

October 2016

CAREER GUIDE for RESIDENTS

Featuring:

- Career advice on mentors, interviews, and contracts
- Tips for social media users
- Cover Letter, Resume and Curriculum Vitae
- Bolstering gender equity in academic medicine
- Dealing with the hassles of prior authorization
- Debunking HIPAA myths in the digital age
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2016 October Career Guide for Residents

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Contains Classified Advertisement Reprints from:

Annals of Internal Medicine, October 18, 2016 • *ACP Hospitalist* and *ACP Internist*, October 2016

Career advice on mentors, interviews, and contracts

By Mollie Durkin

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

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



Photo by Thinkstock

Find a mentor

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

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

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

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

The goals of the mentoring relationship should be mutually defined by both parties, Dr. Chang said. "Both of them should create the goals together, and they both have a responsibility to

collaborate and make sure those goals are reachable," he said, adding that the relationship should be about development, not coaching. "Coaching is where somebody tells you what to do for the now," Dr. Chang said. "Development is trying to develop the knowledge, skills, and all of the abilities so that you can get from where you are now to where you are in the future."

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

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

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

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

Apply for jobs

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

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

For instance, consider emphasizing "essential" skills, such as clinical experience, professionalism, and interpersonal communication, as well as any residency awards, participation in committees and projects, membership in professional societies, participation in quality improvement projects, and attendance at local, regional, and national meetings, Dr. Steinberg said.

Any kind of scholarly work is also important to include on an application, he said. "What hospital medicine leaders want to see is that you can take charge and lead something and show

initiative and be a leader on a project," Dr. Steinberg said. "That is probably more important than being a participant on a project, so if you can find even a small project that you can make your own, that is really valuable."

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

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

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

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

The interview

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

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

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

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

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

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

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

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

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

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

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

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

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

Negotiating the deal

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

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

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

Other points to bring up during negotiation might be backup arrangements for when someone's sick, the chain of command, how the group handles mission creep issues, and equity in rotations if bonuses are based on relative value units (RVUs), he

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

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

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

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

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

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careers.acponline.org



Tips for social media users

By Stacey Butterfield

In 2015, 65% of Americans used social networking sites. If you're a physician who wants to be one of them, there are a few things to consider, according to Katherine Chretien, MD, associate professor of medicine and assistant dean for student affairs at George Washington University in Washington, D.C.

Dr. Chretien, who both uses and researches social media, offered Hospital Medicine 2016 attendees some tips for going on Facebook, Twitter, and the like while protecting, and maybe even enhancing, your professionalism, legal obligations, and patient relationships.

"You can think of using social media for clinical care as a hierarchy of needs," she said. The first need is security for both your patients and your career. For example, if you're going to post a patient anecdote, keep in mind the requirements of Health Insurance Portability and Accountability Act (HIPAA), which lists 18 potential patient identifiers that must be removed.

"Clearly you wouldn't have a name and you wouldn't have an address, but all elements of dates are identifiers. If you said, 'I saw this patient today,' that is actually identifying the date of the encounter," said Dr. Chretien. "Per a HIPAA-compliance lawyer, the trouble that most people run into is the date element."

Also remember the other potential legal consequences of social media postings. "All of that information shared on private or public sites is discoverable and can be used in court proceedings, including judging your character," Dr. Chretien said.

Keep in mind that even when you're within the law, patients might have additional concerns about their data being shared online, according to some research Dr. Chretien and colleagues conducted. "We asked 491 primary care patients at academic medical centers, 'Would you allow your doctor to post a de-identified picture of you, such as a rash on your back, if it would help diagnose you?'" Only 20% said no, but the majority of those who said yes wanted to be asked for permission first.

Physicians trying to avoid these pitfalls can find plenty of expert guidance. "There are lots of guidelines out there and recommendations, but there are also guiding principles that people that are in that space and have navigated for a while have come up with," said Dr. Chretien.

She and her colleagues gathered some of those principles in a study of Twitter "superusers" (medical students who regularly tweeted about medical education and their own professional development) and published the results in the November 2015 *Journal of General Internal Medicine*. "They were mindful of online professionalism, which meant to them avoiding mentioning specific patients, to think twice and tweet once, to avoid venting at all costs, to avoid inflammatory statements, and be aware of their public image," said Dr. Chretien.

The students had also thought about the purpose behind their use of social media, which is 1 of the points in a mnemonic, PRIP, developed by pediatrician and tech expert Bryan Vartabedian, MD. The first P is for privacy (the patient's), and the R is for respect (speak in a respectful manner about patients). The I represents intent. "Is it to share knowledge,

is it to gain empathy or understanding, or is to make fun of someone or vent?" Dr. Chretien asked. The final concept is Perception, for example, whether your readers will perceive that you're providing real patient details if you've changed them without explicitly saying so.

Those who've mastered these basics, such as the Twitter superusers, move on to more complex concerns, such as how to reflect their personalities. "They said, 'We need to be authentic. We're not going to be robots and just post very boring things,'" said Dr. Chretien. She noted that the Twitter superusers her research team talked to had all identified faculty role models who were successfully using Twitter.

Finally, once you have all your own priorities resolved, think about what your social media is doing for others. Dr. Chretien described the top level of the social media in medicine hierarchy of needs as discovery: "How can I use social media for good? How can I improve patients' health and enhance my career, mentor others, and innovate?" ■

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ACP's social media advice

ACP and the Federation of State Medical Boards released a joint policy statement on online medical professionalism in the April 16, 2013, *Annals of Internal Medicine*. It included 5 positions:

- Use of online media can bring significant educational benefits to patients and physicians but may also pose ethical challenges. Maintaining trust in the profession and in patient-physician relationships requires that physicians consistently apply ethical principles for preserving the relationship, confidentiality, privacy, and respect for persons to online settings and communications.
- The boundaries between professional and social spheres can blur online. Physicians should keep the 2 spheres separate and comport themselves professionally in both.
- E-mail or other electronic communications should only be used by physicians in an established patient-physician relationship and with patient consent. Documentation about patient care communications should be included in the patient's medical record.
- Physicians should consider periodically "self-auditing" to assess the accuracy of information available about them on physician-ranking Web sites and other sources online.
- The reach of the Internet and online communications is far and often permanent. Physicians, trainees, and medical students should be aware that online postings may have future implications for their professional lives.

Cover Letter, Resume and Curriculum Vitae

By Patrick C. Alguire, MD, FACP

Director, Education and Career Development, ACP

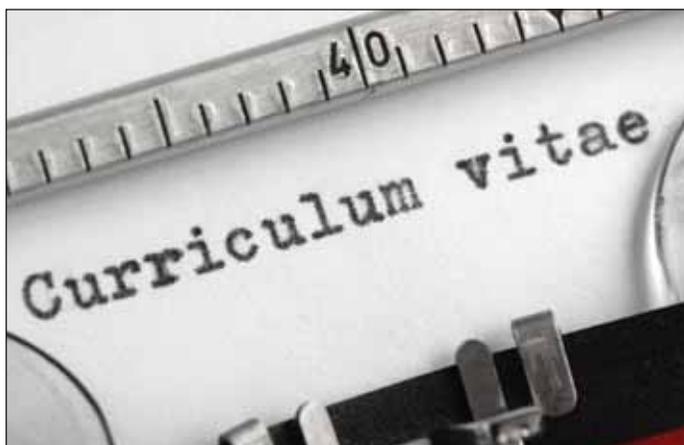
For initial contacts with a practice representative, a cover letter accompanied by either a resume or curriculum vitae (CV) is recommended. Since the cover letter will be your first contact with the practice, keep it focused, accurate, and interesting. Research the job opportunity and tailor the contents of the letter to the job. Do not use a form letter, because it will convey ambivalence rather than interest. In the cover letter, tell your potential employer what you find interesting in the position and what you can offer. While emphasizing your best qualities, keep the letter to one page maximum-no exceptions.

