperm directly into the oolemma. The American Society for Reproductive Medicine recommends ICSI as the preferred method for fertilization of cryopreserved oocytes because of the alterations that occur in the zona pellucida, the protective shell surrounding the oocyte.

Ovarian stimulation, which is used routinely in IVF cycles, can stimulate multiple mature metaphase II oocytes each month; these oocytes otherwise would have been lost because of the inhibitory effects of the dominant follicle. The potential yield of oocytes can be estimated in advance of ovarian stimulation with the use of a serum antimüllerian hormone assay or by examination of the ovaries with a high-resolution transvaginal ultrasonographic probe that makes it possible to count the antral follicles (early-stage developing follicles).<sup>14</sup> Antral follicle counts are highly predictive of the number of oocytes that can be retrieved after stimulation, and therefore this information can be used in counseling women about the anticipated number of retrieved eggs per ovarian stimulation cycle.

Ovarian stimulation usually takes up to

Table 1. Reasons to Consider Cryopreservation of Oocytes.

Immediate threat to fertility because of chemotherapy or pelvic radiation therapy
Surgery associated with risk of damage to the ovaries
Ovarian disease (e.g., endometriosis) with risk of damage to the ovaries
Risk of premature ovarian senescence because of Turner's syndrome (45,XO), the fragile X syndrome, or a family history of premature ovarian failure
Genetic mutation requiring oophorectomy (e.g., in <i>BRCA</i> -mutation carriers)
Failure to obtain sperm by means of testicular sperm extraction on the day of oocyte retrieval in men with azoospermia or anejaculation
Excess oocytes during in vitro fertilization along with ethical objection to or program-specific restrictions on fertilizing more oocytes than will be transferred during one cycle
Preservation of donor oocytes
Preservation of fertility to delay pregnancy for personal reasons

2 weeks. Oocytes and the surrounding follicular fluid are then aspirated transvaginally while the woman is mildly sedated, and the maturity of the oocytes is assessed microscopically. Immature oocytes, which can be matured in vitro after retrieval, have a significantly lower probability of resulting in pregnancy than oocytes that are matured in vivo, but they can be cryopreserved for women who have limited quantities of oocytes.<sup>15</sup>

Ovarian stimulation results in multifollicular recruitment and higher-than-normal estradiol levels, which can be blocked with the use of aromatase inhibitors in women with estrogen-sensitive disorders (e.g., endometriosis, breast cancer, and endometrial cancer).<sup>16</sup> In my experience, the mean oocyte yield is similar between women who receive aromatase inhibitors during stimulation and those who undergo ovarian stimulation with conventional approaches.<sup>17</sup>

Since endometrial and embryo development do not need to be synchronized in women for whom the goal is preservation of eggs rather than a pregnancy, ovarian stimulation can be initiated at almost any phase of the menstrual cycle without a substantive effect on the response to stimulation. This allows prompt initiation of treatment.<sup>18</sup>

## OUTCOMES OF CRYOPRESERVATION

Most information regarding outcomes with the use of cryopreserved oocytes comes from studies involving young, fertile egg donors (<30 years of age) whose oocytes have been cryopreserved for

a short time (usually <6 months). Four prospective studies showed clinical pregnancy rates of 4.5 to 12% per warmed oocyte.<sup>19</sup> When pregnancy outcomes with the use of vitrified oocytes from donors were compared with outcomes with the use of fresh oocytes from the same donors, there were no significant differences in fertilization rates, the frequency of top-quality embryo development, or live-birth rates.<sup>20</sup>

In a randomized trial in which retrieved oocytes were either fertilized and cultured fresh, or vitrified for a few hours and then warmed and fertilized, vitrification did not affect the rates of embryo aneuploidy or implantation but significantly reduced the number of oocytes that developed into blastocysts and were appropriate for transfer. A reduction in the number of blastocysts would be expected to result in fewer successful pregnancies than the number of successful pregnancies resulting from the use of fresh oocytes,<sup>21</sup> although the trial did not include an assessment of pregnancy outcomes.

In determining the probability of achieving a live birth with the use of cryopreserved oocytes, the two most critical factors are the woman's age at oocyte collection and the total number of oocytes available. Rates of embryo implantation decline as women age, owing to increased embryo aneuploidy<sup>3</sup>; this risk applies also to cryopreserved oocytes obtained from older women. Whether cryopreservation further damages the oocyte beyond the normal age-related decrease in oocyte quality is unknown. In a prospective study evaluating the efficacy of oocyte vitrification, the proportion of vitrified oocytes that resulted in a live birth was 8.2% (12.1 oocytes per live birth) in women 30 to 36 years of age and 3.3% (29.6 oocytes per live birth) in women older than 36 to 39 years of age.<sup>22</sup>

In a recent meta-analysis of 10 studies,<sup>23</sup> the estimated live-birth rate associated with six vitrified and warmed oocytes was 31.3% among women at 25 years of age; this rate decreased to 13.4% among women at 40 years of age. In another multicenter observational study assessing predictors of outcome, the live-birth rate decreased by 7% for every year of increase in the age of the woman when the oocytes were vitrified. For every additional mature oocyte, the delivery rate increased by 8%.<sup>24</sup> In general, pregnancy outcomes reported in the literature are

from large programs at experienced centers; these results may not be applicable to smaller or newly established centers.

Oocyte cryopreservation by means of slow freezing or vitrification has not been shown to increase the incidence of aneuploidy or congenital abnormalities in children, although long-term studies involving large numbers of births resulting from thawed oocytes are still lacking.<sup>21,25-28</sup> Collection of data on long-term outcomes by the Society for Assisted Reproductive Technology is under way.

Women who opt to have their oocytes cryopreserved should be counseled that rates of complications of pregnancy such as hypertension, preeclampsia, diabetes, placental insufficiency, abruption, intrauterine growth restriction, and cesarean delivery are all higher among older mothers than among younger mothers.<sup>29</sup> Most clinics have a defined age at which they will no longer allow patients to use their gametes to achieve pregnancy; this age limit varies among centers.

Since some women ultimately are not able to use or choose not to use their cryopreserved oocytes, the disposition of vitrified oocytes must also be discussed before treatment, and preferences should be noted in the treatment consent form. Options for disposition include destroying the oocytes or donating them to research or to an infertile woman or couple. Since long-term storage of tissue is expensive, patients should also be informed about the center's policy in cases of nonpayment for storage or loss of contact, and they must accept this policy during the consent process.

#### AREAS OF UNCERTAINTY

Although the American Society for Reproductive Medicine no longer considers cryopreservation of mature oocytes to be experimental, caution is advised. Available data on births resulting from previously vitrified oocytes, as compared with fresh oocytes, have not shown an increased risk of congenital anomalies among offspring. However, available data are lacking (<2000 births resulting from cryopreserved oocytes have been reported thus far in the literature), and these data are insufficient to rule out an increased risk of birth defects or potential long-term adverse ef-

fects. The methods of cryopreservation have varied, the length of follow-up is short (whereas birth defects are often not detected until after 1 year of age), and methods used for detecting birth defects in reported studies have not been standardized.<sup>27,28</sup> In addition, data are lacking on developmental outcomes in these children.

The most appropriate age for effective cryopreservation of oocytes is unknown, but ideally it would be in the early-to-mid-30s, before the age at which a woman's fertility naturally declines. If cryopreservation is undertaken too early, there is an increased chance that the woman will never require the stored eggs in order to have children. She would therefore have been exposed to unnecessary, albeit small, risks associated with stimulation and egg retrieval. These risks include the ovarian hyperstimulation syndrome (swelling of the ovaries with "third spacing," loss of intravascular fluid into the interstitium that, in extremely rare situations, can be life-threatening), torsion, infection, and internal bleeding from the egg retrieval. Cryopreservation at an older age (>38 years) increases the risk that the procedure will yield too few eggs, aneuploid eggs, or both, with a very low probability of pregnancy.

Longer durations of storage do not appear to have detrimental effects, since the outcomes associated with oocytes that are thawed up to 48 months after vitrification are similar to those associated with oocytes that are stored for shorter periods.<sup>30</sup> Since oocyte vitrification is a relatively new procedure, data are lacking on outcomes after oocytes have been stored for more than 4 years.

#### GUIDELINES

Guidelines of the American Society for Reproductive Medicine, the American Society of Clinical Oncology (ASCO), and the American College of Obstetricians and Gynecologists recommend that all women who plan to receive treatments that may be gonadotoxic should be counseled about the potentially harmful effects on their future fertility. The American Society for Reproductive Medicine suggests that oocyte vitrification and warming should be recommended to women facing infertility due to chemotherapy or other gonadotoxic therapies.<sup>23</sup> The ASCO recom-

mends that "even if [women] are ambivalent" about having children, they should be referred to a reproductive endocrinologist.<sup>31</sup>

However, the guidelines of the American Society for Reproductive Medicine also recommend caution regarding the use of oocyte vitrification to circumvent the effects of age on the reproductive potential of healthy women. These guidelines specifically state that ". . . there are no data to support the safety, efficacy, ethics, emotional risks and cost-effectiveness of oocyte cryopreservation for this indication."<sup>19</sup>

#### CONCLUSIONS AND RECOMMENDATIONS

The 32-year-old woman described in the vignette is currently not in a relationship, and she seeks guidance regarding preservation of fertility. At her age, if cryopreservation is pursued, her ovarian follicular reserve will probably produce adequate numbers of mature oocytes, yielding an approximate 10% chance of having a baby per frozen oocyte. This means that she will most likely require only one cycle of stimulation and one egg-retrieval procedure in order to have at least one child with the use of her stored eggs.

As the woman gets older, her ovarian reserve will continue to decline, resulting in fewer eggs and a considerably greater risk that each egg will be aneuploid. With age, the likelihood will increase that she might require multiple stimulations and egg-retrieval procedures to bank enough eggs to provide for a reasonable chance of having a child in the future. Egg vitrification would be best performed before 36 years of age. In accordance with the guidelines of the American Society for Reproductive Medicine, careful counseling is required to ensure that she understands the uncertainties regarding the safety and efficacy of this approach.

Oocyte vitrification is currently the preferred method for cryopreservation of oocytes. Patients should be informed that success rates may differ among clinics because of variations in vitrification and warming techniques, among other factors. The success rates for individual clinics, when available, should be provided to patients.

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Disclosure forms provided by the author are available with the full text of this article at NEJM.org.

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## Using Digital Networking to Propel the Physician Job Search

*Online job searching and professional networking call for coherent strategies that will present a prospective candidate in the best possible light. Selection of appropriate digital resources, discretionary use of indirect networking, and detailed knowledge of prospective employers are requisites for a successful search. In line with the core physician competency of professionalism, the use of mobile devices, social media, and the management of information flow necessitate respectful, personalized, and timely interactions.*

— John A. Fromson, M.D.

**Strategies to effectively network, explore, and manage the job search professionally are essential to prevent information overload and to ensure successful job placement.**

By Bonnie Darves

Physicians looking for a practice opportunity in the fast-evolving digital age will find that it's much easier to get information than it used to be. Prospective hiring organizations, potential colleagues, and even the medical-services marketplace and competitive environment in geographic areas of interest are all readily accessible. With a little extra e-digging, tech-savvy physicians who persist might even be able to get the inside scoop on hospital or health system physician politics, finances, or public image —information that might ultimately influence their job choice.

However, it cuts both ways. Organizations seeking physicians to join their practice or augment their medical staff are getting savvy at checking out potential candidates long before they extend the offer of an on-site interview, and possibly even before an introductory phone conversation occurs. The physician with a sloppy, unprofessional online presence or an ostensibly haphazard approach to their job search could end up losing out on good opportunities before starting the search in earnest.

What this means in the current fast-paced job-search environment is that it's equally important for opportunity-seeking physicians and hiring entities to use the digital tools at their disposal strategically and efficiently. If the mutual objective is to find a good professional fit, it is essential physicians create an optimal online presence and tap into expanded digital networking opportunities.

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“Times have definitely changed in how physicians looking for practice opportunities use communication in the digital era,” said Allan Cacanindin, the senior executive vice president of client services at Cejka Search in St. Louis, an expert in the area of digital networking in physician job search. “What we’re seeing is that physicians want their information about practice opportunities — and they want it now. Candidates are also doing a lot more research than they used to, on health care organizations and practices, and much more indirect networking.” In the realm of LinkedIn and other business-focused professional networking sites, he explained, it’s becoming increasingly common for physicians to be introduced digitally — often indirectly, these days — to a physician, recruiter, or even a potential colleague who is willing to offer guidance.

“It used to be who you know, but now, there is much more indirect networking going on — with physicians being introduced digitally to someone in another physician’s network, or to a practice opportunity they didn’t know about,” Mr. Cacanindin explained.

In addition, physicians who are exploring opportunities are being more strategic in using electronic communication and networking to seek answers to perennial job-networking questions like: Who do you know at X organization? What have you heard about X practice or the physician political climate in X hospital? Or, for example, where is the best place in the Chicago area to practice surgical oncology?

This somewhat haphazard, random movement of information and the rapidity with which physicians can explore workplaces or potential opportunities is putting increasing pressure on health care organizations seeking top physician talent. In a period characterized by physician under-supply in many specialties, organizations must try to stay one step ahead of the game and also maintain an active physician-friendly presence on their websites and online. “I think that organizations sometimes fail to understand that physicians are consumers, too, and that most are going to do some homework and networking before they consider an opportunity,” Mr. Cacanindin said.

On the other side of that fence, health care organizations are expecting job-seeking physicians to be reasonably well-informed when they express interest in an opportunity in their group, facility, or health system, Regina Levison, president of the national firm Levison Search Associates, advises. “If you are receiving emails or invitations about an opportunity from

search firms or in-house recruiters, take the time to at least check out the organization before you respond,” Ms. Levison said. “We do that before we present a candidate, so we expect that the physician will do the same.”

### **Navigating a changing landscape**

Avenues for connecting and exploring the practice options appear just about infinite now, with the increasing use of social media sites such as LinkedIn, Facebook, and Twitter by both job-seeking physicians and recruiters and entities seeking to connect with potential candidates. The Mayo Clinic Healthcare Social Media list, for example, indicates that more than 1,500 U.S. hospitals now have an active social media presence on sites such as Facebook, LinkedIn, YouTube, and Twitter. Many of these organizations devote some of that activity to electronically source candidates and promote practice opportunities.