A resume, as compared to a CV, is a shorter document, usually no more than a few pages. A resume will present your education and accomplishments strongly, but briefly, and can be reviewed by the employer quickly.

A CV is a more exhaustive document, intended to list all academic and professional accomplishments in detail. A CV may be several pages long, but more often is the same length as a resume at the beginning of a career.

When preparing the cover letter, resume or CV, use the following checklist to ensure that your documents create the appropriate professional impression:

- Print the cover letter, resume and CV on matching quality bond paper with matching envelope.
- Print with a laser quality printer or have professionally type set.
- Adapt the cover letter to match the employment opportunity.
- Proofread and double proofread all documents, then have a friend proofread. Spelling or grammatical errors will create a poor first impression.
- Sign the cover letter **legibly**, with blue or black ink.
- Affix the proper postage. Have the package weighed if necessary.
- Do not submit reference names or reference letters at this point in the process. They will be requested when needed.
- Make sure there are no gaps of time in the education or training sequence. If gaps are present, they must be accounted for in the document.



MODEL CURRICULUM VITAE

Name, MD (header with name for all pages; and number all pages bottom center)

*I. PERSONAL INFORMATION

Date of Birth:
Place of Birth:
Citizenship: (Do not use this prefix if you are a naturalized U.S. citizen.)
Home address and telephone:
Professional address and telephone:
Social Security number:

II. PRESENT ACADEMIC RANK AND POSITION

(Do not use prefix of academic rank if you do not have one.)
Example: Professor of Medicine, Anytown Medical School
Consultant, Department of Internal Medicine
Division of Gastroenterology
Anytown Medical School

III. EDUCATION

(Include degrees and dates.)
College/University:
Medical School:
Residency:
Fellowship:
Other:

IV. BOARD CERTIFICATION

(List month, year and board certificate number, if known.
Include national boards and their parts if you have them.)

V. MEDICAL LICENSURE

(Indicate state and license number only; date is not necessary.)

VI. HONORS AND AWARDS

(Include Teacher of the Year, honors from undergraduate school, Phi Beta Kappa membership, AOA, etc.)

VII. MILITARY SERVICES

Complete if applicable; include branch of service, rank, place, and dates.)

VIII. PREVIOUS PROFESSIONAL POSITIONS AND APPOINTMENTS

(Academic Research, Clinical--list chronologically, beginning with earliest appointment.)

IX. EDUCATION-TEACHING

(In your role as teacher, list dates and names of courses taught, chairships held, time spent as leader of rounds, seminars presented, student advisor roles filled, etc.)
Medical School:
Graduate School:
Continuing Education:
Other Institutions (prior to current position):

X. EDUCATION-JOURNALS

(List membership on editorial boards, position as scientific reviewer for medical journals, etc.)

XI. GRADUATE STUDENTS/POSTDOCTORAL FELLOWS WORKING FOR YOU

(List individuals' names, number of years working for you, name of program, etc.)

XII. INSTITUTIONAL, DEPARTMENTAL, AND DIVISIONAL ADMINISTRATIVE RESPONSIBILITIES, COMMITTEE MEMBERSHIPS, AND OTHER ACTIVITIES

(List all, including years active. If still active, list date as follows: 1986- .)

XIII. PROFESSIONAL AND SOCIETY MEMBERSHIPS

(List dates, offices held, and committee responsibilities.)

XIV. INVITED VISITING PROFESSORSHIPS

(List dates, place, and professorship title.)

XV. PRESENTATIONS AT NATIONAL MEETINGS

(List dates, meeting names, places, and topics.)

XVI. PRESENTATIONS AT INTERNATIONAL MEETINGS

(List dates, meeting names, places, and topics.)

XVII. INTRAMURAL PRESENTATIONS

(Presentations at the physician's hospital or institutions, for example, presentations, Mortality and Morbidity Conferences, or Journal Club meeting at Grand Rounds, or formal presentations to medical students.)

XVIII. CLINICAL PRACTICE, INTERESTS, AND ACCOMPLISHMENTS

XIX. RESEARCH INTERESTS

XX. RESEARCH GRANTS AWARDED

(Include grant number and title, time period, and Category 1 time.)

XXI. CIVIC ACTIVITIES

(Include both medically and non-medically related activities.)

XXII. BIBLIOGRAPHY

Publications-Journals (List in order shown.) Published articles-List in chronological order with oldest first "In Press" for those articles accepted but not printed "Submitted" for those submitted but not yet accepted or rejected "In Preparation" for those written but not submitted List those you are working on but have not yet written under XIX, "Research Interests"; include coauthors.

Publications-Abstracts, Editorials, Book Chapters (Following the title, identify in parentheses what each one is: abstract, editorial, or book chapter. Put all abstracts in a separate grouping.)

*Numbered for this outline only; do not use numbers in CV. Number all pages bottom center, and header with name for all pages. ■

Sample Resume Outline

At the Top of the Page

- Your name
- Home address
- Preferred phone number
- Professional phone number (when appropriate)

Education

- List from most recent schooling to college undergraduate

Work Experience

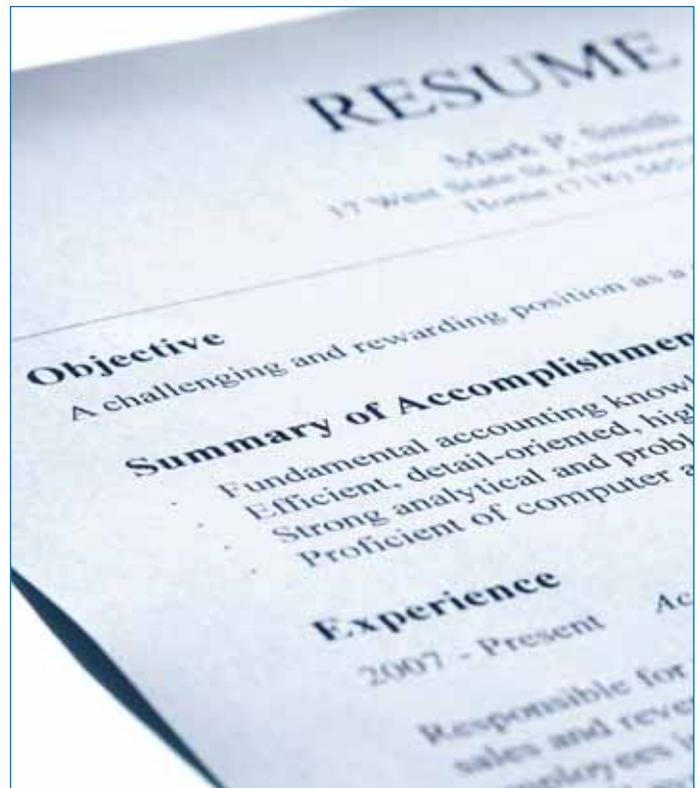
- Include postgraduate training from most recent position to first position
- List other work experiences if relevant

Special Skills

- List special attributes such as foreign languages, computer skills, procedural skills

Honors and Awards

- List from most recent to least, professional or academic awards, scholarships



Bolstering gender equity in academic medicine

By Mollie Durkin

There's a gender gap in academic medicine, according to recent studies that have looked at issues from pay to leadership to scholarly publication.

Women and men enter the physician pipeline at about the same rates—medical students and residents were 46% and 47% female, respectively, according to 2013 and 2014 statistics from the Association of American Medical Colleges (AAMC).