The annual social media and mobile device survey conducted by ANM Healthcare, the parent of the national physician search firm Merritt Hawkins, found that 41% of physicians use mobile devices to access job and industry-related information, up from 21% three years ago.

“Digital technologies have completely changed the way physicians search for and apply for jobs,” said Miranda Grace, the physician recruiter at Lewiston Hospital in Lewiston, Pennsylvania. “Because they’re constantly on the go, their job search must be as well.” For that reason, many organizations now make job postings accessible on smart phones and tablets, Ms. Grace observes, and some are using QR codes to link physician candidates to their jobs or a recruiter’s contact information.

What are young job-seeking physicians expecting these days in way of digital technology usage by prospective hiring organizations? Besides being given the red carpet treatment because of the current demand for many physician specialties, physicians also expect to receive opportunity details and a rapid response to their expressed interest.

Marci Jackson, MA, physician recruitment manager at Marshfield Clinic in Wisconsin, the country’s largest private medical practice, knows well the challenges meeting prospective candidates’ expectations in this virtual-whirlwind environment. “Younger physicians expect to receive most information electronically. They want access to information 24/7,” Ms. Jackson

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notes, “so our recruitment information [must be] out on the Internet in various forms.”

Marshfield maintains a presence not only on job boards with links back to the clinic’s website and online applications, but also on LinkedIn, Facebook, Pinterest, YouTube, and Twitter. And until a physician has “absolutely expressed interest,” Ms. Jackson adds, “all communication is usually electronic.”

### **Managing digital-information flow challenging**

If all of this wireless wooing sounds like a bonanza for the job-seeking physician, it is. But therein lies the flip side: staying on top of and managing the communication trails can be daunting. That’s where a well-defined strategy is helpful and forethought essential, according to Tommy Bohannon, divisional vice president of recruiting for Merritt Hawkins. “The digital information flow makes things more convenient for physicians — they can obtain details on a broad range of jobs instantaneously, and they can review that information in between patients or while they’re on the train,” Mr. Bohannon said. “But it also means that physicians might receive a thousand text messages or emails a week if they don’t narrow their parameters and proactively manage the information flow.”

To tailor the job search and reduce information overload, it’s advisable to set up a separate email account just for the related activity, both Mr. Bohannon and Mr. Cacanindin advised, and to create structured, well-written, and error-free boilerplate initial responses that can be sent out quickly and customized appropriately. It’s also smart to develop a list of initial questions about the issues or parameters that are especially important to the physician, such as amount of call, schedule structures, or employment or compensation models, for example, and to pose those early on in the communication.

“This new age of digital technology enables physicians to cast a much wider net for practice opportunities — well, a worldwide net,” said Lori Norris, a senior physician recruiter at Dignity Health’s Chandler Regional Medical Center in Phoenix, Arizona. “With a click, tap, or voice command they can send their CVs to every potential employer, recruiter, or practice in their desired location. This is great for the candidate, but sometimes not so great for the groups or employers who are trying to recruit that candidate.” For example, it’s entirely possible, Ms. Norris notes, that competing groups in the same city might all be vying for the same candidate

because most physicians truly are shopping around these days — and that digital information flow makes it apparent that’s happening. That might not sit well with some prospective employers, when they discover that they’re “being shopped,” but it’s a reality and it doesn’t reflect poorly on the physician. Physicians’ responsibility, in such situations, is to behave as graciously as possible while obtaining enough detail to start narrowing the field — and then drop out of the running reasonably quickly for any opportunity they won’t pursue.

All of this suggests that physicians looking for a practice opportunity would be wise to try to put themselves in recruiters’ shoes as they move around digitally, to avoid putting people to a lot of trouble about an opportunity in which the physician isn’t really interested. It’s just common courtesy, Mr. Bohannon stressed, to narrow the initial field by indicating the must-meet parameters — whether that’s geography or a desired subspecialty practice focus, or both. He cites a recent example of how not to proceed in this regard. “We occasionally see physicians who see 25 jobs in their field posted on our website, and check all of the boxes indicating they would like more detail on the opportunity,” he said, “when it’s unlikely they’re truly interested in all of those opportunities. That’s not an effective way to gather information.”

Besides annoying the individual who must sort through all of those “clicks,” physicians who use “select-all” approach risk giving the impression that they have no idea what they want. “It’s much more effective to choose five or six opportunities to explore completely,” Mr. Bohannon advised, “and plan on getting on a plane to look at three of them.”

It’s also important to respond cordially, quickly and reasonably completely to anyone who sends details electronically of an opportunity that the physician is likely to pursue, all sources interviewed for this article concurred. For example, rather than simply firing off a text or email stating, “Please send more details,” list some of the details sought and indicate when it would be convenient for a recruiter to call to discuss the opportunity. “If I have six responses in my inbox in the morning, and five say ‘send more details,’ and one says ‘this sounds like a good fit for me, and I’d like more details. Please call me at 5 p.m. Monday,’ guess who I contact first?” Mr. Bohannon said.

Even in the digital era, professional standards and old-school conduct codes still apply. Those include acknowledging communications received — whether

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it's a text message, email, or a phone call — about any opportunity in which the physician has expressed interest. Ideally, that's within 24 to 48 hours of the communication, not a week or two later. And thanking anyone who helps out during the journey to finding a practice opportunity, either directly or indirectly by connecting the physician to another individual, is a must.

A word about networking etiquette is in order. Physicians who behave in a self-centered manner when they network, by asking individuals for help or advice and then effectively “disappearing” until the next time they ask for help, risk offending their connections, several sources warned. “Take the time to thank the people who help you, and keep them in the loop as you continue or conclude your search,” Mr. Cacanindin said. For example, after sending the initial thank-you note, let the individual know down the road if the connection facilitated led to an interesting conversation or a site interview, or a job offer.

Finally, in part because the high demand for their services, some physicians take a somewhat cavalier attitude about responding to recruiters who email, text, or call about the opportunity the physician expressed interest in. “Even though the supply-and-demand situation is in the physician's favor, it's important to remember that if the job sounds good to you, it likely does to other qualified physicians as well,” Mr. Bohannon said.

Kaitlin Olson, a social media marketing specialist at HealtheCareers, describes some of the digital networking practices she sees physicians use now that, in her view, provide potentially fruitful support for an effective first, or subsequent job search. “Many young physicians are really staying up to date with their connections, especially with so many social channels available now on LinkedIn. Many are also using Facebook and Twitter not just to make connections but also to follow industry thought leaders — and some are becoming thought leaders on their own,” reported Ms. Olson, who spends considerable time daily monitoring social media activity in the physician-recruiting and opportunity-search realms. “Physicians appear to be using social media not only for networking but also to build their brand and [plot] their careers, and that's helpful when they are looking for practice opportunities.”

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### Tips for using digital networking effectively

- Avoid relying primarily on 100-word blurbs or catchy push emails to start narrowing the field, Mr. Bohannon cautions. “The downside of the digital transformation is that it has somewhat dehumanized the environment. Reading three-paragraph blurbs doesn't give physicians a complete picture of the opportunity,” he said. “Looking for a practice opportunity should be a “high-touch” activity too, so physicians should do themselves the service of seeking first-source information about the opportunity through a phone conversation.”
- Before starting to network, ensure that your CV is complete, well-written, error free, and accompanied by a professional photo. Using digital tools to launch the CV is easy to do, but once it's out there in cyberspace it can be nearly impossible to rectify an error — and very difficult to “pull it back.”
- Optimize online profiles on social media sites such as LinkedIn, and Ozmosis, and refresh them occasionally to let colleagues and potential hiring organizations know of new career developments.
- Don't post your CV everywhere, indiscriminately, or indicate interest in opportunities if it's not genuine. Doing so, Mr. Cacanindin explained, could make it appear that the physician is either not confident, or, worse, a bit desperate, even if neither is the case.
- Act like a consumer and do research before you start networking about or communicating electronically with organizations you might be interested in joining. Look at their website and read local (and national, if applicable) coverage on the entity. Recruiters certainly do that before they introduce a potential opportunity to a prospective candidate.
- Conduct an online search on yourself, using Google and other search engines, regularly, to see what shows up. Physicians are sometimes unpleasantly surprised to discover that others have posted images or content that identifies the physician in an unfavorable light professionally. “Remember that whatever you're seeing, the recruiters or potential hiring organizations are seeing too,” Ms. Levison said. And it goes without saying that anything that reflects poorly on a candidate and can be removed, or appropriately contested, should be.

- Be proactive about monitoring your presence on the physician-rating sites such as HealthGrades, RateMDs, and Vitals, and encouraging patients who've been pleased with your care to add a brief review. Even though physicians rightly claim that such venues aren't necessarily "fair" or balanced, and that some reviews are inaccurate, top marks by patients may give candidates a slight edge in recruiting circles.
- Steer clear of using any kind of digital communication, however friendly or well-intentioned, that might appear informal or unprofessional. Recruiters report, for example, that some physicians overuse emoticons such as smiley faces in their communications, or use text abbreviations in what should be formal correspondence about a practice opportunity. Neither is appropriate in the decidedly serious realm of job seeking.

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## A Seamless Transition: Surviving Your First Year of Employment

*By Thomas Crawford, MBA, FACHE, Faculty, Department of Urology, College of Medicine, Affiliate Faculty, Department of Health Services Research, Management and Policy College of Public Health and Health Professions, University of Florida and Eliana Cardona, Student, University of Florida*

The primary reason for physician turnover is poor cultural fit,\* and when thinking through this phenomenon, it shouldn't come as a surprise. On the contrary, first interviews generally last no longer than a day-and-half and second interviews may last two days with a preponderance of the time dedicated to searching for a home. With this stated, this is a relatively short courtship and will not provide you with the time required to fully comprehend what it will be like to "live" within your new working environment. Why is this important? To prepare for a national meeting a few years ago, I had estimated that 22 physicians per business day do not make it through the first year of their contracts. Although this may not be statistically significant, it does emphasize the need to assimilate as quickly as possible. Based on this premise, the purpose of this article is to highlight the common mistakes made within the first year of employment and to provide you with strategies to avoid them.

### Common Mistakes

The most common mistake made by physicians of all specialties is attempting to renegotiate the terms of their contracts immediately after commencing their practices. Contractual language is generally nebulous and difficult to comprehend and, unfortunately, if you don't seek clarification prior to signing, you will not know how the terms are interpreted until they are applied to you and your practice. For example, your contract may state that you have to take an equitable share of emergency department call. However, what if the call rotation you believed to be shared between four physicians is only shared by two? This occurs when physicians are exempted for tenure as outlined within the medical staff bylaws, there is unanticipated turnover, etc. Nevertheless, the impact is that you are now on call every other day and every other weekend and as a result, you want to meet and negotiate a different, more sustainable, call rotation. Although no one would argue that one in two call isn't sustainable, attempting to renegotiate the terms of your contract within the first year

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of employment will not be received favorably and your lack of operational knowledge prior to executing the document could lead to strained relationships with the organization's leadership.

During the recruitment process, not only do you have to ensure that you perform your due diligence in an effort to mitigate the delta that may exist between your contract language and your practice reality, you will need to recognize that the undivided attention you received during the recruitment process will be diluted after you commence your practice. When interviewing, you are the focal point of the organization's attention as they put their collective best foot forward in an attempt to acquire your services. However, after you have committed, the attention will be directed at the next pressing need and you may be left to navigate the complexities of the new health environment on your own. Unfortunately, based on this premise, I have seen numerous physicians stumble out of the blocks because they don't know how to get answers to their questions and, although justified, this can result in frustration and the physician being labeled as difficult.

To ensure that you can begin to integrate yourself into the new cultures (practice and/or hospital) that you'll be working within, you will need to find a seasoned physician mentor. A physician mentor can explain where to get your questions answered and, more importantly, he or she can help you navigate both the formal and informal institutional power structures and identify any political landmines that you may inadvertently walk across without knowing.

Always remember that it is better to observe for a lengthy period of time before asserting recommendations for changes to processes, etc. This point was underscored to me years ago, at a medical section meeting of the rural hospital that employed me, when a new internist started making lengthy recommendations on how to improve the efficiency of getting patients from the emergency department to the appropriate medical surgical floor after the determination for admission had been made. Although his suggestions would have positively impacted his practice, it would have had a negative impact on his new colleagues who provided services at locations 35 to 45 minutes from the hospital. After his recommendations were made, a pillar of my medical community quietly questioned, "How long has he been in practice?" Without knowing the larger context that the other physicians practiced within, the new physician offered a suggestion that wasn't implementable, took valuable meeting time that could have

been devoted to more pressing issues, and had more than one physician colleague disappointed that this occurred without solid working knowledge of our system of care.

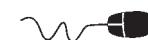
## Summary

Ensuring that you will be the right cultural fit begins during your interview process. With this stated, make sure you understand how your contract language will impact your practice and continually ask clarifying questions. Once you commence your practice, seek out a respected physician mentor who will answer your questions as they arise and has a firm grasp on the political landscape. Lastly, wait until you have a solid understanding of the cause and effect relationships that anchor the processes or decision-making within your system of care before making recommendations. Leaving your place of employment because you are a poor cultural fit may be avoidable if you create opportunities to understand the culture before and after commencing your employment — this will hedge against the potential of you becoming 1 of the 22 physicians that resigned today.