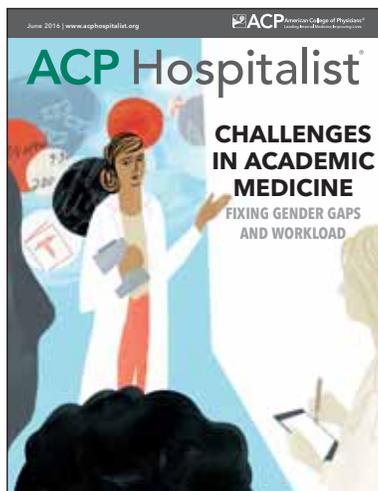


Illustration by Sarah Ferone

medicine offered insight on what's causing this gap and how individuals and institutions can compress it.

Compensation

Female hospitalists earned \$14,581 less annually than their male colleagues in 2010 (after adjustment for several variables), according to a study published in the August 2015 *Journal of Hospital Medicine (JHM)*. This is an improvement over the estimated \$24,000 wage gap noted in a 1999 study published in *Inquiry*, although differences between the studies make comparison difficult.

"We could make the argument that the earnings gap is decreasing, which is good, but it's difficult to compare 2 different studies with 2 different methodologies and convincingly say that the earnings gap is improving," said A. Charlotta Weaver, MD, lead author of the *JHM* study. "Optimistically, it is, but I think only longitudinal studies will help us determine that. It's still there, and it's still significant."

Fewer women than men in her study reported prioritizing substantial pay when choosing a job, but that only partly accounts for the disparity. The study also found that women were more likely than men to work nights. "I do find it surprising and a little bit upsetting that despite the fact that women are working nights, they're still earning less, because traditionally, nights are paid much better than daytime jobs are," said Dr. Weaver, a hospitalist and assistant professor at Northwestern University Feinberg School of Medicine in Chicago.

Possible explanations for the pay gap include differences between men and women in terms of money-related behaviors,

according to Dr. Weaver. "Women don't negotiate as much, as often, or in the same way that men do, partly because that's not been part of their upbringing, partly because they've not been taught how to negotiate, and partly because there are messages that society gives to women that it's not OK to negotiate—that women should prioritize preserving their relationships instead," she said.

Research confirms that women are less likely than men to ask for higher salaries and negotiate their first or subsequent jobs, which puts them further behind, said Michele G. Cyr, MD, MACP, associate dean for academic affairs in the division of biology and medicine at Brown University in Providence, R.I. "Certainly there are skills and ways that women can approach this and maybe improve some of this," she said. "But I think we also need to look at what the institutions can do to close the gender pay gap."

Employers can tackle the problem by embracing and adopting salary transparency, a policy in which hospitalists' salaries are easily visible and comparable, suggested Dr. Cyr, who presents sessions on negotiation at national physician meetings. For instance, a transparent academic department would make clear the differences in pay between a full-time assistant professor and a full-time associate professor.

"Salaries are very much still a taboo topic in the medical field, and I think that increasing transparency is 1 thing that could change and mitigate disparities for the better," agreed Dr. Weaver. Colleagues should talk to each other about how much they make, and employer groups can also do their part, she suggested. "Having not only transparent numbers but also a transparent methodology for determining the pay scale for their employees is essential if we want to eventually develop parity in pay between men and women."

Hospitalist groups could also hold annual salary equity reviews for all faculty to make sure compensation is evenly distributed, Dr. Cyr recommended. Beyond an overall review, individual reviews are also integral to ensuring equity, she said. "Women—all faculty—need to have an annual review at which time they can review their salary with a supervisor on an individual basis.... Ask the question, 'Am I in line with the other members of this group?' and force that supervisor to look at the pay range and who's getting paid more."

To make their own assessments of the pay scale, hospitalists can gather data from faculty salary reports from the AAMC or Medical Group Management Association. "It's evidence-based negotiation. I think it helps to have objective data because studies suggest that women don't ask because they're fearful of being rejected, they'll seem greedy, and they won't be likeable," said Dr. Cyr.

Leadership

Female hospitalists are also less likely than male hospitalists to lead divisions or sections of hospital medicine, according to another study published in the same issue of *JHM*. The study compared academic hospitalists to general internists. Both groups had about the same proportion of women overall, but

female hospitalists lagged behind female general internists as heads of divisions or sections (16% vs. 35%).

Dr. Cyr was “somewhat perplexed” at the differences between hospital medicine and general internal medicine. “On the face of it, you would think that it should be somewhat the same: Hospitalists should have the same disadvantage for being women as general internists,” she said.

One possible explanation is that hospital medicine and the women who practice it are younger, experts said. It could also boil down to choice, according to hospitalist Vineet Arora, MD, FACP, associate professor of medicine and assistant dean for scholarship and discovery at The University of Chicago Medicine. “Of course, there is a glass ceiling, so there are women that try to lead but can’t—but I think there may also be women who could lead but choose not to,” she said.

Dr. Cyr said plenty of women want to lead, noting that a climate survey at Brown indicated that the female faculty members were just as interested in advancing their careers as the men. “We do have that bias that there may be more women who aren’t interested because we suppose that they have more demands on their time, but that doesn’t bear out in the data,” she said. The GRACE (Generating Respect for All in a Climate of academic Excellence) Project, a survey conducted in 2000 at the University of Arizona in Tucson, also found that female professors within the college of medicine were just as interested as the men in advancement and attaining positions of leadership.

To get ahead, female hospitalists could seek connections with people in positions of authority, such as the hospitalist group director, who can identify leadership positions or opportunities for career advancement, suggested Dr. Cyr.

“When that person’s asked to give a talk at a national meeting, they may not have the time or the inclination to do it, so they could then give that opportunity to 1 of their faculty members. I always encourage women to have meetings with people who might be potential sponsors....It’s amazing how much of a difference that can make, just having that conversation with somebody who maybe has never thought of you as being interested,” she said.

There are also local opportunities for leadership. After having her child in 2014, Dr. Arora said she became more cautious about the travel she accepted. “I let go of 3 national, high-profile opportunities, and I took on some things that were more based in Chicago that I knew I could do,” she said. “So it’s not necessarily that I stopped leading; I just lead in a different way.”

Scholarly productivity

There are also gender differences in speaking opportunities at national meetings and publications for academic hospitalists, according to the leadership study, which found that female academic hospitalists were less likely than female general internists to be listed as speakers at national meetings from 2006 to 2012 (26% vs. 50%), first authors of publications (33% vs. 47%), and senior authors (21% vs. 34%).

The study was inspired by the anecdotal observations of lead author Marisha A. Burden, MD, FACP, chief of hospital medicine at Denver Health Medical Center in Colorado. “I just kept going to conference after conference, and in my mind, my question was, ‘Where are all the women speakers?’” she said.

Among the study results, 1 number struck her in particular: Female hospitalists made up only 9% of the featured or plenary speakers at national meetings, compared to female general internists, who claimed 45% of featured spots. “I thought that number was fairly shocking,” Dr. Burden said. “The other interesting surprise was that general internists, at least when it came to speakers, were fairly equal.”

At the annual meeting of the Society of General Internal Medicine (SGIM), balanced gender distribution is no accident, said Jean S. Kutner, MD, MSPH, FACP, president of the Association of Chiefs and Leaders of General Internal Medicine and an ex officio member of SGIM’s Council. While serving on the planning committee for the society’s Distinguished Professor in Geriatrics Program, which is held at each annual meeting, she made a point to invite women to speak.

“We kept track of who our speakers had been, and we would deliberately say, ‘Hey, we had a male speaker last year or the last 2 years. There are plenty of highly qualified geriatrics professors out there who would be of interest to this audience—let’s specifically and deliberately think about who the woman would be that would be a good candidate for this.’ With that, we ended up with a very balanced speaker profile,” said Dr. Kutner, chief medical officer of the University of Colorado Hospital and a professor of medicine and associate dean for clinical affairs at University of Colorado Medical School.

Similarly, ACP’s annual Internal Medicine Meetings are planned so that faculty reflects the College’s membership, which is about one-third women, said Barbara Licht, director of educational meetings and conferences. “When the...Scientific Program Committee begins planning the program, it is made aware of the College’s priority to have a diverse faculty both in terms of gender and ethnicity,” she said. For the past several years, women have comprised about one-third of meeting faculty, which includes all speakers and those teaching at the Herbert S. Waxman Clinical Skills Center, according to Ms. Licht.

The Society of Hospital Medicine (SHM) has an estimated membership ratio of 60% men and 40% women, according to Ethan Gray, vice president of membership. Of all speakers at SHM’s 2016 meeting (not including workshops), about 36% were female, and the breakdown was about the same the year prior, said Leonard Feldman, MD, FACP, chair of the 2017 annual meeting committee.

“It’s clear that we do have a gap between the number of male and female presenters, and it is something that we’ll have at the forefront of our minds as we plan the annual meeting,” he said. The committee plans to invite more female hospitalists to present at next year’s meeting, with big-picture goals of facilitating the promotion of more female academic hospitalists and encouraging more women to get involved, said Dr. Feldman, a hospitalist and associate professor of internal medicine and pediatrics at Johns Hopkins Medicine in Baltimore. “We would at the very least want it to be 40% to reflect our membership, but I think we can do better, given all of the talented members we have,” he said. “We would love to have a 50-50 split.”

There has been a noticeable change in the percentage of female speakers in the past several years, according to Dr. Burden, “But I would also say that aiming for a gender distribution that reflects an organization’s membership may not be the correct goal. If this is an organization’s goal, then

it is likely that it will continue to perpetuate the status quo and thus will not continue to make strides forward when it comes to representation of women and minorities," she said.

Getting female hospitalists their share of speaking opportunities is absolutely possible, said Dr. Arora. "The low-hanging fruit, like speaker opportunities, we should fix immediately because those women are out there."

Challenges and solutions

Networking with both male and female hospitalists may be a key to getting more women the academic exposure they seek, but some obstacles currently exist, the experts noted.

"There's the phenomenon where women might put down other women, and women are women's worst critics. That's got to go," Dr. Arora said. "A lot of times, it's the insecurity where a woman who's made it to the top in a man's world is harsher on the younger women because she thinks that they need to pay their dues, so to speak. Women should nurture other women, and that's the way that we'll be able to move forward."

Men should also be more inclusive of women when it comes to networking and cultivating mentoring relationships, Dr. Weaver said. "Women shouldn't be the only ones mentoring women. I think men in leadership positions also need to mentor women, and men also need to be inclusive of women in their social networks."

Another challenge can involve female hospitalists' home lives. A 2014 study in *Annals of Internal Medicine* found that female academic physicians spent 8.5 more hours per week on domestic activities compared to their male counterparts. "I do think that makes it a little bit harder for women to volunteer to travel or be a clinical leader because obviously, leading a clinical group means that you're on call for all sorts of crisis issues," said Dr. Arora.

But it's not an insurmountable barrier, experts said. "Some of the most successful women I have known are women who are very strategic with regard to how much travel they do away from home because of family responsibilities," Dr. Cyr said. "They may go to only part of the meeting where they can get the most bang for their buck [e.g., networking or presenting their work], the buck being their time away from home." Some institutions provide child care support for faculty who are traveling to meetings to present their work, she added.

The choice to raise a family should not be a disqualifier for female hospitalists who want to advance their careers, Dr. Arora said. "It's not necessarily an either/or, like 'You've chosen the mommy track, so you're done.' I would never want anyone to have that impression of hospital medicine."

Women hospitalists may, however, prioritize family over career advancement at points in their careers. "There may be women who can enter a research career later, traveling as their kids get older.... There may be a time where we need to be sensitive to the idea that, in order for people's work-life balance to work, there are going to be times tilted more toward life, less toward work," Dr. Arora said.

She offered this advice to hospitalist group leaders: "First of all, try to diversify your group. And then, for the women you've hired, [think about] how you can make working in the

group sustainable so they can be present for their families but also continue in a career that's professionally and personally rewarding at a level they can manage until they are ready to assume leadership positions."

Overcoming bias

Although all these tips can help even the playing field, a remaining challenge is implicit gender bias in the minds of both men and women. Molly Carnes, MD, MS, a geriatrician who researches women's issues, contrasted implicit bias with the explicit bias that bombarded her when she first got her start in medicine. "I had attendings come up to me and say, 'I just want you to know that I don't think women should be doctors,' or 'You're taking the place of a man,'" she recalled. "That would never happen now."

However, women in medicine today face a different, possibly more difficult obstacle in implicit bias. "It's funny: That kind of overt bias, the research suggests, can actually be less damaging because it's so overt it triggers what's called a reactance, where you say 'Well, I'll show him—I'm going to work so hard, and I'm going to make it,'" said Dr. Carnes, who directs the Center for Women's Health Research at the University of Wisconsin in Madison.

Dr. Cyr offered an example of the implicit bias that exists today. "It may be that some of the leaders, and they may be men, just assume that women with families or other responsibilities outside of work will not be interested in taking on more," she said.

Dr. Carnes was dismayed at the results of the compensation study because hospital medicine is a new field—a *tabula rasa*. "It does show that these gender biases are so deeply rooted in the way we make decisions and judgments and process information that, however unintentionally, they just continue to play out over and over again—even in brand-new fields," she said.

There are several possible ways to mitigate implicit bias, the experts said. "The first thing you have to do is acknowledge the humbling possibility that you could be biased in your judgment," said Dr. Carnes, "because physicians...we like facts, we like data, we like to think we're objective. So the first thing is to actually acknowledge that, in spite of all this data that you know, you could be biased when you evaluate an individual person."

Another tactic is to recognize stereotypes, which society constantly reinforces, she noted. "So for a woman in a hospital medicine leadership position, she might walk into a room and, without meaning it, there might be the assumption that she's not the director of the program or the physician or the expert," Dr. Carnes said. "If you can fill in real information [like stating your name and position], you can prevent the assumptions from coming to mind."

Female hospitalists can also overcome assumptions about their lack of interest in advancement opportunities by actively expressing their wishes, whether for a raise, a promotion, or a publication or lecture opportunity. "I think making it clear that you are interested is critical because those biases may be operating," said Dr. Cyr. ■

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Dealing with the hassles of prior authorization

By Margo Williams

Of all the myriad hassles and annoyances that practices have to deal with, prior authorization ranks right up there at the top. Whether these authorizations are related to medications or referrals to specialty care or testing, the end result is a lot of time spent by physicians and staff not on patient care but on burdensome administrative tasks.



It is patients who suffer the most from the inefficient requirements of prior authorization, through lost time waiting for approval; less effective drugs; delayed diagnosis or treatment; sometimes abandoned medications, testing, or treatments; and higher premiums and copayments.

There are studies that show that prior authorization is a measureable cost to clinicians. Until such time as the medical world can effect reductions in the use of prior authorization, here are some tips that practices might try to mitigate some of the burdens.