## References

\*Cejka Search. (2009). Retrieved from [www.cejkasearch.com/Physician-Retention-Survey/2006RetentionSurvey/default.htm](http://www.cejkasearch.com/Physician-Retention-Survey/2006RetentionSurvey/default.htm)

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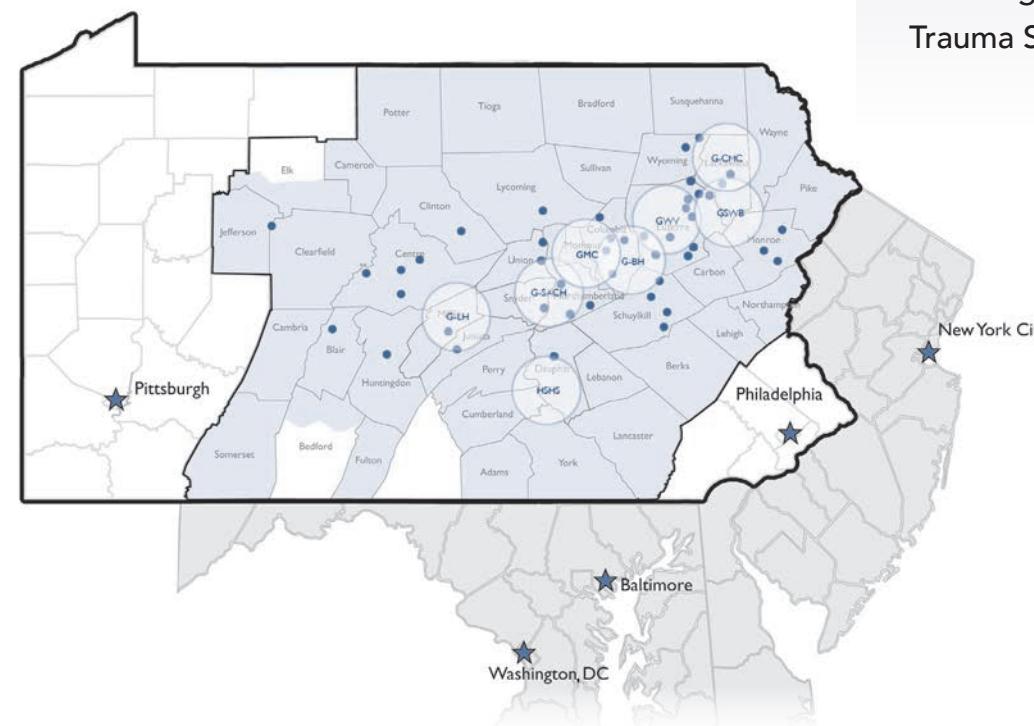
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#### Family Medicine (see also IM and Primary Care)

**SOUTHERN NEW HAMPSHIRE, FAMILY PRACTICE PHYSICIANS** — In Nashua we can make your practice perfect! Enjoy four-season recreation with no sales or income tax. Relax in a safe family setting close to Boston, mountains, and seacoast. We are looking for an outstanding, BC FP for out-patient only primary care (no obstetrics) in one of our busy, five area practices located in Merrimack, NH. Join our outstanding single-specialty group with excellent referral relationships. Benefit from a team oriented work environment with a 1:16 Call, after hours nurse triage service, and Hospitalist support. Affiliate with a progressive community hospital providing state-of-the-art diagnostic services and a high quality "Magnet status" nursing staff. Receive an attractive salary, excellent benefits, and incentive opportunity with supportive administration. Check us out at: [www.stjosephhospital.com](http://www.stjosephhospital.com). For additional information or to submit your CV, contact: Sharon Dionne, phone: 603-595-5300 ext: #63230; fax: 603-598-2464 or e-mail: [sdionne@sjnh.org](mailto:sdionne@sjnh.org). No J-1 positions available.

**MAINE, GRAY FAMILY HEALTH CENTER (GFHC)** — Part of the Central Maine Medical Family, seeks BE/BC family practitioner to join its well-established two-physician practice. The long-standing outpatient practice utilizes Central Maine Medical Center's Adult and Pediatric Hospitalist services and provides routine care and minor office procedures to patients of all ages. The outpatient-only position offers a very attractive call schedule (approximately 1:20), medical school student loan assistance, competitive salary, and the opportunity to practice in physician-friendly Maine! Be a part of a group which is dedicated to their mission of caring for community members throughout their lifespan. Interested candidates should forward CV and cover letter to: Gina Mallozzi, Central Maine Medical Center, 300 Main Street, Lewiston, ME 04240; call: 800-445-7431; e-mail: [MallozGi@cmhc.org](mailto:MallozGi@cmhc.org); or fax: 207-344-0696.

**MAINE: FAMILY HEALTH CARE ASSOCIATES (FHCA)** — Part of the Central Maine Medical Family, seeks BE/BC family practitioner to join its well-established six-physician and three nurse practitioner group. The long-standing outpatient practice utilizes Central Maine Medical Center's Adult and Pediatric Hospitalist services and provides medical care to a local private school, adding variety to the providers' work schedules. A modern, state-of-the-art office space has an in-house lab, uses EMR, and staffs a part-time dietician/diabetic educator and embedded LCSW. Generous medical student loan assistance is available. Be a part of a group which is dedicated to their mission of caring for community members throughout their lifespan. Interested candidates should forward CV and cover letter to: Julia Lauer, Central Maine Medical Center, 300 Main Street, Lewiston, ME 04240; call: 800-445-7431; e-mail: [jlauer@cmhc.org](mailto:jlauer@cmhc.org); or fax: 207-795-5696.

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MECHANIC FALLS, MAINE — Central Maine Medical Center, a growing regional referral center in Lewiston, is seeking a BE/BC Family Medicine physician to join their Mechanic Falls Family Medicine office. Our small rural two-physician and one-nurse practitioner clinic provides routine care and minor office procedures to patients of all ages. The outpatient-only position offers a very attractive call schedule (approximately 1:20), medical school student loan assistance, competitive salary, and the opportunity to practice in physician-friendly Maine! Please forward your CV to: Julia Lauver, Central Maine Medical Center, 300 Main Street, Lewiston, ME 04240; call: 800-445-7431; e-mail: [jlauver@cmhc.org](mailto:jlauver@cmhc.org); or fax: 207-795-5696. Not a J-1 opportunity.

MAINE — Bridgton Hospital, part of the Central Maine Medical family, seeks BE/BC Family Medicine physicians to join practices in either Naples or Fryeburg. The opportunities include both inpatient and outpatient responsibilities with OB. Located 45 miles west of Portland, Bridgton Hospital is located in the beautiful Lakes Region of Maine and boasts a wide array of outdoor activities including boating, kayaking, fishing, and skiing. Benefits include medical student loan assistance, attractive call schedule, competitive salary, highly qualified colleagues, and excellent quality of life. For more information, visit their website at: [www.bridgtonhospital.org](http://www.bridgtonhospital.org). Interested candidates should contact: Julia Lauver, Central Maine Medical Center, 300 Main Street, Lewiston, ME 04240; call: 800-445-7431; e-mail: [jlauver@cmhc.org](mailto:jlauver@cmhc.org); or fax: 207-795-5696. Not a J-1 opportunity.

COASTAL MAINE — Central Maine Medical Family seeks Family Medicine physician for its employed practice. Join colleagues committed to excellence. This office based position offers a four-day work week, outpatient only call (approximately 1:12), and full EMR. Operating hours will include weekends and evenings to be split among the providers in the region. An attractive compensation and benefits package, including loan repayment, 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, send CV or call: Gina Mallozzi, Central Maine Medical Center, 300 Main Street, Lewiston, ME 04240. Fax: 207-344-0696; e-mail: [MallozGi@cmhc.org](mailto:MallozGi@cmhc.org); or call: 800-445-7431. Not a J-1 opportunity.

WEST LOWER HUDSON VALLEY — Seeking full-time BE/BC physician to join a two-physician practice established in 1938. EMR, no OB. Fax resumes to: 845-623-6420.

### Gastroenterology

THE BERKSHIRES, WESTERN MASSACHUSETTS — Berkshire Health Systems, located in the beautiful Berkshire Hills is currently seeking a BC/BE Gastroenterology physician to join our already established team of three Gastroenterologists providing excellent patient care to the community. BHS offers a competitive salary and benefits package, including relocation assistance. This is an excellent opportunity to live and work in an area known for its diverse cultural and recreational activities and just hours from both Boston and New York City. Please contact: Antoinette Lentine, Berkshire Health Systems, 725 North Street, Pittsfield, MA; [alentine@bhs1.org](mailto:alentine@bhs1.org). Phone: 413-395-7866. Interested candidates are invited to apply online at: [www.berkshirehealthsystems.org/physicianrecruitment](http://www.berkshirehealthsystems.org/physicianrecruitment)

MAINE, SEEKING TWO GASTROENTEROLOGISTS — Central Maine Healthcare is seeking two highly trained and talented gastroenterologists to join a high volume group of six to seven employed gastroenterologists in central-southern Maine including Central Maine Medical Center (CMMC). CMMC is the flagship hospital of Central Maine Healthcare. The medical center is located in Lewiston, Maine; approximately 35-45 minutes north of Portland and 40-50 minutes from the Atlantic coast. The medical center has 250 inpatient beds and offers a broad range of services that include, among many, a Level II trauma center, cardiovascular medicine, vascular and cardiac surgery including a structural heart disease program, and a superb group of general, bariatric, and oncologic surgeons. The Central Maine Medical Group is comprised of approximately 400 providers, approximately half of which are in primary care. Overall, the medical group delivers care across almost 2500 square miles at numerous outpatient sites and four hospitals, including CMMC and two critical access hospitals. The Health system places great emphasis on quality and safety and CMMC has consistently earned an "A" Leapfrog rating. The primary endoscopy suite is a state-of-the-art facility with nine procedure rooms that include ERCP and EUS capabilities. Last year, the gastroenterology group performed 8500 procedures in this facility. Candidates for the position must be able to demonstrate excellent clinical training. The ability to function well within a complex healthcare environment is a must. Qualified candidates must be board certified/board eligible in gastroenterology. These are full-time positions. To apply, please send or e-mail a CV and cover letter to: Julia Lauver, Physician Recruiter, Central Maine Medical Family, 300 Main Street, Lewiston, ME 04240. E-mail: [lauerju@CMHC.org](mailto:lauerju@CMHC.org). Telephone: 800-445-7431.

GASTROENTEROLOGIST FOR MANHATTAN PRIVATE GASTROENTEROLOGY GROUP — With academic medical center affiliation and own ASC. Competitive salary with partnership track; July grad ok. Please send CV and cover letter to: [cmgmdcareers@gmail.com](mailto:cmgmdcareers@gmail.com)

METRO NEW YORK AREA GASTROENTEROLOGY — 30 Minutes north of Manhattan. Private practice, 100% gastroenterology group looking for full-time Gastroenterologist with partnership opportunity. Hospital call shared among 13 GIs. Competitive salary and benefits package. Please e-mail your CV to: [jrost17@gmail.com](mailto:jrost17@gmail.com)

GASTROENTEROLOGIST, NASSAU COUNTY, NY — Single-specialty gastroenterology group seeking BC/BE, part-time/full-time physician to start immediately, or July 2016. Compensation package includes an option for partnership in practice and ownership in affiliated AEC. Please E-mail CV to: [Gimegan8@gmail.com](mailto:Gimegan8@gmail.com)

### Hematology-Oncology

GROUP OF TWO ONCOLOGISTS — Looking for 3rd one to join busy well-established practice in Hudson Valley, New York. 60 Miles from NY City. Excellent compensation package with partnership track. Send CV: [oncology06@yahoo.com](mailto:oncology06@yahoo.com)

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FLORIDA'S SUNNY GULF COAST, TAMPA BAY AREA — Outstanding opportunity for Florida-licensed BC/BE medical oncologist to practice within an independent community cancer center offering radiation, imaging, chemotherapy, and clinical trials. Join our young, enthusiastic radonc, our experienced hemonc, and our OCN nursing staff in offering comprehensive cancer treatment. This immediate employment opportunity offers a competitive salary and comprehensive benefit package. Respond by e-mail: [ppcc@tampabay.rr.com](mailto:ppcc@tampabay.rr.com)

HEMATOLOGY/ONCOLOGY, SOUTHERN CALIFORNIA, LOS ANGELES/SAN BERNARDINO — Private oncology group seeking BE/BC oncologist for hire. Nice clinic and call schedule. Competitive salary, benefits. Send CV to: [socalonc@gmail.com](mailto:socalonc@gmail.com)

### Hospitalist

HOSPITALIST OPPORTUNITY AVAILABLE, JOIN THE HEALTHCARE TEAM AT BERKSHIRE HEALTH SYSTEMS! — Berkshire Health Systems is currently seeking a BC/BE Internal Medicine physician to join our comprehensive Hospitalist Department. Previous Hospitalist experience is preferred. Our Hospitalist Department is currently working 10-hour shifts on a 7 on/7 off, block shift schedule with a closed ICU/CCU and has a full spectrum of Specialties to support the team. Serving a diverse population in Western Massachusetts, Berkshire Medical Center, BHS's 302-bed community teaching hospital, is a major teaching affiliate of the University of Massachusetts Medical School. With the latest technology and a system-wide electronic health record, BHS is the region's leading provider of comprehensive healthcare services. We understand the importance of balancing work with a healthy personal lifestyle. Located just 2.5 hours from Boston and New York City, the Berkshires offers small town New England charm and the endless cultural opportunities of a big city. With excellent public and private schools, world renowned music, art, theater, and museums, as well as year round recreational activities from skiing to kayaking, this is an ideal family location. This is a great opportunity to practice in a beautiful and culturally rich area while being affiliated with a health system with award-winning programs, nationally recognized physicians, and world class technology. Berkshire Health Systems offers a competitive salary and benefits package, including relocation. Elizabeth Mahan, Berkshire Health Systems, 725 North Street, Pittsfield, MA 01201. Phone: 413-395-7866. Apply online at: [www.berkshirehealthsystems.org](http://www.berkshirehealthsystems.org)

THE HOSPITAL MEDICINE PROGRAM AT MASSACHUSETTS GENERAL HOSPITAL, BOSTON — Is recruiting BC/BE internists to provide outstanding care on its multiple, dynamic General Medicine inpatient services. Position includes a Harvard Medical School faculty appointment (Instructor/Assistant Professor, commensurate with experience and qualifications) as well as teaching, research, and health care administration opportunities. Flexible schedule, competitive salary/benefits package. Nocturnist positions are available. Interested candidates should forward cover letter and CV to: Dr. Melissa Mattison, Chief, Hospital Medicine Unit, c/o Thaisa Guerrier at: [tguerrier@partners.org](mailto:tguerrier@partners.org). Massachusetts General Hospital/Harvard Medical School is an Equal Opportunity Employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, or any other characteristic protected by law.

HOSPITALIST AND NOCTURNIST OPPORTUNITIES IN BOSTON — The academic Hospital Medicine Unit in the section of General Internal Medicine at Boston Medical Center is looking for full-time or part-time hospitalists and nocturnists to join its faculty. Located in Boston's historic South End neighborhood, BMC is a private, not-for-profit, 482-bed, academic medical center and the primary teaching affiliate for Boston University School of Medicine. Consistent with its mission to provide the best in health care to all, BMC is the largest safety net hospital in New England and provides superior, comprehensive care in virtually every medical specialty. Successful candidates will have demonstrated skills in inpatient medicine and teamwork. Clinical responsibilities may include admitting general medicine and specialty medicine patients and providing care to them overnight. No Visa support (J-1 or H-1) is available. Salaries and benefits are competitive. Interested candidates should send a formal cover letter and CV to: Henri Lee, MD, Director of the Hospital Medicine Unit, Section of General Internal Medicine, Boston University Medical Center, 801 Massachusetts Avenue, Boston, MA 02118; via e-mail at: [helee@bu.edu](mailto:helee@bu.edu)

BOSTON AREA HOSPITALIST — Beth Israel Deaconess Medical Center is seeking hospitalists for day and night, teaching and non-teaching opportunities at its Harvard affiliated teaching hospital in Boston and community hospitals in Milton, Needham, and Plymouth. We have both leadership and staff positions available, please apply at: [www.hmfphysicians.org](http://www.hmfphysicians.org); Joseph Li, MD, [chart@bidmc.harvard.edu](mailto:chart@bidmc.harvard.edu); 617-754-4677; fax: 617-632-0215. [www.bidmc.org/hospitalists](http://www.bidmc.org/hospitalists) EEO/AA/M/F/Vet/Disability.

HOSPITALIST — A teaching hospital of Harvard Medical School is seeking full-time Hospitalists to join our service. Ideal candidates will be BC/BE. Seeking career oriented hospitalists with interests in quality improvement, medical education, and team collaboration. 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](mailto:searchco@mah.harvard.edu), or fax to: 617-499-5620. We are an Equal Opportunity Employer who specifically request applications from women and minorities.

PHYSICIAN, NOCTURNIST HOSPITALIST (MULTIPLE OPENINGS) — Full-time position working for University Medicine Foundation, Inc. providing Hospitalist services at Rhode Island Hospital in Providence, RI. Requirements include BE in Internal Medicine. Send resume to: Tammy Lederer, Chief HR Officer, University Medicine Foundation, 593 Eddy Street, Jane Brown Room 056, Providence, RI 02903.

MAINE COAST HOSPITALIST — Live and work on the coast of Maine! Seeking BC/BE Hospitalists to join the hospital-employed groups at Pen Bay Medical Center in Rockport and Waldo County General Hospital in Belfast. Block scheduling, loan repayment, PTO, broad subspecialty support, excellent salary and benefits, and relocation. Superb location with fabulous natural beauty, safe communities, good schools, and four season outdoor recreation. Forward CV to: [physicianrecruitment@penbayhealthcare.org](mailto:physicianrecruitment@penbayhealthcare.org) or call: 207-921-5894.

SAN DIEGO HOSPITALIST POSITION AVAILABLE — In beautiful San Diego, minutes from downtown. Join our prominent Hospitalist group and receive flexible scheduling and competitive salary. Must have California license. E-mail your CV to: [tcurry@sdcmg.com](mailto:tcurry@sdcmg.com)

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### Infectious Disease

INFECTIOUS DISEASES, WESTERN CONNECTICUT — A three member Infectious Diseases group seeks a fourth member for 100% ID practice associated with a hospital based multispecialty group with emphasis on clinical care, both inpatient and outpatient. About 20% of the practice involves HIV. The physicians are actively involved with teaching medical housestaff and medical students plus involvement in the anti-infective stewardship program. Opportunities are available for clinical research. The associated hospital has 370 licensed beds, and is a major university teaching affiliate. Call rotation 1 in 4. At least two years of an Infectious Diseases fellowship, board eligible or certified in infectious diseases, board certified in internal medicine, current DEA and State Controlled Substance Certificate required. E-mail CV to: [Jennifer.ferraiuolo@wchn.org](mailto:Jennifer.ferraiuolo@wchn.org); or call: 203-739-7806. EOE.

NORTH ATLANTA, GEORGIA — Excellent opportunity for BC/BE physician to join a unique, five doctors, three locations ID practice with office infusion center, clean room and staff pharmacist. Please e-mail CV to: [atlanta.docs@gmail.com](mailto:atlanta.docs@gmail.com)

BC/BE INFECTIOUS DISEASE PHYSICIAN — Triple O Medical Services PA is seeking a BC/BE Infectious disease physician. Must have MD or equivalent and completion of residency in Internal Medicine and fellowship in Infectious diseases. Possesses or eligible for Florida medical license. Locations: West Palm Beach, (Palm Beach County) Florida. If interested, e-mail resume to: [dtripleo@tripleomedical.com](mailto:dtripleo@tripleomedical.com)

### Internal Medicine (see also FM and Primary Care)

MASSACHUSETTS (ACTON) — BC/BE Internist sought by well-established independent primary care group located 20 miles west of Boston. Collegial atmosphere, suburban environment. Share on-call: 1:15. Signing bonus and guaranteed salary leading to Stockholdership. Excellent fringe benefits. Please send CV to: Acton Medical Associates, PC, 321 Main Street, Acton, MA 01720, Attention: Joseph B. Berman, COO or e-mail to: [HR@actonmedical.com](mailto:HR@actonmedical.com). Visit us at: [www.actonmedical.com](http://www.actonmedical.com)

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THE SECTION OF GENERAL INTERNAL MEDICINE IS SEEKING TALENTED AND DEDICATED PRIMARY CARE PHYSICIANS — To join our faculty. As the primary teaching affiliate of Boston University, our practice is active in teaching and research, and is reorganizing around a vision for team-based care and patient-centered medical home, including a focus on integrating behavioral health, population, and care management. In addition to direct patient care, opportunities for quality improvement, clinical leadership, or medical education may be available depending on the applicant's experience and interests. Desired skill sets and attributes include strong leadership abilities, quality improvement training, and systems thinking, good communication skills, and a dedication to serving marginalized populations. Boston Medical Center is committed to providing excellent and accessible health services to all and is the largest safety-net hospital in New England. Interested applicants are encouraged to apply. Please send a cover letter and CV via e-mail to: [Charlotte.Wu@bmc.org](mailto:Charlotte.Wu@bmc.org)

COASTAL MAINE — Central Maine Medical Center offers an exciting practice opportunity to a BC/BE Internist for its employed practice. Join colleagues committed to excellence. This office based position offers a four-day work week, outpatient only call (approximately 1:12), and full EMR. Operating hours will include weekends and evenings to be split among the providers in the region. An attractive compensation and benefits package, including loan repayment, 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, send CV or call: Gina Mallozzi, Central Maine Medical Center, 300 Main Street, Lewiston, ME 04240. Fax: 207-344-0696; e-mail: [MallozGi@cmhc.org](mailto:MallozGi@cmhc.org); or call: 800-445-7431. Not a J-1 opportunity.

MAINE — Central Maine Medical Center offers an exciting practice opportunity to a BC/BE Internist for its employed practice. Join colleagues committed to excellence. This office based position offers a 4- or 4.5-day work week, outpatient only call (weekend call approximately 1:10), and full EMR. An attractive compensation and benefits package, including loan repayment, 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, send CV or call: Gina Mallozzi, Central Maine Medical Center, 300 Main Street, Lewiston, ME 04240. Fax: 207-344-0696; E-mail: [MallozGi@cmhc.org](mailto:MallozGi@cmhc.org), or call: 800-445-7431. Not a J-1 opportunity.

INTERNAL MEDICINE, FAIRFIELD COUNTY, CONNECTICUT — BC/BE internist to join established and well regarded 19-physician general/subspecialty internal medicine group in southwestern Connecticut with major teaching hospital affiliation. Attractive salary; office only; take over departing MD patients; partnership track; close to NYC; Fax CV to: 203-845-4876.

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**BUSY PRIMARY CARE GROUP** — Seeking BE/BC IM/FP/Geriatrics Physician for traditional practice in Hudson Valley, NY, one hour north of Manhattan. H1-B Visa sponsored, outstanding salary with incentives, 401k, excellent benefits with profit sharing. Please send CV to: pmg375@msn.com; or fax to: 845-454-3726.

**CLINICIAN EDUCATOR** — University of Pittsburgh, Division of General Medicine is seeking a full-time Clinician Educator. Position includes both inpatient and outpatient teaching and leadership opportunities in specific areas of medical education depending on the interest and qualifications of the candidate. Send letter of interest and CV to: Wishwa Kapoor, MD, 200 Lothrop Street, 933 West MUH, Pittsburgh, PA 15213; fax: 412-692-4825; or e-mail: Noskoka@upmc.edu. The University of Pittsburgh is an Affirmative Action, Equal Opportunity Employer.

**RECRUITING ADDITIONAL INTERNISTS** — For current & 2016 positions in Community Health Center, 80 miles from Washington/Baltimore. Outpatient & inpatient duties with 1:5 call. Salary, incentive compensation, standard benefits. Potential Federal or State Loan Repayment. Contact Tina Burns: 304-596-2610, ext: 1066; tburns@svms.net; www.svms.net

**SIX EXCELLENT PHYSICIAN PRIMARY CARE (TRADITIONAL) PRACTICE** — Multiple offices, need 2-3 more Board Certified FP/IM physicians in Melbourne, Florida. Please contact Kishore Patsamatla, at: 321-537-8018; or: melbayhealthcare@gmail.com

**PACK YOUR BAGS!** — Join a well-established practice in outstanding Boca Raton, Florida. Seeking full-time BC Internal Medicine in an active four-physician practice with on-site lab, ultrasound, bone density, and more. Offering an excellent salary and benefit package. 561-394-3088 or: 561-558-3506; fax: 561-394-3077; manager@gladesmedical.com

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**PRIMARY CARE NEEDED FOR COMMUNITY HEALTH CENTER NEAR TUCSON** — Community health center in southern Arizona seeks Primary Care physicians. You'll take inpatient and outpatient call on rotation, and supervise NPs, PAs, and students. Enjoy earning potential of \$220,000-\$240,000. For more information, contact Julia Levy at: 203.663.9347 or: julia.levy@comphealth.com. Ref job #217083.

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**NEPHROLOGIST, MID-MICHIGAN** — Immediate opening, two nephrologists and one PA need third nephrologist. Busy practice in great family area. Competitive salary and benefits. Send CV to: Dialysis.consultants@gmail.com

**QUAD CITIES NEPHROLOGY ASSOCIATES** — Is seeking a BC/BE nephrologist to join a practice of four full-time nephrologists with over 35 years of established presence in the Illinois/Iowa area. Partnership eligible after 2nd year. H-1 Visa applicants accepted. First year salary \$225K and second year salary \$250K. Moving expenses will be considered. E-mail CV to: mhancock@qcnephrology.com or fax to: 309-762-6194.

**NEPHROLOGIST** — Excellent opportunity to join busy practice in growing metro central Nebraska area. Completion of Accredited Nephrology Fellowship Program required. Competitive salary and benefits with partnership track. J-1 Applicants welcome. Please e-mail CV to: heathers@wagmedgi.com

**PIKES PEAK NEPHROLOGY ASSOCIATES (PPNA)** — A long-standing and successful Colorado Springs medical practice, is actively recruiting a physician to join its team to assist with growing patient demand. The ideal candidate will have the training and experience to successfully assume responsibility for a full patient workload, to include a busy clinic schedule and rounding in a number of dialysis centers. We are unable to provide sponsorships for J-1 candidates. We offer a competitive compensation package, and excellent benefits. Colorado Springs has exceptional schools, many cultural amenities, is a short drive to the state's premier ski towns, and enjoys 300-plus days of sunshine per year. For more information and consideration, please submit a cover letter and your CV to Phil Mella, Practice Administrator: Phil.Mella@pikespeaknephrology.com

**FULL-TIME ADULT NEPHROLOGIST IN LOS ANGELES** — BC/BE IM and Nephrology, California license. Spanish speaking a plus. E-mail resume to: clinicians@att.net

**SOLO NEPHROLOGIST** — Immediate opening, thriving practice in Los Angeles. Some internal medicine work. Partnership track. Please e-mail CV to: pacificadvancedkidney@gmail.com

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## Neurology

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## Obstetrics & Gynecology (see also Primary Care)

**GYNECOLOGIC ONCOLOGIST** — Columbia St. Mary's Hospital and Health System located in Milwaukee, Wisconsin is seeking a Gynecologic Oncologist to join its team of highly qualified, patient focused staff of health care providers. All successful candidates must be BC/BE Fellowship trained in Gynecologic Oncology. The Gynecologic Oncology program has a robust Clinical Research program for oncology and women's services that continues to explore the expansion of research opportunities. Please send CV and letter of interest to: sheila.mayhorn@columbia-stmarys.org

## Otorhinolaryngology

**OTOLARYNGOLOGY JOB IN GORGEOUS UPSTATE NEW YORK** — Join this growing healthcare system and watch your career thrive. Attractive salary and generous bonus package. Benefits include paid insurance, retirement plans, sign-on bonus, and vacation time. For more information, contact John Garrett: 801-930-3290; or: john.garrett@comphealth.com. Ref job#945043.