Look for trends and tackle accordingly. Is it a particular payer? Do certain drugs or tests require prior authorization? Is it a particular quantity or dose of the medication that triggers the request? Sometimes a practice can negotiate an acceptable protocol (such as for common tests, conditions, or medications) and get advance preapproval.

Standardize whatever you can. If certain medications are a problem, take a look at the formularies. Is there a satisfactory substitute? Sometimes clinicians simply do not know what is on the formularies, so for drugs commonly triggering prior authorization, have practice staff check the formularies for the various plans and create a sheet with a list of acceptable alternatives. Have prewritten letters requesting prior authorization for common drugs and/or diagnoses. Involve the patient if necessary.

Is there an online option? Some payers have Web sites with authorization portals, which can sometimes offer faster response times. Create a list of insurance companies that have this option and the URLs for each.

Is there a way that your electronic health record (EHR) vendor can help by automating some processes? Some EHRs can be set up so that when a drug or test requiring prior

authorization is prescribed, a task is automatically generated for appropriate staff and a report is printed that includes all the information reviewers will need. This can also trigger staff to set up a follow-up appointment and thus avoid extra phone calls between the office and the patient. Practices should also make sure the formularies are updated in the EHR system.

If a certain insurance company is a problem, contact the representative and try to negotiate a solution. At least this gets the issue out in the open and the company may offer an alternate process for specific situations, conditions, tests, or drugs. If necessary, appeal to a higher level within the rules of your contract with the payer.

Look inside your practice. Are certain clinicians ordering drugs or tests that require prior authorization more often than others? Sometimes education can help. Develop protocols for ordering brand-name drugs and high-cost testing.

Some practices have found that assigning all prior authorization to 1 individual on staff helps to streamline the processes. That person then becomes familiar with the people, diagnoses, forms, fax numbers, Web sites, and other processes at each payer and can be a resource to prescribing clinicians.

Can it be outsourced? There are outside entities that do certain prior authorization work, particularly regarding medications. These companies know all the tricks, have trained staff, and can complete the process efficiently. Although it is an extra step, it may result in less overall time spent by practice staff.

When appropriate, let patients do the upfront work. Provide them with all the information they need, such as diagnosis codes, and let them call for coverage. Not all patients will want to do this, but sometimes a patient's voice can tip the insurance scales more successfully than a clinician's office.

ACP and other medical societies are working on ways to improve the situation. In an effort to ameliorate the significant burden that prior authorization places on practices, last year ACP presented to the National Committee on Vital and Health Statistics regarding operating rules related to prior authorization of referrals and other health services. The goal was to advocate for payers to use technological methods of obtaining the information they need to approve the services so that some of the legwork can occur behind the scenes and not involve so much human time.

For more information about ACP's Patients Before Paperwork initiative, go online at <http://www.acponline.org/advocacy/where-we-stand/patients-before-paperwork>. ■

Margo Williams, MHA, CMPE, is a senior associate in ACP's Department of Medical Practice, which provides ACP members with resources related to practice management, compliance, and health information technology.

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Debunking HIPAA myths in the digital age

By Mollie Durkin

Although 20 years have passed since HIPAA's inception, the law continues to befuddle patients and clinicians alike. Much mythology surrounds the requirements of the Health Insurance Portability and Accountability Act, said Thomson Kuhn, senior systems architect and senior associate for health policy at ACP. "The privacy component of HIPAA has been misunderstood by everybody since the beginning, and all previous attempts at clarification have failed, for the most part," he said.

The latest clarification attempts came in January and February, when the U.S. Department of Health & Human Services Office for Civil Rights (OCR) published explanations of patients' right to access their electronic records. "Our members really do have a number of responsibilities to provide information to patients when patients want it, in the form they want it, and when they want it," Mr. Kuhn said. "That's not well understood in all practices, so some patients may get stonewalled inappropriately."



HIPAA is designed to make information flow between clinicians and patients while protecting privacy. For example, patients have the right to a paper or electronic copy of their medical records. Photo by Hemera

Indeed, many clinicians were taught that "HIPAA means no" when, in actuality, HIPAA is designed to make information flow between clinicians and patients while protecting privacy, he said. "It was supposed to free up data to flow better, not to lock it up and prevent it from being used," Mr. Kuhn said. "But that seems to be how it's been interpreted in the past."

Other challenges that relate to HIPAA as it was revised in 2013 include patients' right of electronic access in general, as well as the format and delivery of the data, said Christine Bechtel, who coordinates GetMyHealthData, a national campaign supported by the National Partnership for Women & Families that helps patients, or "tracers," through the process of obtaining their health records. The campaign dubs patients as such because of their test-case nature. (The GetMyHealthData campaign offers online resources for both patients and clinicians.)

"We would like to see a shift from being guarded about sharing patient data to being open and transparent and recognizing that providing electronic data to patients is a real enabler in patient engagement in their own health and their own care," she said. "We would not ever ask a consumer today to try to manage their finances without data, but we are asking patients to manage their health care without meaningful, usable electronic data every day."

While OCR will continue to release updated guidance pertaining to certain gray areas of HIPAA, its recent clarifications attempt to dispel some of the most common myths.

Myth No. 1: HIPAA precludes patients from accessing their medical records electronically because of privacy concerns.

The aim of HIPAA is to promote the flow of health information to patients, the rightful owners of their data. In fact, the 2013 update to the law states that a patient has a right to an electronic copy of his or her health record. "A lot of times, the responses that tracers will receive when they ask for those e-copies is, 'I'm sorry, we only do paper,'" Ms. Bechtel said. "You actually do, as a patient, have a right to an electronic copy."

In addition, patients also have a right to different formats of the electronic copy—for example, instead of a read-only PDF copy, they may ask for a structured data copy. "As long as the provider can technically produce it, then they must produce it in the format that the patient is asking for, but they don't have to buy any special equipment," Ms. Bechtel said. If a patient requests an electronic copy of paper records but the practice doesn't have a scanner, for instance, then the practice does not have to buy one just to meet the patient's request, she said.

"What OCR clarified recently is that whether or not a provider honors the patient's request is a matter of capability; it's not a matter of willingness. That's an important clarification that I think providers need to be aware of because it means they need to have a workflow around assessing, for each records request, what it is the patients are looking for," Ms. Bechtel said. Secure patient portals have made it easier for patients to send messages, see test results, and read clinic notes, and many also include the ability for patients to download a comprehensive care summary. Practices could initially respond to requests by asking patients what information they need, Ms. Bechtel noted. "And if the patient portal doesn't cut it for them, then look at what you can extract from the electronic health record [EHR] in terms of a broader dataset," she said.

Myth No. 2: Clinicians should never communicate with patients through e-mail or other unsecure channels because of security concerns.

If a patient requests an e-mail as the medium of distribution, then a practice must provide a brief warning of the risk that the transmitted health information could be compromised, according to OCR. If the patient accepts this risk, the practice must comply with the request. "It's the patients taking a risk, not the provider, and they're covered by that," Mr. Kuhn said.

OCR's guidance adds that practices must adopt "reasonable safeguards" while fulfilling a records request, such as using the correct e-mail address. However, if requestors accept the risk, practices are not responsible for any compromised protected health information sent on an unsecure network.

Similarly, clinicians may be tempted by the convenience of communicating with patients through e-mail but should "know what is available within your practice that would allow you to communicate electronically in a HIPAA-secure manner," said Ana María López, MD, MPH, FACP, chair of ACP's Ethics, Professionalism and Human Rights Committee. "Let's say a patient were to e-mail you in a nonsecure way. If you reply, make sure you reply in a secure way," such as from a professional e-mail through an encrypted pathway, she said.