## Primary Care

**PRIMARY CARE OPPORTUNITIES AVAILABLE** — Join the Healthcare team at Berkshire Health Systems! Private practice and hospital-based Primary Care opportunities available. An excellent opportunity to practice in a beautiful and culturally rich area while being affiliated with a health system that has award winning programs, nationally recognized physicians, world class technology, and an affiliation with the University of Massachusetts Medical School and New England College of Osteopathic Medicine. Excellent public and private school systems make The Berkshires an ideal family location with easy access to both Boston and New York City. Visa candidates, including J-1, are encouraged to apply. Berkshire Health Systems offers a competitive salary and benefits package, including relocation assistance. Interested candidates are invited to contact: Elizabeth Mahan, Physician Recruitment Specialist, Berkshire Health Systems, 725 North Street, Pittsfield, MA 01201; 413-395-7866. Applications accepted online at: www.berkshirehealthsystems.org

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## Psychiatry

**THE BERKSHIRES, WESTERN MASSACHUSETTS** — Berkshire Health Systems, located in the beautiful Berkshire Hills is currently seeking a BC/BE Psychiatrist to join our thriving Psychiatry Department in providing excellent patient care to the community. BHS offers a competitive salary and benefits package, including relocation assistance. This is an excellent opportunity to live and work in an area known for its diverse cultural and recreational activities and just hours from both Boston and New York City. Please contact: Antoinette Lentine, Berkshire Health Systems, 725 North Street, Pittsfield, MA; alentine@bhs1.org. Phone: 413-395-7866. Interested candidates are invited to apply online at: www.berkshirehealthsystems.org/physicianrecruitment

## Pulmonary Disease

**PULMONARY SPECIALIST** — Outpatient opportunity available in a large, independent, multi-specialty, two-location practice. Laboratory and Radiology facilities on site. Competitive compensation with bonus, low buy-in, and early partnership opportunities available. Experience preferred but not required. Outstanding location in the heart of New England. Please fax CV to Attn: Josee at: 860-253-9326 or e-mail to: jobs@springfieldmed.com. See our website at: www.springfieldmed.com

**COLUMBIADOCTORS IS LOOKING FOR A PULMONOLOGIST** — To practice in Orange and Rockland County. Located in a bedroom community of NYC, the practice consists of a growing multispecialty academic practice focused on quality. This a tremendous opportunity for professional development and teaching in a near private practice setting, the best of both worlds. Please e-mail CV to: sl3329@cumc.columbia.edu

**SAN DIEGO PULMONARY/CRITICAL CARE POSITION AVAILABLE** — Looking for a full-time physician to join our prominent Intensivist/Pulmonary Critical Care team in beautiful San Diego, minutes from downtown. Receive flexible scheduling and competitive salary. Must have valid California license. E-mail your CV to: tcurry@sdcemg.com

## Radiology

**GRAMERCY CARDIAC DIAGNOSTIC SERVICES** — Is seeking a part-time BC Radiologist. The preferred candidate will be trained in PET/CT, CT, and Ultrasound. CVs should be submitted to Michael Collura: Mcollura@gramercycardiac.com

## Rheumatology

**THE BERKSHIRES, WESTERN MASSACHUSETTS** — Berkshire Health Systems, located in the beautiful Berkshire Hills is currently seeking a BC/BE Rheumatology physician to join our already established Rheumatology Department in providing excellent patient care to the community. BHS offers a competitive salary and benefits package, including relocation assistance. This is an excellent opportunity to live and work in an area known for its diverse cultural and recreational activities and just hours from both Boston and New York City. Please contact: Antoinette Lentine, Berkshire Health Systems, 725 North Street, Pittsfield, MA; alentine@bhs1.org. Phone: 413-395-7866. Interested candidates are invited to apply online at: www.berkshirehealthsystems.org/physicianrecruitment

**MAINE** — Central Maine Medical Center, a multispecialty regional referral center, is looking for a BC/BE Rheumatologist to join its well-established employed practice. We work collaboratively with a skilled network of medical specialists, receive referrals from a large base of primary care physicians, and have an active infusion center. Interest in diagnostic and procedural ultrasound is a plus! Central Maine's location is ideal as we are close to the ocean, lakes, and mountains, offering unlimited recreational possibilities. Interested candidates, send CV or call: Julia Lauer, Central Maine Medical Center, 300 Main Street, Lewiston, ME 04240. Fax: 207-795-5696; e-mail: JLauer@cmhc.org; or call: 800-445-7431. Not a J-1 opportunity.

**COLUMBIADOCTORS IS LOOKING FOR A RHEUMATOLOGIST** — To practice in Orange and Rockland County. Located in a bedroom community of NYC, the practice consists of a growing multispecialty academic practice focused on quality. This a tremendous opportunity for professional development and teaching in a near private practice setting, the best of both worlds. Please e-mail CV to: sl3329@cumc.columbia.edu

**RHEUMATOLOGIST IN SE NEW MEXICO** — J-1 welcome. Large friendly J-1 community. Moderate four-season climate with exceptional outdoor recreational opportunities. Exceptional schools, private and public, a state university, and culturally diverse. Twelve providers with 90 support staff, four modern/new clinics in Roswell, Carlsbad, and Hobbs. Ancillary services include lab and radiology. Compensation above national average plus bonus structure, complete benefits package. Please e-mail: dsouthward.kymera@yahoo.com or visit our website: http://kymeramedical.com

## Urology

**UROLOGY OPPORTUNITY AVAILABLE** — Join the Healthcare team at Berkshire Health Systems! Berkshire Health Systems is currently seeking a BC/BE robotics trained Urologist to join busy, 4.5 physician hospital-based group. This is a well-established robotics program with a DaVinci SI system. Call is 1:4.5. Berkshire Medical Center is a 302-bed community teaching hospital, a major teaching affiliate of the University Of Massachusetts School of Medicine, and is the region's leading provider of comprehensive health care services. With award-winning programs, nationally-recognized physicians, world-class technology, and a sincere commitment to the community, we are delivering the kind of advanced health care most commonly found in large metropolitan centers. Berkshire Health Systems offers a competitive salary and benefits package, including relocation assistance. Interested candidates are invited to contact: Elizabeth Mahan, Physician Recruitment Specialist, Berkshire Health Systems, 725 North Street, Pittsfield, MA 01201; 413-395-7866. Applications accepted online at: www.berkshirehealthsystems.org

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## Chiefs/Directors/Dept. Heads

**MASSACHUSETTS, CAMBRIDGE** — Harvard teaching seeks Board-certified neonatologist with 10+ years of experience to manage the transition of the current Level IIA nursery to a Level IIB SCN to include CPAP/short term SIMV respiratory support to infants with GA of 32+ weeks. The current 2800-birth obstetric service anticipates further growth. The physician's annual clinical responsibility includes 12 weeks on-service, 20 weeks of administrative duty, 36 nights, 12 weekends, and shared Holiday coverage. Level III weeks on service will be through the full service NICU at BIDMC. Competitive salary and benefits plus one week of CME and four weeks of vacation. Women and minorities are particularly encouraged to apply. Please forward current CV to: searchco@mah.harvard.edu

## Faculty/Research

**GERIATRIC FACULTY** — The University of Florida College of Medicine-Jacksonville, Department of Medicine, Division of General Internal Medicine seeks candidates for a full-time geriatric faculty position to join a growing academic practice and care for both geriatric and general internal medicine patients. Responsibilities include teaching, patient care, and research. Candidates must be BC/BE in Internal Medicine and can be fellowship trained in geriatrics or an internist with special interest or expertise in geriatrics. Appointment will be at the tenure or non-tenure accruing level of Assistant/Associate/Full Professor, based on qualifications. Salary is negotiable; excellent benefits. Applications will be accepted until the position is filled. To apply for this position, please visit: <https://jobs.ufl.edu/> and search for requisition number 493229. The University of Florida is an Equal Opportunity Institution dedicated to building a broadly diverse and inclusive faculty and staff.

## Graduate Training/Residency Programs (see also Related Specialties)

**BOSTON, MASSACHUSETTS** — WikiDoc.org seeks applicants for a research fellowship in medical education/clinical research. No salary, requires J-1 research Visa. Visa sponsorship offered. Contact Laura Goodell at: lgoodell@bidmc.harvard.edu

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**NORTH ANDOVER, MASSACHUSETTS** — New upscale building has a major hospital OBGYN, MRI, and Financial Consultings. Awesome visibility, 25,000 cars pass daily. Connie Doto Realty: 978-683-0004.

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### CARDIOLOGY/HYPERTENSION RESEARCH FELLOWSHIP

Two 1-2 year cardiology/hypertension clinical research fellowships are available from July 1st 2016. 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 2016. 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 Icahn School of Medicine at Mount Sinai.

English language proficiency required.

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

Email: [clive.rosendorff@va.gov](mailto:clive.rosendorff@va.gov)

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



## Chief, Pulmonary and Critical Care Medicine

The Department of Medicine at Einstein Medical Center - Philadelphia is seeking an exceptional Pulmonary/Critical Care specialist to serve as Chief of the Division of Pulmonary/Critical Care Medicine. The division sponsors a Pulmonary & Critical Care fellowship with a total of nine fellows, and it is engaged in resident and medical student teaching. This position represents an outstanding opportunity for a distinguished physician to provide strategic leadership and oversight for all components of the Division of Pulmonary/Critical Care, including patient care, training and research.

The ideal candidate must be board certified in Pulmonary Disease and Critical Care Medicine, eligible for medical licensure in Pennsylvania, and qualified for an academic appointment as Associate or full Professor at the Sidney Kimmel Medical College at Thomas Jefferson University.

Excellent compensation package. **Interested individuals should send curriculum vitae to Kevin Flynn at [Kevin\\_Flynn@einstein.edu](mailto:Kevin_Flynn@einstein.edu).**



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**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.

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- **Dermatology**
- **Hospitalist/Nocturnist**
- **OB/GYN**
- **Thoracic Surgery**
- **Chief, Medicine**

Please send CV's to **Laura Schofield, Sr. Director of Physician Recruitment, Cambridge Health Alliance, 1493 Cambridge St., Cambridge MA 02139.** Email: [Lschofield@challiance.org](mailto:Lschofield@challiance.org); Phone: 617-665-3555; Fax: 617-665-3553.

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- Orthopedic trauma
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Email your CV to [BMGProviderRecruitment@BayCare.org](mailto:BMGProviderRecruitment@BayCare.org).

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[BayCareMedicalGroup.org](http://BayCareMedicalGroup.org)

## Internal Medicine Residency Faculty Opportunities

Stipend and Generous Loan Repayment

Billings Clinic is seeking BE/BC internists and hospitalists to join our exemplary team of physicians and faculty providers. The ideal candidates should have an aptitude for leadership and a passion for education. This program offers the unique opportunity to work with an integrated, physician-led organization that is stable, successful and the region's largest tertiary referral center.

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Contact: Rochelle Woods  
1-888-554-5922  
physicianrecruiter@billingsclinic.org

billingsclinic.com



### Physician-Led Medicine in Montana

Billings Clinic is nationally recognized for clinical excellence and is a proud member of the Mayo Clinic Care Network. Located in the magnificent Rocky Mountains in Billings, Montana, this friendly college community has great schools, safe neighborhoods and family activities. Exciting outdoor recreation minutes from home. 300 days of sunshine!



At NaphCare, our physicians are the center to our proactive healthcare model. As a leading correctional healthcare partner, we are dedicated to providing the highest quality preventive care possible to our patients. Our Physicians provide high quality care to the incarcerated population with a wide variety of cases, with opportunity for patient education and follow up. Join our Physician team and enjoy:

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We provide care across the country, including Boston, MA; Las Vegas & Reno, NV; Tampa, FL; Santa Ana & Hanford, CA; Mobile, AL; Richmond, Portsmouth, & Virginia Beach, VA; Tacoma, WA; Corpus Christi, TX; Covington/Atlanta, GA; Dayton & Cincinnati, OH; Hillsboro, OR; and Waterloo, IA.

If you are interested in joining our team now or in the future in one of these markets, please send your CV to:



MDCareers@naphcare.com  
Visit [www.naphcare.com](http://www.naphcare.com) to learn more!

## EMERSON HOSPITAL OPPORTUNITIES

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Diane Forte  
dforte@emersonhosp.org  
phone: 978-287-3002  
fax: 978-287-3600



### About Concord, MA and Emerson Hospital

Located in Concord, Massachusetts Emerson is a 179-bed community hospital with satellite facilities in Westford, Groton, Sudbury and Leominster. The hospital provides advanced medical services to over 300,000 individuals in over 25 towns.

Emerson has strategic alliances with Massachusetts General Hospital, Brigham and Women's and Tufts Medical Center.

Concord area is rich in history, recreation, education and the arts and is located 20 miles west of downtown Boston.



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## Atrius Health - Chief of Geriatrics

Atrius Health is the Northeast's largest nonprofit independent multi-specialty medical group. The Atrius Health practices including Dedham Medical Associates, Granite Medical Group, Harvard Vanguard Medical Associates—together with VNA Care Network & Hospice—represents more than 750 physicians and over 1400 other health professionals serving 675,000 patients across eastern Massachusetts. A national leader in delivering high-quality, patient-centered coordinated care, the Atrius Health medical groups and home health agency & hospice work together, and in collaboration with hospital partners, community specialists and skilled nursing facilities, to develop innovative, effective and efficient ways of delivering care in the most appropriate setting, making it easier for patients to be healthy.

The Chief of Geriatrics will be responsible for the execution of Atrius Health's strategy and goals at the departmental level. Will provide leadership in the clinical areas of Extended Care Facilities, Intensive Home Based Programs, Palliative Care, and Practice Consultants/Champions in order to achieve performance excellence in the goals of the Triple Aim: cost reduction, high quality, and sustained high patient satisfaction. Responsible for the management of staff within the department and works collaboratively with colleagues and staff, Atrius Health management, practice site management, and the community. Serves as a respected clinician.

Board certified and full MA licensed. 3 to 5 years of experience and actively practicing in the area of specialty. Proven leadership experience or training is preferred. Excellent call schedules. EMR. Superb practice management and clinical support. Competitive compensation with comprehensive benefits including a 401(k) employer-match contribution.

Please send your confidential CV to:

Lin Fong, Atrius Health

275 Grove Street, Suite 3-300, Newton, MA 02466.

Email: [lin\\_fong@vmed.org](mailto:lin_fong@vmed.org), Fax: 617-559-8255, Phone: 800-222-4606

EOE/AA. <http://www.atrusheralth.org>

# PHYSICIAN CAREERS AT The US Oncology Network

The US Oncology Network brings the expertise of nearly 1,000 oncologists to fight for approximately 750,000 cancer patients each year. Delivering cutting-edge technology and advanced, evidence-based care to communities across the nation, we believe that together is a better way to fight. [usonology.com](http://usonology.com).

To learn more about physician jobs, email [physicianrecruiting@usonology.com](mailto:physicianrecruiting@usonology.com)



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**Chief of Urgent Care wanted to direct our new regional south shore Adult Urgent Care Department in Braintree, MA.** The department Chief will provide leadership to expand and continually improve an Adult Urgent Care department that delivers the highest standard of clinical care and patient experience. Your efforts will be focused on aligning clinical activities within the department to fulfill Atrius Health's mission of partnering with our patients to make it easier to be healthy while always following established best practices. You are responsible for the implementation of mission-specific strategies and tactics, and will work collaboratively with colleagues and staff, Atrius Health management, and the community. The Chief must be a respected clinician, an inquiring, analytic and independent thinker, respectful and engaging of staff, and passionate about continuous improvement in the pursuit of transformational excellence.

You will be working within an established healthcare system, be supported by dedicated advanced practice clinicians, experienced support staff, and clinical scribes; easy access to patient medical records with our fully integrated EMR (EPIC) system; and direct access to primary care, medical, and surgical specialists along with on-site radiology, laboratory, and pharmacy. Electronic access to patient information at our community partners also adds to the ease of excellent care delivery.

Atrius Health is the Northeast's largest nonprofit independent multi-specialty medical group. The Atrius Health practices including Dedham Medical Associates, Granite Medical Group, Harvard Vanguard Medical Associates— together with VNA Care Network & Hospice— represent more than 750 physicians and over 1400 other health professionals serving 675,000 patients across eastern Massachusetts. A national leader in delivering high-quality, patient-centered coordinated care, the Atrius Health medical groups and home health agency & hospice work together, and in collaboration with hospital partners, community specialists and skilled nursing facilities, to develop innovative, effective and efficient ways of delivering care in the most appropriate setting, making it easier for patients to be healthy.

Competitive salaries with comprehensive benefits package to include an administrative Chief stipend, 401(k) employer match, malpractice coverage with tail, and CME to name just a few. \$50,000 sign on bonus available to all qualified applicants. Consider bringing your talent to us!

All interested candidates, please send your confidential CV to:

Lin Fong, Atrius Health, 275 Grove Street, Suite 3-300, Newton, MA 02466

Email: [lin\\_fong@atrusheralth.org](mailto:lin_fong@atrusheralth.org), Phone: 617-559-8275

EOE/AA. [www.atrusheralth.org](http://www.atrusheralth.org). No third party agency.



## Critical Care Medicine Employment Opportunity

### Join a Leading Healthcare System in South Florida

Memorial Healthcare System is seeking an Intensivist, dedicated to night shifts, to join the critical care team. Successful candidates will demonstrate excellent clinical skills, a broad knowledge base and dedication to providing high quality, evidence-based patient care. Applicants must be BE/BC in critical care medicine. Currently, the critical care program includes 28 full-time intensivists and six critical care ARNPs. The successful candidate will integrate into the existing operational structure, joining the team of eight dedicated full-time nocturnists.

- 12-hour in-house shifts (7 pm – 7 am); no responsibilities outside of in-house shifts
- Approximately 12 – 14 shifts per month (more if desired)
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This is a full-time employed position within the multispecialty Memorial Physician Group. The position offers competitive benefits and a compensation package that is commensurate with training and experience. Professional malpractice and medical liability are covered under sovereign immunity.

### About Memorial Healthcare System

Memorial Healthcare System is the third-largest public healthcare system in the United States. A national leader in quality care and patient satisfaction, Memorial has ranked 11 times since 2008 on nationally recognized lists of great places to work – in Modern Healthcare magazine, Florida Trend magazine and Becker's Hospital Review, just to name a few.

Memorial's facilities include its flagship, Memorial Regional Hospital, one of the largest in Florida; Memorial Regional Hospital South; Joe DiMaggio Children's Hospital, the only freestanding children's hospital in Broward and Palm Beach counties; Memorial Hospital West; Memorial Hospital Miramar; Memorial Hospital Pembroke; and Memorial Manor, a US News five-star-rated nursing home.

Memorial's work environment has been rated by employees and physicians alike as an open-door, inclusive culture that is committed to safety, transparency and above all, outstanding service to patients and families.

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## Chapter 2: How to Avoid Burning Out



[locumstory.com](http://locumstory.com)

## Urologists: If You're the Best, why not Join the Best?

The Albany VA Medical Center and the Urological Institute of Northeastern NY (Community Care Physicians) are co-recruiting a Board Certified or Board Eligible Urologist with subspecialty training in Female Pelvic Medicine and Reconstructive Surgery. Candidate will work 20 hours with the Albany VAMC and 20 hours with the Urological Institute of Northeastern NY. The Urological Institute is the principal Urology faculty at the Albany Medical Center. We are seeking a candidate with excellent clinical skills and experience in the broad range of urologic interventions to all Veterans as well as providing specialty care for women's urologic issues relating to pelvic floor disorders, urodynamics, and continence. Candidate must possess broad clinical experience in the specialty of urologic surgery. The candidate will participate in a shared rotation of night and weekend on-call coverage. The Albany Capital District is located near the Adirondack Mountains, lakes, and is in close proximity to NYC and Boston. The VA and Urological Institute offer competitive salaries, pay for performance and excellent benefits packages. A recruitment incentive may be available for a highly qualified candidate.

**Requirements:** Board Certified or Board Eligible in Urology, subspecialty training in Female Pelvic Medicine, U.S. Citizenship, hold a current, full, unrestricted license to practice medicine, and is proficient in written and spoken English.

Interested candidates who wish to inquire about this opportunity may contact:

**Bobbie Kirsch** at 518-626-7091 or [bobbie.kirsch@va.gov](mailto:bobbie.kirsch@va.gov)  
You may also apply online at [www.usajobs.gov](http://www.usajobs.gov), Vacancy ID 1496095



### ACADEMIC HOSPITALIST UNIVERSITY OF MICHIGAN

The University of Michigan, Division of General Medicine seeks BC/BE internists to join our expanding Academic Hospitalist Medicine Group. Duties include teaching, providing direct patient care, and involvement in quality improvement and patient safety initiatives. There are opportunities to work on traditional general medicine services, in unique specialty concentrations (hematology/oncology, renal/transplant), as a full-time nocturnist, or in our newly developed medical observation unit. The hospitalist medicine observation unit provides care for complex adult inpatients and incorporates mid-level providers as part of the medical team. Prior training or clinical experience at a major academic medical center is preferred. Research opportunities and hospitalist investigator positions are also available for qualified candidates. Successful candidates will receive a faculty appointment at the University of Michigan Medical School. Excellent benefits and compensation package with guaranteed salary plus incentive bonuses. Relocation support provided.

**LOAN FORGIVENESS PROGRAM: An educational loan forgiveness program provides up to \$50,000 in loan forgiveness for qualifying educational loans.**

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Send cover letter and CV to:

**Laurence McMahon, M.D., MPH**  
Chief, Division of General Medicine  
300 North Ingalls, Room N17C27  
Ann Arbor, MI 48109-0429  
FAX: 734-936-8944  
[squigley@umich.edu](mailto:squigley@umich.edu)

To inquire please contact:

**Scott Flanders, M.D.**  
Director, Hospitalist Program  
Department of Internal Medicine  
734-647-2892  
[flanders@umich.edu](mailto:flanders@umich.edu)

Visit our website:

<http://www.med.umich.edu/intmed/genmed/programs/HospitalistProgram.htm>

### St. Cloud VA Health Care System Opportunity Announcement

Opportunities for full-time and part-time staff are available in the following positions:

- Associate Chief of Staff Primary Care
- Dermatologist
- Internal Medicine/Family Practice
- Occupational Health/Compensation & Pension Physician
- Psychiatrist
- Physician (Compensation & Pension)
- Physician (Pain Clinic)/Outpatient Primary Care
- Radiologist
- Urgent Care

U.S. Citizenship required or candidates must have proper authorization to work in the U.S. Physician applicants should be BC/BE. Education Debt Reduction Program funding may be authorized for the health professional education that was required of the position. Possible recruitment bonus. EEO Employer.

*Since 1924, the St. Cloud VA Health Care System has delivered excellence in health care and compassionate service to central Minnesota Veterans in an inviting and welcoming environment close to home. We serve over 38,000 Veterans per year at the medical center in St. Cloud, and at three Community Based Out-patient Clinics located in Alexandria, Brainerd, and Montevideo.*

#### Our Community

*Located sixty-five miles northwest of the twin cities of Minneapolis and St. Paul, the City of St. Cloud and adjoining communities have a population of more than 100,000 people. The area is one of the fastest growing areas in Minnesota, and serves as the regional center for education and medicine.*

*Enjoy a superb quality of life here — nearly 100 area parks; sparkling lakes; the Mississippi River; friendly, safe cities and neighborhoods; hundreds of restaurants and shops; a vibrant and thriving medical community; a wide variety of recreational, cultural and educational opportunities; a refreshing four-season climate; a reasonable cost of living; and a robust regional economy!*



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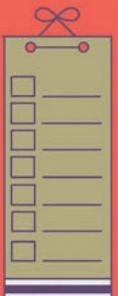
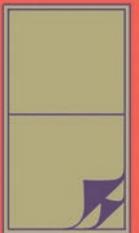
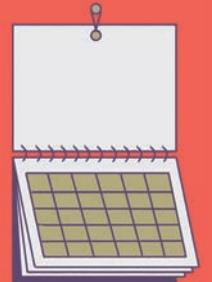
## Chicago - Hospitalists

Join the thriving academic hospitalist team at Northwestern Medicine Lake Forest Hospital, located 30 miles north of Chicago in scenic and charming Lake Forest. This growing hospitalist practice seeks physician leaders dedicated to exceptional clinical care, quality improvement, and medical education.

Lake Forest Hospital has delivered outstanding healthcare to its surrounding communities for over a century and is ranked among Illinois and Chicago's "Best Hospitals" by *U.S. News & World Report*. Lake Forest Hospital is also recognized as the #1 "Consumer Choice" hospital in Lake and Kenosha counties by National Research Corporation.

If you are interested in advancing your career as a hospitalist with Northwestern Medicine Lake Forest Hospital, please email your CV and cover letter to [RMPRecruitment@nmff.org](mailto:RMPRecruitment@nmff.org).

## Chapter 3: The Most Flexible Schedule



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## Nephrology & Hypertension MEDICAL ASSOCIATES

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Nephrology & Hypertension Medical Associates is a private, five-physician medical practice based in Savannah, Georgia and with four (4) nearby satellite locations. Our coastal surroundings offer a relaxed, family-oriented lifestyle with excellent private and public schools. You'll find our climate ideal for year round outdoor activities. Our Okatie, South Carolina location has two nearby hospitals (Coastal Carolina Hospital and Hilton Head Hospital) that serve not only the local community (which includes some 14,000 residents of Del Webb's Sun City retirement community in Bluffton) but also the thousands of visitors that are drawn to the area each year.

We are adding an M.D. specializing in Nephrology for our Okatie, S.C. office. An attractive work schedule and competitive compensation package are included. To learn more, visit our company website [thekidneydocs.com](http://thekidneydocs.com). For consideration, please email your C.V. along with a cover letter to: [trotureau@medassocsav.com](mailto:trotureau@medassocsav.com)

### TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER School of Medicine

The Texas Tech University Health Sciences Center Department of Internal Medicine is seeking a BE/BC fellowship trained rheumatologist to join their division.

The successful candidate will contribute to the university's mission through teaching, research and service. The department is committed to developing a rheumatology training program. There is adequate protected time allotted to pursue these objectives. The candidate is expected to provide conference, clinical, procedural and bedside teaching to medical students and residents, conduct personal out-patient clinics as well as provide in-patient consultation. Candidate should have successfully completed a sub-specialty fellowship in rheumatology and be ABIM certified or eligible to become certified, have qualifications necessary for faculty appointment at TTUHSC and for licensure in the State of Texas. Texas Tech University Health Sciences Center offers comprehensive education, research and outreach initiatives. Salary and rank are commensurate with experience.

Lubbock is a family friendly community offering a mild climate, low cost of living, and high-quality public and private schools. Lubbock and the surrounding communities comprise a population of almost a quarter of a million year round residents. With multiple universities and professional schools, there are diverse entertainment and leisure opportunities to accommodate any tastes.

Interested candidates should submit their application/ CV online at:

<http://jobs.brassring.com/TGWebHost/jobdetails.aspx?partnerid=25898&siteid=5281&areq=5417BR>

Or Contact Debbie Findley at:  
[Debbie.findley@ttuhsc.edu](mailto:Debbie.findley@ttuhsc.edu)

The Texas Tech University Health Sciences Center  
is an EEO/AA Employer

### Gynecologic Cancer Program Beth Israel Deaconess Medical Center

Clinical growth and network expansion have created the opportunity for a talented medical oncologist with interest and expertise in Gynecologic Oncology to join the Gynecologic Cancer Program and Hematology-Oncology Division of the Beth Israel Deaconess Medical Center (BIDMC) at Harvard Medical School. The Gynecologic Cancer Program is renowned for excellence in clinical care, clinical innovations, clinical investigation, and translational research on targeted therapies. Our goal is to identify an excellent clinician/clinical investigator with the energy and skills to use this as a foundation on which to build or extend their career. The successful candidate will be a member of the cancer center at the BIDMC and the Dana Farber Harvard Cancer Center, have a faculty appointment at the Harvard Medical School with academic rank and stipend commensurate with experience and accomplishments.

We are an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law. We strongly encourage both women and minorities to apply.

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

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

Requisition # 151263

To the attention of:

Tanya Leger  
Administrative Coordinator to the Search Committee  
Beth Israel Deaconess Medical Center  
Rabb 430  
330 Brookline Avenue, Boston, MA 02215



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**University of Kentucky**  
General Internal Medicine

The University of Kentucky, Department of Internal Medicine is seeking excellent candidates to join our growing robust academic practice. Along with the direct patient care in our General Internal Medicine Clinic, other intricate roles include supervision of Internal Medicine residents and teaching medical students. Academic opportunities include participation in medical school and residency training activities, quality and safety initiatives and health services research. Physicians will have full academic clinical faculty appointments, competitive compensation and excellent benefits.

Our department benefits from an integral association with a vibrant and robust healthcare enterprise, UK Healthcare, which brings state-of-the-art facilities and technology to our campus as we move toward our goal of becoming a top 20 medical center. The Division also actively participates in development of an innovative curriculum for our residency program and medical students. Lexington, Kentucky, the Horse Capitol of the world, is located in the beautiful Bluegrass Region of Kentucky. See for yourself what makes UK one great place to work!

Applicants should submit a cover letter, curriculum vitae and names of three references to:

**T. Shawn Caudill, M.D.**  
Professor and Chief  
Division of General Internal Medicine  
University of Kentucky  
900 South Limestone Street  
Suite 306  
Lexington, KY 40536

The university of Kentucky is an equal opportunity employer and encourages applications from minorities and women. Upon offer of employment, successful applicants must pass a pre-employment drug screen and undergo a national background check as required by University of Kentucky Human Resources.



**The Division of Infectious Diseases at Beth Israel Deaconess Medical Center** is seeking a faculty member at the Instructor or Assistant Professor level with established experience and demonstrated interest in infectious diseases in immunocompromised subjects, particularly those with solid organ and bone marrow transplants. The candidate will participate in the clinical, teaching, and research activities of the Infectious Diseases Division and the Department of Medicine.

Applicants should be board certified in Infectious Diseases and eligible for academic appointments at Harvard Medical School.