And if a patient texts a clinician, the clinician should call the patient and inform him or her that that form of communication is not appropriate and secure, said Dr. López, associate vice president for health equity and inclusion at the University of Utah Health Sciences Center in Salt Lake City. "As a clinician, you don't want to be communicating in a nonsecure fashion. ... And be very careful not to communicate through a social media mechanism around anything clinical," she said.

Myth No. 3: Practices may charge patients by the page for the delivery of electronic medical information, including search-and-retrieval fees.

Here is where EHRs prompt substantial change. Delivering paper records to patients has been associated with "tremendous cost," but now, practices with certified EHRs shouldn't need more than a few minutes to send the data electronically, Mr. Kuhn explained. "You're only allowed to charge for exactly what your out-of-pocket costs are to provide the data," he said.

OCR permits imposing a "reasonable, cost-based fee," which may include labor, supplies, and postage but not costs associated with verification, documentation, search and retrieval of the information, or maintenance of systems.

For example, if a patient requests medical information from the EHR in the form of a thumb drive or CD-ROM, a practice could feasibly charge for the storage equipment, but the labor to produce the record would only be a few minutes of somebody's time, Ms. Bechtel said. "If they've done this in an efficient way, there should be little to no cost," she said.

Although the privacy rule permits certain limited fees, "covered entities should provide individuals who request access to their information with copies of their [protected health information] free of charge," particularly in cases where an individual would find it difficult or impossible to afford the fee, new OCR guidance states. Despite what the law says, Ms. Bechtel said she has seen bills from tracers who were charged a searching fee of up to 75 cents per electronic page, which the new guidance clarifies is not acceptable.

Furthermore, clinicians may not withhold or deny patients access to their personal health information in the case of unpaid medical bills, according to OCR.

Myth No. 4: Patient records may only be released to the patient.

Practices may require patients to request access to their records in writing or offer them the option of using electronic means to request access, according to OCR's recent guidance. Practices are required to take "reasonable steps" to verify the identity of a requestor through oral or written means, although OCR leaves the exact type and manner of verification to their discretion. However, it does state that a practice cannot require the patient to come in person for identity verification, as this would be an unreasonable burden.

If a patient requests the release of electronic information to a third party, such as an app or information intermediary, the practice must do so, according to OCR. Third parties may include other doctors or health care entities, a family member, an app such as a personal health record, a researcher, and an authorized personal representative, according to OCR guidance, which also clarifies the difference between an individual right of access request and a HIPAA authorization for disclosure.

Although these myths are widespread, clinicians can do their part to brush up on the law and provide their patients with digital access to their records. As an added bonus, the functionality of EHRs has made complying with HIPAA easier than gathering and sending records on paper, said Mr. Kuhn. "In general, I think the situation is improving dramatically. ... It's just a case of spreading [this information] to those who don't yet understand that the situation has changed," he said. ■

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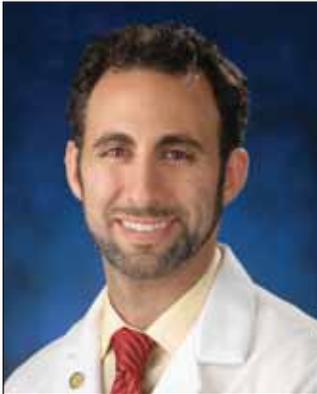
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Present people, not diseases

By Omar S. Darwish, MS, DO, ACP Member

As a hospitalist at an academic center, every morning I listen to my residents present their new admissions. After the age and sex of the patient, more often than not, I am given a list of past medical problems before hearing the patient's chief symptom or the reason for admission. I look around to see if medical students or other residents are paying attention, and often I see in their faces that they are not. When I ask presenters why they tell me the list of past medical problems, most of them say it is because they want their audience to have a good idea of who the patient is.



Dr. Darwish

So who are these patients? Are they just a list of medical problems? My answer is simple: They are people. People with families, jobs, and hobbies. Therefore, "A 54-year-old mother of 5 children who currently works at a local grocery store presents with 2 days of diarrhea" is more interesting than "A 54-year-old female with a past history of hypertension, diabetes, hypothyroidism presents with 2 days of diarrhea."

As a hospitalist, I believe one of my goals each day is to make sure my residents stay engaged and interested in their patients and in their colleagues' presentations. Thus, I think there are at least 3 reasons why residents should present their patients as people, not past medical problems.

Reason #1. *If you set the tone in your mind and for your audience that this patient is a person and not a disease, you provide better care.* For example, if a celebrity were to be admitted to your service, naturally you would do your best taking care of him. You would control his pain, communicate well, and make sure he was getting everything he needed. Because you would already know a lot about him, you would feel as if you really knew him as a person. So, why not get to know your patients and make them all famous? This does not mean you need to spend hours with them. Simple questions regarding their occupations, hobbies, and family can help you create a better connection. Furthermore, when you ask them questions that are not medical, your patients may become more comfortable with you, which tends to lead to a more accurate history. So, instead of focusing on all the past medical problems a patient has, you should focus on who they are first.

Reason #2. *A good presentation keeps the listeners listening and increases the engagement of residents in the diagnosis and management process during rounds.* Most often, when an intern is presenting, the other interns are not listening, thinking instead about their own presentations. How can you blame them? Every presentation sounds the same when it

focuses on a list of past medical problems. I myself end up remembering my patients based on their medical problems and not based on who they are. Rounds get boring and monotonous, so what better way to engage your colleagues than to present your patients in an exciting way. I have noticed that the audience gets quite excited when the presenter says there is no medical history. So, let us all assume from the beginning that all these patients do not have a medical history.



Reason #3. *Less focus on previous history helps avoid the "past medical history trap."* There are many clinical reasoning errors, but this is a common one—a resident blames a current problem on a past medical problem. For example, if a resident presents a 54-year-old woman with a history of COPD who has been short of breath for 2 days, the audience more often than not would say that this patient has a COPD exacerbation. Past medical problems can overwhelm and cloud beginning learners' assessment of patients. At the outset of a presentation, it's better to focus on the elements of the chief symptom, rather than on past medical problems.

In addition to these 3 reasons, patients are becoming more complicated and carrying many medical problems. To define them as a "complicated medical history" or by some or all of their medical problems dehumanizes them, which I believe leads to poor care and disgruntled residents. So, let us all stop treating our patients like diseases and start treating them like people. ■

Dr. Darwish is an assistant professor and hospitalist at the University of California, Irvine.

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Regarded and recognized as a Top Health System in the country for the clinical quality consistently provided to patients in our hospitals, nonprofit Banner Health, headquartered in Phoenix, Arizona, operates 29 hospitals, including three academic medical centers and other related health entities and services in seven states (15 in Arizona). We have rapidly evolved from a health system of hospitals to a fully integrated system that includes significantly expanded services through the Banner Health Network, Banner Medical Group and, in 2015, with Banner – University Medicine. Through Banner Medical Group, Banner Health has also expanded convenient access to quality care by placing health centers and clinics throughout the communities we serve. Come join us in the following Clinical Practice openings in the Phoenix Metro area; Clinical Faculty opportunities with Banner University Medical Group (BUMG) affiliated with the University of Arizona (South Campus) as well as practice opportunities at our clinics throughout historically rich, vibrant and growing Tucson, Arizona.

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Humana Care Delivery Organization



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INTERNAL MEDICINE

The Hawaii Permanente Medical Group, Inc. is seeking Internists to join its Internal Medicine Department in Hawaii.

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Internal Medicine/ Family Medicine Physicians

Bergen County, NJ Location • Full Time

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We are seeking Board Certified/Eligible Internal Medicine or Family Medicine physicians; consider joining our newest Bergen County location. We offer a competitive salary, comprehensive benefits package, and a dynamic working environment. For immediate consideration, please apply online at:

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Academic Hospitalist

The Division of Hospital Medicine at Northwestern University's Feinberg School of Medicine, one of the nation's largest academic hospitalist programs with over 60 hospitalists, is recruiting academic hospitalists (internal medicine, board-certified/eligible physicians) on an ongoing basis to join our well-established team in downtown Chicago. **Opportunities exist for both day and night service.**

Northwestern hospitalists have many and varied opportunities to engage with medical students and residents, quality improvement projects, clinical research, interdisciplinary collaboration, and other scholarly activities. They rotate on the teaching and the attending directed non-teaching service, and have support from experienced NPs and PAs. Full-time, non-tenure-eligible faculty positions are available at a salary and rank commensurate with experience. We offer a highly competitive salary and outstanding full benefits. Start date is negotiable. Please email your cover letter and CV to:

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

For more information, please visit:
<http://www.medicine.northwestern.edu/hospitalmedicine>

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



PennState Health
Milton S. Hershey Medical Center

Hershey, Pennsylvania

Chair, Department of Medicine

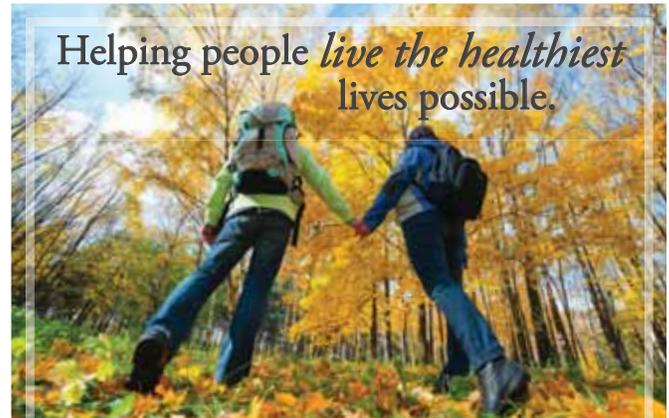
The Pennsylvania State University College of Medicine (Penn State) invites applications and nominations for the position of Chair, Department of Medicine. The successful candidate will be a nationally recognized academic leader with a substantial record of research, teaching, clinical and administrative accomplishments. We seek candidates with prior administrative and leadership experience gained within a Department of Medicine, strong interpersonal and communication skills and demonstrated ability to effectively inspire, manage, mentor and develop faculty and staff. Candidates must hold the degree of M.D. or M.D./Ph.D., be Board-certified in a medicine specialty and possess qualifications for appointment to Professor at Penn State.

The Department of Medicine is comprised of over 200 clinical and research faculty in ten divisions. The Department has a fully accredited ACMGE residency program with approximately 90 residents and offers 13 fellowship programs. Clinical services are delivered within the complex academic health center, Penn State Milton S. Hershey Medical Center, which includes the hospital, the College of Medicine, and the Medical Group.

Nominations and expressions of interest, including a curriculum vitae and cover letter, should be submitted confidentially via email to PennStateChairMedicine@wittkieffer.com. Inquiries may be addressed to Linda Komnick, Kimberly Smith, or Claudia Teschky, the Witt/Kieffer consultants supporting this search, at 630-575-6172.

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

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You can also contact us:

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

Santa Clara Valley Medical Center (SCVMC), a large public teaching hospital, affiliated with Stanford University School of Medicine, in San Jose CA, is seeking a **full-time BC/BE internal medicine-primary care physician** to join our large Department of Medicine and one of our thriving primary care practices at our Valley Health Center- Moorpark or Valley Health Center-Downtown.

SCVMC is the main hospital for the Santa Clara Valley Health and Hospital System, which in turn is the second largest County-owned health system in California, including a large primary care network with nine primary care health centers, wide-ranging specialty care services, a large behavioral health department, and a health plan. SCVMC hosts a large Internal Medicine Residency Training Program, TJC-accredited Primary Stroke Center, CARF-accredited Rehabilitation Center, ABA-verified Burn Center, and ACS-verified Level 1 Trauma Center. SCVMC is located in the heart of Silicon Valley, 50 miles south of San Francisco and 30 miles north of the Monterey Bay, offering one of the most diverse selections of cultural, recreational, and lifestyle opportunities in the nation.

VHC-Moorpark is on our central campus and is a popular training site for our Internal Medicine residents. Minutes away, VHC-Downtown is a new state of the art facility in downtown San Jose near San Jose State University, which opened in June 2016.

We offer competitive compensation, generous comprehensive benefit package (including 53 days of leave per year), paid malpractice, vibrant professional environment, opportunity for career growth, and the opportunity to serve a multicultural patient population and the community. SCVMC is an Equal Opportunity employer. **Please submit your letter of intent and CV to Roya Roustas at roya.rousta@hhs.sccgov.org.**

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- Our work environment is relaxed, collegial, friendly, respectful of work-life balance and supportive.
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- Our unique CardioPrevention Program is among the best available.
- We provide the opportunity to practice medicine as you would want.

We offer a competitive base of \$200,000 plus over \$10,000 in reimbursement of FICA taxes, and a comprehensive benefits package including 10% of your salary for our employer contribution to your 401K without matching; as well as free health, dental, life and vision insurance; paid holidays, vacation and CME, malpractice coverage and much else.

Located in Fresh Meadows, Queens, NY, minutes from Manhattan. We provide free on-site parking or accessible by public transportation.

We require current ABIM certification in Internal Medicine, NYS Medical License Registration, current D.E.A. Registration and demonstrated dedication to patient care, preferably with an academic background.

TO JOIN OUR TEAM, SUBMIT YOUR CV TO: JIBHR@jibei.com

*JIB Medical is open Monday thru Saturday;
our physicians are required to work some Saturdays.*



Hospitalist Research Faculty

The Division of General Medicine and Primary Care in the Department of Medicine at Beth Israel Deaconess Medical Center (BIDMC) is seeking applications from physicians at the Instructor or Assistant Professor level, with training/expertise in health services research, epidemiology, or related fields to join our research faculty in the Sections of Research and Hospital Medicine. Research focus/interests should have relevance for hospitalized patients. Clinical care will occur on the hospital medicine service at BIDMC. Academic rank at Harvard Medical School and salary will be commensurate with qualifications and experience. Applicants must be Board eligible/certified in Internal Medicine. **Anticipated start date of mid-2017.**

Candidates are required to have prior training or significant participation in health services research, epidemiology or a related field. Additionally, candidates should be board eligible/certified in Internal Medicine, have Massachusetts state licensure (or ability to obtain prior to start date) and a Federal DEA license and a Massachusetts Controlled Substance Certificate.

For information, contact Patrick Curley:

pjcurley@bidmc.harvard.edu

Harvard Medical Faculty Physicians at BIDMC, Inc. (HMFP) and Harvard Medical School are Equal Opportunity/Affirmative Action Employers actively committed to increasing the diversity of our faculty. People with disabilities, veterans, women and members of underrepresented minority groups are therefore strongly encouraged to apply.



Beth Israel Deaconess
Medical Center



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Academic Hospitalist

Einstein Medical Center – Philadelphia is seeking a highly qualified, board certified/eligible internal medicine-trained Academic Hospitalist to join our faculty. Day and night positions are available. Clinical responsibilities include teaching residents and medical students. We offer excellent salary and benefits.

To learn more contact
Pamela Goldman, MD at
GoldmanP@einstein.edu
or **Kim Hannan**
at HannanKi@einstein.edu.