*Beth Israel Deaconess Medical Center is an Equal Opportunity Employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law. We strongly encourage both women and minorities to apply.*

**Contact Information**

Interested applicants should submit a CV and cover letter to:

**Requisition #151216**

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

Please address your cover letter to:

**Peter F. Weller, M.D., Chair**  
Search Committee  
Department of Medicine

With any questions regarding details of this position, please contact **Dr. Carolyn Alonso** at: [calonso@bidmc.harvard.edu](mailto:calonso@bidmc.harvard.edu)

**Endocrinologist- Norfolk, VA**

The Eastern Virginia Medical School is seeking an Endocrinologist as an Assistant or Associate Professor. The candidate will participate in the clinical and educational activities of the Endocrinology division, and should have completed a fellowship program and be BC/BE in Internal Medicine and Endocrinology. Opportunities for program development include, inpatient glucometrics and thyroid cancer treatments. The position includes a faculty appointment, teaching opportunities and a competitive salary and benefit package. Previous experience with thyroid ultrasound is preferred.

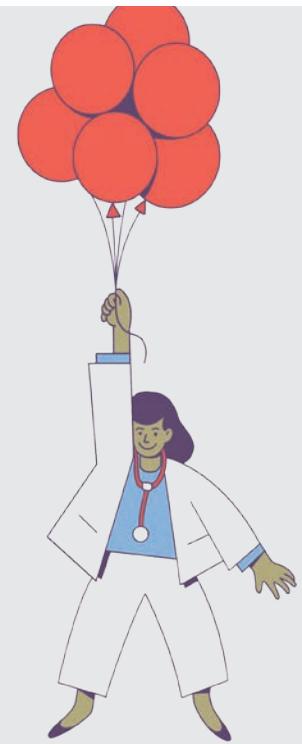
**TO APPLY:** All applicants must apply through:

[http://www.evms.edu/about\\_evms/administrative\\_offices/human\\_resources/jobs/](http://www.evms.edu/about_evms/administrative_offices/human_resources/jobs/)

**For additional information please Contact:**

**Natalie Gray at (757) 446-5910**  
or: [graynr@evms.edu](mailto:graynr@evms.edu)

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**Deadline: February 1, 2016**

**Neurologist needed for Sunny, Central Washington State**

We are actively seeking two BE/BC General Neurologists to join our existing team of 4 full-time Neurologists and 2 APCs. The ideal candidate will have with a strong clinical base and training/interest in General Neurology, Neurophysiology/EMG fellowship training is preferred. The practice is primarily outpatient with 1:6 inpatient call. Admits are managed by our robust Hospitalist team.

Confluence Health is an integrated, regional healthcare delivery system with 2 hospitals, multi-specialty care in 30+ service lines and primary care with rural outreach to ten communities across North Central WA state. Over 250 well trained physicians and 100 advanced practice clinicians provide the highest quality comprehensive care in a service area of approximately 12,000 square miles.

This position is located in Wenatchee, WA where the Cascade Mountains meet the Columbia River. We enjoy over 300 days of sunshine with breathtaking landscapes, four distinct seasons and moderate winters. Cycling, mountain biking, rafting, rock climbing, fishing, golfing, kayaking and so much more are right outside our door!

With an urban area of 80,000 people, the region offers the perfect balance of larger city amenities with the friendly environment of a small town. Seattle is only a 2.5 hour scenic drive or 1/2 hour flight from our regional airport.

To learn more about us, visit our website at:

[www.ConfluenceHealth.org/Recruiting](http://www.ConfluenceHealth.org/Recruiting)

or submit your CV to:

[Joinus@ConfluenceHealth.org](mailto:Joinus@ConfluenceHealth.org)

To speak directly with a Recruiter, call:

(509) 667-7398

**Capital Cardiology Associates, P.C.**  
Albany, NY



**Non-Invasive Cardiologists-Beautiful Upstate NY**

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We are looking for Non-invasive candidates with a full range of cardiology skills. Nuclear, echo and CTA training would be very beneficial.

Our group philosophy places high value on personal and family time and we offer the option of a 4.5 day work week with generous vacation/personal time. Our area offers excellent schools, a low cost of living, and easy access to NYC and Boston. Saratoga race-course, the Adirondack mountains, and numerous other family activities are readily available. We offer a competitive base salary with an incentive program and the opportunity for early partnership.

Respond to:

**Capital Cardiology Associates, P.C.**  
Human Resources  
7 Southwoods Blvd, 3rd Floor  
Albany, NY 12211  
[hr@capitalcardiology.com](mailto:hr@capitalcardiology.com)  
[www.capitalcardiology.com](http://www.capitalcardiology.com)

Chapter 5:

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## Metropolitan Kansas City Gynecologic Oncology Opportunity with the Lifestyle You Deserve

The Gynecologic Oncologist will join Shawnee Mission Physicians Group, a network of physician practices throughout the Kansas City metro area. Owned by Shawnee Mission Medical Center, the most preferred community hospital in the market, the group is comprised of 100 physicians in various specialties.

- Join three well-respected and established Gynecologic Oncologists
- New state-of-the art offices and adjacent Cancer Center for infusion therapies
- Strong primary care referral base

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- Part of the Kansas City metropolitan area with 2.75 million people on both sides of the Kansas/Missouri state line
- Rated a top city in the nation for families based on the outstanding schools, low crime and affordable housing
- Active arts scene, from the Nelson-Atkins Museum of Art and the Kauffman Center for Performing Arts, to smaller theaters, galleries and one of the nation's top jazz districts
- Abundant recreational opportunities include an extensive parks system and bike trails throughout the region
- Sports enthusiasts will enjoy Kansas City Royals baseball, Chiefs football and Sporting Kansas City soccer.

Other physician opportunities also available in Endocrinology and Neurosurgery.

Don't wait! For more information, contact Becki Almeida at 913-789-3920 or [becki.almeida@shawneemission.org](mailto:becki.almeida@shawneemission.org).



## Maine

### Section Chief, Gastroenterology

Central Maine Healthcare is seeking a strong innovative Section Chief to lead a high volume group of five employed gastroenterologists in central-southern Maine including Central Maine Medical Center (CMMC). CMMC is the flagship hospital of Central Maine Healthcare. The medical center is located in Lewiston, Maine; approximately 35-45 minutes north of Portland and 40 - 50 minutes from the Atlantic coast. The medical center has 250 inpatient beds and offers a broad range of services that include, among many, a Level II trauma center, cardiovascular medicine, vascular and cardiac surgery including a structural heart disease program, and a superb group of general, bariatric, and oncologic surgeons. The Central Maine Medical Group is comprised of approximately 400 providers, approximately half of which are in primary care. Overall, the group delivers care across almost 2500 square miles at numerous outpatient sites and four hospitals, including CMMC and two critical access hospitals. The Healthsystem places great emphasis on quality and safety and CMMC has consistently earned an "A" Leapfrog rating.

The primary endoscopy suite is a state-of-the-art facility with 9 procedure rooms that include ERCP and EUS capabilities. Last year, the gastroenterology group performed 8500 procedures in this facility.

Candidates for the position must be able to demonstrate clinical excellence as well as the ability to successfully lead a multi-physician practice. Qualified candidates must be board certified in gastroenterology. This is a full-time position with shared clinical and administrative responsibilities. To apply, please send or email a CV and cover letter to:

**Julia Lauer, Physician Recruiter**  
Central Maine Medical Family  
300 Main Street  
Lewiston, ME 04240

Email: [lauerju@CMHC.org](mailto:lauerju@CMHC.org) Telephone 800/445-7431

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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.

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- **Clinical Innovation Engineer • Dermatology • Family Medicine**
- **Geriatrics • Moonlighting- Adult or Pediatric Urgent Care**
- **Neurology/Sleep • Obstetrics/Gynecology Generalist**
- **Outpatient Internal Medicine • Palliative Care • Pediatrics**
- **Pulmonology • Specialty Director Internal Medicine**
- **Site Medical Director • Specialty Director Obstetrics & Gynecology**

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](mailto:lin_fong@atriushealth.org)  
or call (800) 222-4606, or (617) 559-8275 within Massachusetts  
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[www.harvardvanguard.org](http://www.harvardvanguard.org)



### The Louis and Artur Lucian Award For Research in Circulatory Diseases

Each year a Committee from the McGill University Faculty of Medicine confers the Louis and Artur Lucian Award (\$60,000 CDN) for outstanding research in the field of circulatory diseases. The purpose of this Award is to honour a scientific investigator or group of investigators whose current contribution to knowledge in this field is deemed worthy of special recognition. The successful recipient is invited to spend a period of time at McGill University to give a formal Lucian Lecture and to have interchanges with members of the McGill community. Submissions should be received on or before March 18, 2016.

For further information and to download the nomination form, please check the following website:

<http://www.mcgill.ca/lucianaward/>

Or contact:

**Dr. James Martin, Chair**  
**The Louis and Artur Lucian Award Committee**  
**Royal Victoria Hospital -**  
**McGill University Health Centre**  
**Department of Medicine**  
**1001 Decarie Blvd, D05.2017.2**  
**Montreal, Quebec, CANADA H4A 3J1**  
**Tel: (514) 934-1934, Ext. 37247**  
**Email: [caroline.alcaraz@mcgill.ca](mailto:caroline.alcaraz@mcgill.ca)**



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## CANCER INSTITUTE DIRECTOR

### New York City Suburbs

The North Shore-LIJ Health System and Cold Spring Harbor Laboratory jointly seek a Director for the Cancer Institute, headquartered at the Center for Advanced Medicine in Lake Success, New York. This individual will be an internationally renowned physician-scientist and thought-leader with an exceptional track record of building teams and leading translational research programs.

The North Shore-LIJ Health System – a fully integrated health care system, and Cold Spring Harbor Laboratory – a National Cancer Institute designated Cancer Center, recently formed a strategic affiliation focusing on basic and translational cancer research, and advancing these discoveries into the clinic.

The Director of the Cancer Institute will be responsible for the development and growth of a comprehensive program spanning basic, clinical and population research activities. The ideal candidate must have the following:

- A vision for translating fundamental diagnostic and therapeutic discovery research through clinical development within the partnership.
- A commitment to changing the paradigm of cancer care delivery to decrease the physical, as well as emotional and financial burden.
- The leadership skills to create a vision, manage and grow a cancer center within an integrated healthcare system.

The North Shore-LIJ Health System, one of the largest not-for-profit health systems in the country, treats over 19,000 unique patients with cancer annually. The North Shore-LIJ Cancer Institute is composed of over 200 members, and growing, who participate in at least one of twelve interdisciplinary disease specific Centers of Excellence that oversee clinical care, quality, research and educational initiatives.

This position will include academic appointments at both the Hofstra North Shore-LIJ School of Medicine and Cold Spring Harbor Laboratory.

Please send cover letter and curriculum vitae to: Dr. Lawrence Smith, Dean, Hofstra North Shore-LIJ School of Medicine and Physician-in-Chief at North Shore-LIJ Health System, lscreeney@nshs.edu, (516) 823-8874. EOE M/F/D/V.



## PHYSICIAN OPPORTUNITIES

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- Internal Medicine
- Family Medicine Faculty
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- Neonatology
- Rheumatology
- Hospitalist

For more information, please contact:

Jana Mastandrea  
Manager of Physician Recruitment  
518.612.8435  
mastandrea@ellismedicine.org



1101 Nott Street  
Schenectady, NY 12308

### Sandoval Regional Medical Center Section Chief & Medical Director

The University of New Mexico, Health Sciences Center, Department of Internal Medicine, seeks applications for the position of Chief and Medical Director of the Section of Hospital Medicine for Sandoval Regional Medical Center (SRMC). This is an Open Track, Open Rank position, reporting to the Chief of the Division of Hospital Medicine. Salary and rank will be commensurate with experience and education. This section is part of an established nationally recognized hospital medicine program of over 40 members at the University Hospital and a section of hospital medicine at the VA Hospital. In this role, the successful candidate will provide strong leadership and direction for all of the clinical, educational, and scholarly activities of the respective Section. The successful candidate will have experience leading a hospital medicine group and experience in the operations of community hospitals. They will be responsible for a hospital medicine section in our 72-bed community hospital in Rio Rancho. They will be responsible for recruiting and hiring hospitalists and developing an operational model with the chief medical officer and CEO of SRMC.

#### Minimum Requirements:

1) Must be board certified or board eligible in Internal Medicine 2) Must be eligible to work in U.S.. (this is not a J-1 Visa opportunity)

#### Desirable Qualifications:

1) Demonstrated strong leadership skills, with excellent communication, active listening and strong written, verbal and information technology skills 2) Directly related leadership experience in hospital medicine 3) Experience in the operations of community hospitals 4) Experience and interest in medical education and graduate medical training.

For best consideration, apply by 9/30/2015. The position will be open until filled.

For complete description and application requirements for Posting #0831982, please see the UNM jobs application system at: <https://unmjobs.unm.edu>. A complete application must consist of a CV and Cover letter.

#### Inquiries may be directed to:

Kendall Rogers, M.D.  
Associate Professor and Chief, Internal Medicine  
KRogers@salud.unm.edu

UNM's confidential policy ("Disclosure of Information about Candidates for Employment," UNM Board of Regents' Policy Manual 6.7), which includes information about public disclosure of documents submitted by applicants, is located at <http://www.unm.edu/~brpm/r67.htm>.

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## BRIGHAM AND WOMEN'S Health Care

### DIRECTOR, PRIMARY CARE CENTER OF EXCELLENCE

Brigham and Women's Healthcare (BWHC) invites applications and nominations for the position of Director, Primary Care Center of Excellence.

BWHC consists of Brigham and Women's Hospital (BWH), Brigham and Women's Faulkner Hospital (BWFH), and Brigham and Women's Physicians Organization (BWPO).

- BWH is the largest hospital of the Longwood Medical and Academic Area in Boston, Massachusetts. It is Harvard Medical School's second largest teaching affiliate, with 793 beds. With Massachusetts General Hospital, it is one of the two founding members of Partners HealthCare, the largest healthcare provider in Massachusetts. In 2015, *U.S. News & World Report* ranked BWH as the #6 hospital in the United States. This is the 23rd consecutive year that BWH has appeared on the Honor Roll.
- BWFH is a 150 bed non-profit, community teaching hospital located in Jamaica Plain, just 3.4 miles from the Longwood Medical and Academic Area. Founded in 1900, it offers comprehensive medical, surgical, and psychiatric care, as well as complete emergency, ambulatory, and diagnostic services.
- BWPO serves as the strong and united voice for the >1,800 Brigham and Women's Hospital (BWH) physicians. Physician-led and governed, the BWPO provides an infrastructure for the continued excellence and innovation in clinical care, medical education, and research.

BWHC has one of the country's top groups of Primary Care Physicians; many widely recognized for their clinical excellence. The primary care practices serve a broad cross-section of the greater-Boston community and provide care for approximately 195,000 patients; accomplished by the time and efforts of ~185 physicians.

BWHC aspires to be a market leader in the transformation from volume to value. In line with this, BWHC is formally establishing primary care as a BWHC Center of Excellence (CoE). As a CoE, it joins six other BWHC CoEs (Cancer; Heart & Vascular; Lung; Neurosciences; Orthopedics & Arthritis; and Women's Health) as an essential institutional strategic priority.

With this major commitment to primary care, BWHC is also establishing the role of Director, Primary Care Center of Excellence ("Director"). The Director will be a collaborative and transformative leader reaching across the BWHC primary care enterprise to lead the development and execution of the strategic initiatives within the BWPO and the hospitals. As leader of the Primary Care CoE, the Director will establish policy, develop strategy (collaboratively with other key BWHC leaders), oversee business planning and budgeting, develop compensation and incentive structures, establish career development opportunity for physicians, oversee quality and safety programs, lead patient/customer service programs and initiatives, and direct all elements of primary care design and delivery for BWHC.

Candidates will have an M.D., M.D./M.P.H., or M.D./Ph.D., with board certification in an adult primary care specialty. S/he will be a physician executive in a clinical field, with national recognition as a thought leader in quality and safety, population health management, patient centered medical homes, and ambulatory practice building. S/he is anticipated to join the faculty at the Associate Professor level. The Academic Health Center Practice of Korn Ferry is assisting Brigham and Women's Healthcare with this important search. Please forward, as soon as possible, your application, including letter of interest, or nominations of appropriate candidates to:

Bernard F. Godley, M.D., Ph.D., M.B.A. and Warren E. Ross, M.D.  
c/o Betsy Messina (betsy.messina@kornferry.com)

Korn Ferry  
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Philadelphia, PA 19103

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Please email us at [work@cdsdp.org](mailto:work@cdsdp.org)  
or call us at (760) 344-9951 x. 120 or 121.



### Division Chief, Hematology and Oncology

The Department of Medicine and the University of Arizona (UA) Comprehensive Cancer Center (UACC) in Tucson, Arizona, are recruiting an outstanding clinician-scientist to lead the Division of Hematology and Oncology. The successful candidate should be board certified in Hematology and/or Oncology and have a record of funded accomplishments in clinical-translational research or laboratory science and evidence of leadership experience. Resources are available to build an outstanding Division including multiple recruitments and support for research.

The clinical practice takes place in two free-standing outpatient clinics of approximately 120,000 sq. ft., and the Tucson Veterans Administration Hospital. The Division runs an active three-year fellowship-training program.

The UA Cancer Center has four outstanding programs including Therapeutic Development, Cancer Biology, Cancer Imaging, and Prevention and Control; and has a large number of cutting-edge shared resources that support clinical translational research, including an exceptional biostatistics support service, a well-staffed clinical trials office, and an active tissue acquisition and processing core.

Banner Health and University of Arizona Health Network have come together to form Banner – University Medicine, a health system anchored in Tucson that makes the highest level of care accessible to Arizona residents.

Interested individuals should forward a curriculum vitae, letter of interest, and the name of three references to:

Angie Hessel  
[ahessel@deptofmed.arizona.edu](mailto:ahessel@deptofmed.arizona.edu)

And  
Teresa Saeed  
[tsaeed@uacc.arizona.edu](mailto:tsaeed@uacc.arizona.edu)

and apply online at:

<https://uacareers.com/postings/search> Job number F20078

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### Medical/Diagnostic Cardiologist – Billings, MT

Growing regional Heart and Vascular Center seeking Medical/Diagnostic Cardiologist interested in being a part of an expanding program focused on team collaboration and quality outcomes. Opportunity to participate in an active TAVR program as well as leadership roles in diagnostics and structural heart program development.

- Competitive salary with productivity incentives and loan repayment
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**Alice Davis at (406) 237-4001**  
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New York Methodist Hospital, part of the New York Presbyterian Healthcare System, affiliate of Weill Cornell Medicine, seeks a highly motivated academic gastro-

enterologist to develop and lead the Inflammatory Bowel Disease Center for Excellence. This position would include an academic faculty appointment at Weill Cornell Medical College. The faculty member would actively participate in didactics including teaching gastroenterology fellows and participating in research.

The ideal candidate would possess the following qualifications:

- Interest and expertise in Inflammatory Bowel Disease
- Board Eligible/Certified in Gastroenterology
- One year IBD clinical training or experience preferred

The selected candidate will serve as the Founding Director of the Inflammatory Bowel Disease Center for Excellence and develop an IBD research and clinical program. It is expected that the faculty would have dedicated IBD clinics, work closely with other faculty and fellows, perform IBD dedicated procedures in addition to routine endoscopy procedures, and continue research projects in IBD.

Location: Park Slope, Brooklyn, New York. 15 minutes to Manhattan.

Contact: **Stephen J. Peterson, M.D.**  
Chairman, Department of Medicine  
at: (718) 780-5246  
or; e-mail: [stp9039@nyp.org](mailto:stp9039@nyp.org)  
or; Mrs. Tiffany Hernandez  
Administrative Coordinator,  
Department of Medicine  
at: 718-780-5246  
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## WE ARE SEEKING OUTSTANDING RESEARCHERS IN MOLECULAR MEDICINE

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Through repeated calls in the upcoming years with tenure track research positions we will recruit up to sixty new research groups, centred around internationally recruited young scientists of outstanding potential and funded at a globally competitive level through very generous four-year starting packages. Each of these groups will synergize with pre-existing excellent research environments as well as strong clinical collaborators, promoting ground-breaking research in molecular and translational medicine. Together, we will rise to future challenges within molecular life science in order to improve human health.

[www.wcmm.se](http://www.wcmm.se)



### UNIVERSITY OF GOTHENBURG:

Up to three tenure track research positions as Assistant Professors are currently advertised in Molecular Medicine with a focus on **translational neuroscience or metabolic diseases**. Successful candidates will become part of strong research environments with excellent infrastructure and enjoy close collaboration with AstraZeneca and clinical/translational research platforms at one of the largest University hospitals in northern Europe. [www.wcmm.gu.se](http://www.wcmm.gu.se)

### LUND UNIVERSITY:

Focusing on eight research fields within **regenerative medicine**, up to three tenure track research positions will be advertised in early 2016. In close integration with Skåne University Hospital, a clinical researcher will be part of each team. We have access to state-of-the-art infrastructure facilities such as MAX IV and the future ESS - You will be in a great position to conduct translational and inventive research at one of Scandinavia's largest full-scale universities. [www.med.lu.se/wcmm](http://www.med.lu.se/wcmm)

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WALLENBERG CENTRES FOR MOLECULAR MEDICINE SWEDEN



# UCONN HEALTH

## Chief, Division of Rheumatic Diseases

The UConn Musculoskeletal Institute (MSI) at UConn Health is seeking an outstanding individual with leadership ability, to be the Chief of its nationally renowned Division of Rheumatic Diseases. This re-energized rheumatologic unit has a particular clinical interest in the connective tissue diseases, but has expanded the specialty with the addition of new faculty. The MSI consists of a consortium of services that includes Rheumatology, Orthopaedic Surgery, a Comprehensive Spine Center and an Osteoporosis Center. The Rheumatology clinic is in a new state-of-the-art facility (Outpatient Pavilion) and connected with a skywalk to the other specialties within the MSI. Other on campus developments include a new state of the art hospital tower and a new facility for Jackson Laboratories. The successful applicant will possess the vision to develop a rigorous clinical program in an academic setting with excellent research and fellowship programs. History of extramural funding is preferred.

Candidates should apply and upload a CV at the UConn Health Employment Services website, <https://jobs.uconn.edu>, search number 2011-992. Questions regarding this search should be addressed to:

Augustus D. Mazzocca, M.S., M.D.  
Director, UConn Musculoskeletal Institute  
UConn Health  
263 Farmington Avenue, MC 5456  
Farmington, CT 06030-5456  
[horbatuck@uconn.edu](mailto:horbatuck@uconn.edu)

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For more information, call Dr. Shukri George Makhoulf directly on his cell phone:

**770-713-8663 or the office at: 770-831-3018**

E-mail us your resume to:

[ShukriMakhoulfMD@SugarloafMedical.com](mailto:ShukriMakhoulfMD@SugarloafMedical.com)



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8. Endocrinologist.
9. General/Breast Imaging Radiologist.
10. Interventional Radiologist.
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12. Radiation Oncologist.
13. Plastic Surgeon.
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**Required Qualifications:** North American Board Certification or equivalent Western Board Certification with post 3 years experience after completion of the Boards at Consultant level. If you have the above pre-requisites and you are interested in joining our Team, please email your CV to:

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Email: [hr\\_physicians@ahdubai.com](mailto:hr_physicians@ahdubai.com)  
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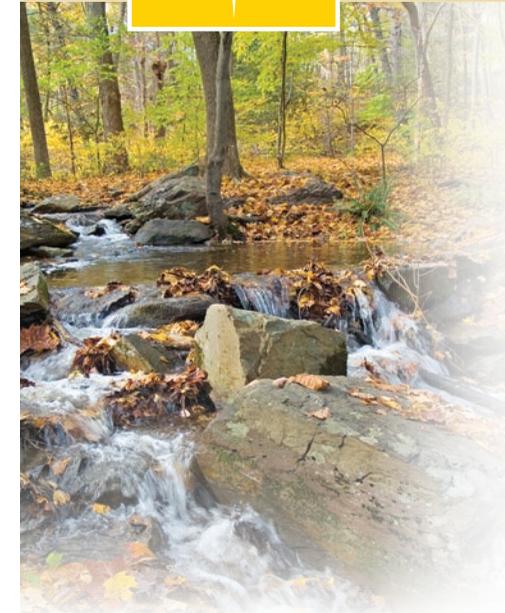
**St. Luke's Hospital** is a non-profit network comprised of physicians and hospitals, providing care in eastern Pennsylvania and western NJ. The Network employs more than 600 providers, and with the addition of the Monroe Campus we will have 7 hospitals. Opportunities exist for teaching and an academic appointment with the Temple/St. Luke's Medical School. St. Luke's currently has more than 180 physicians enrolled in internship, residency and fellowship programs. Visit [www.slhn.org](http://www.slhn.org).

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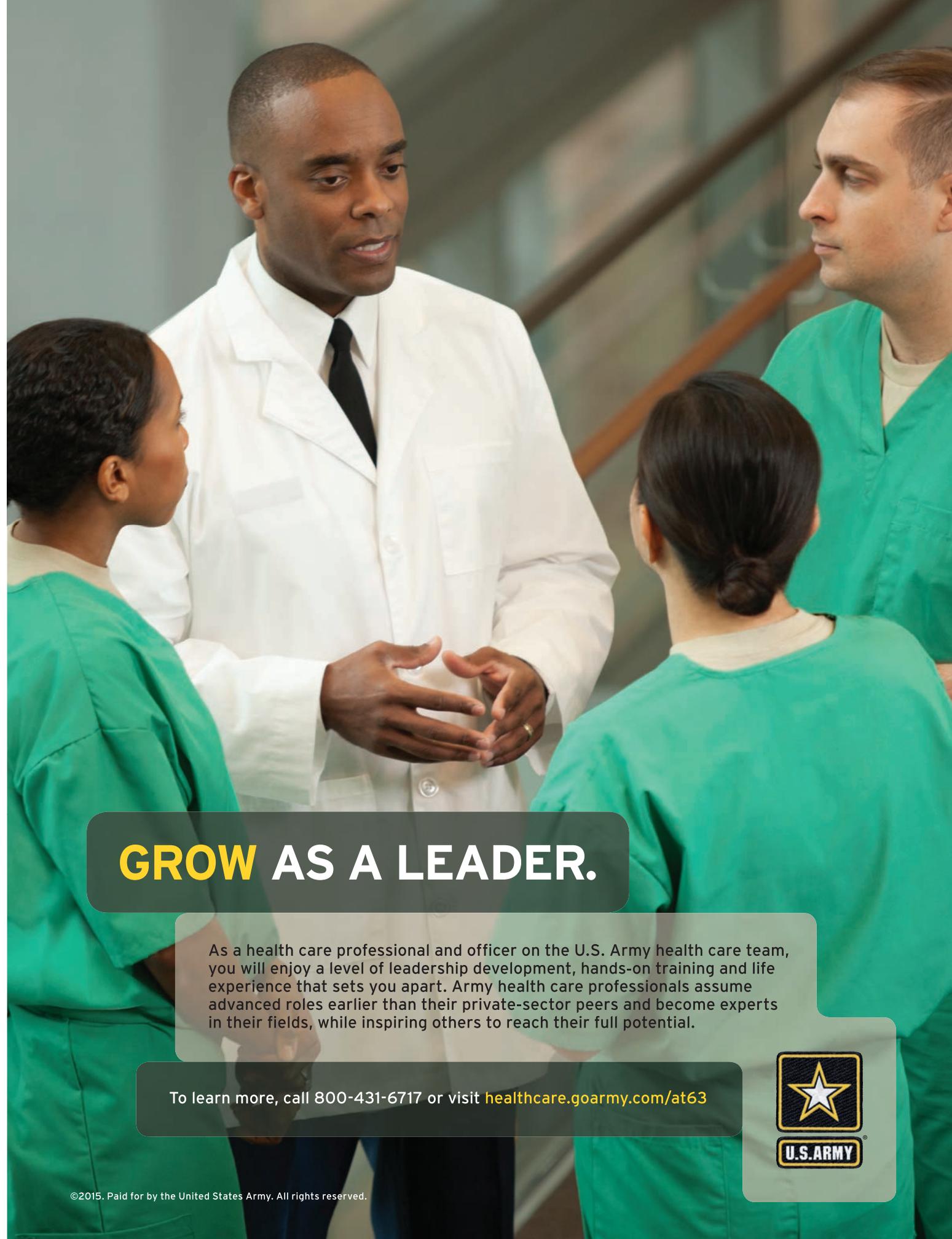
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