EOE



**Clinical Hospitalist
NOCTURNIST**



The Division of Hospital Medicine within the Department of Medicine at Oregon Health & Science University seeks a qualified candidate for a Clinical Hospitalist Nocturnist position in our successfully growing Clinical Hospitalist Service available January 2017. This opportunity involves joining an established group of talented and committed providers who value providing high quality patient care, education to learners and service to the University. The scope of practice will include admitting, cross-covering, and managing patients, as well as performing medical consultations. The candidate should have superb clinical, communication, teamwork and interpersonal skills and enjoy multidisciplinary work. MD degree (or equivalent) and ABIM certification is required.

Interested candidates should email a cover letter of interest, CV and three letters of recommendation to Alan J. Hunter, MD, Head, Division of Hospital Medicine c/o Heather Crowell to crowellh@ohsu.edu and apply on line <http://www.ohsu.edu/xd/about/services/human-resources/> under IRC55491

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Our collegial group practices are seeking dynamic adult primary care physicians to join their teams. Superb call schedules with onsite and remote access to electronic medical records. Strong practice management with NP/PA clinical support. Competitive compensation with comprehensive benefits including a 401(k) employer-match contribution.

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Mail: 275 Grove Street, Suite 3-300 Newton, MA 02466
Phone: 800-222-4606
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EOE/AA.
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Internal Medicine Practice Opportunities - Western NC Near Asheville!

Nocturnist Hospitalist

Employed opportunity for BC/BE Internist to provide inpatient services at Pardee UNC Health Care. Competitive base salary with wRVU incentive, professional liability insurance, comprehensive benefits/retirement plan, Paid Time Off, CME/Dues allowance, sign-on, relocation.

Internal Medicine

Outpatient practice opportunity for BC/BE Internist for hospital-employed practice. Competitive base salary with wRVU incentive, professional liability insurance, comprehensive benefits/retirement plan, Paid Time Off, CME/Dues allowance, sign-on, relocation.

No Visa sponsorship available

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Interested candidates, send CV or call: Gina Mallozzi
Central Maine Medical Center
300 Main Street
Lewiston, Maine 04240
Fax: 207-344-0696
E-mail: MallozGi@cmhc.org
or call: 800/445-7431
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C M E

February 17-19, 2017
Orlando Maintenance of Certification Exam Preparation Course.
Lake Buena Vista, FL
Location: B Resort & Spa. Director: Gauri G. Agarwal, MD, FACP. Course Code PG1701. CME credits: 22 maximum Groups A and D, \$735; Group B, \$565; Group C, \$905.

March 9-11, 2017
Washington DC Maintenance of Certification Exam Preparation Course.
Arlington, VA
Location: Ritz-Carlton Pentagon City. Director: Carmella A. Cole, MD, FACP. Course Code PG1702. CME credits: 23.5 maximum Groups A and D, \$735; Group B, \$565; Group C, \$905

March 30-31, 2017
Internal Medicine 2017 Maintenance of Certification Exam Preparation Course.
San Diego, CA Location: San Diego Convention Center. Directors: Fred Lopez, MD, MACP & Marc J. Kahn, MD, MBA, FACP. Course Code PRE1711. CME credits: 14 maximum

May 31-June 1, 2017
New Jersey Internal Medicine Board Review Course. Florham Park, NJ
Location: Wyndham Hamilton Park Hotel. Director: Sara L. Wallach, MD, FACP. Course Code PG1703. CME credits: 39 maximum Groups A and D, \$1035; Group B, \$820; Group C, \$1335.

June 4-9, 2017
Greater Chicago Internal Medicine Board Review Course. Schaumburg, IL
Location: Renaissance Schaumburg Hotel & Convention Center. Director: Lynell W. Klassen, MD, MACP. Course Code PG1704. CME credits: 48 maximum Groups A and D, \$1140; Group B, \$925; Group C, \$1570.



PennState Health
Milton S. Hershey Medical Center

PULMONARY/CRITICAL CARE

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

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

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

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

Interested candidates may submit cover letter and CV to:

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

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

INTERNAL MEDICINE PHYSICIAN

Catholic Medical Center in tax free Manchester, New Hampshire is actively seeking an Internal Medicine Physician to join our growing primary care network. All practices are located within Manchester or adjacent communities.

We offer a competitive salary with sign on and retention bonuses, relocation allowance, and hospital funded CME.

- Limited call schedule
- 100% outpatient; no inpatient/hospitalist coverage, no weekends or nights
- Physician lead hospital with supportive Administration
- Southern NH is consistently rated one of the best places to live by Forbes and Money magazines and is within an hour to Boston, the Atlantic Ocean, and the White Mountains.

Physicians must be Board Certified /Board Eligible.

Please respond to Janet Frongillo at jfrongil@cmc-nh.org or 603-663-6739

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Unique opportunity near highly sought after Manhattan, Hermosa and Redondo Beach area. Join a prestigious Internal Medicine/Hospitalist practice in Sunny Southern California!

- Seeking BC/BE Internist to practice hospital medicine.
- Successful candidate should be enthusiastic, compassionate and hard working.
- Competitive salary leading to partnership.
- Part time positions also considered

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- Sign-on bonus (\$25K), Relocation assistance (\$15K), Student loan repayment (\$30K)
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Rachel Lee
325-518-2517
rlee@hendrick.org



www.hendrickhealth.org

IM PHYSICIANS NEEDED: AUSTIN, TX

1 Office Practice Physician

The Austin Diagnostic Clinic is seeking a full-time Internal Medicine physician.

- ★ Active TX medical license is a plus.
- ★ Competitive salary and benefits.
- ★ Partnership potential after 1 year.
- ★ Relocation stipend included.

Email CV to roliver@adclinic.com



No Visa sponsorships available.

SHARP Rees-Stealy Medical Group, a nationally acclaimed 500+ physician multi-specialty group with 22 locations throughout San Diego, California, is seeking full-time or half time (job share) BC/BE Internal Medicine physicians to join our staff. We offer a first year competitive compensation guarantee and an excellent benefits package.

Please send C.V. to SRSMSG, Physician Services
2001 4th Avenue, San Diego, CA 92101
Fax: 619-233-4730 Lori.Miller@sharp.com

ACADEMIC GENERAL INTERNIST

MedStar Washington Hospital Center, the largest and busiest academic medical center in the Washington D.C. metropolitan area, is seeking additional full-time general internists to join its expanding Section of General Internal Medicine. Responsibilities include resident and medical student teaching in the primarily in the ambulatory setting, curriculum development, and outpatient clinical practice. Experience in medical education, fellowship training or a chief residency is a plus but not a requirement. Opportunities for those with research experience or who are interested in assuming a leadership role in the section's ambulatory education activities exist. Candidates should be board-certified in internal medicine. MedStar Washington Hospital Center offers a competitive compensation plan, generous benefits package, and reasonable on call responsibilities.

Interested applicants should send their CV to:
Carmella Cole, M.D., Director Section of General Internal Medicine, 110 Irving St., N.W. Room 1A-50, Washington, D.C. 20010



SOUTHLAKE CLINIC

Internal Medicine and Family Practice Physicians.

Southlake Clinic has an immediate need for Internal Medicine/Family Practice physicians. Southlake Clinic is a physician-owned multispecialty group comprising of 60 healthcare providers in IM subspecialties based in south Seattle, WA. We offer a flexible and sustainable private practice with the collegiality and professional support of a large healthcare entity. We offer competitive benefits, productivity bonuses and the opportunity for partnership/ownership with income potential greater than MGMA 90th percentile. Southlake is committed to the development of our healthcare providers and maintenance of a sustainable work-life balance.

Send CVs to laurac@southlakeclinic.com
425-251-5110 ext. 3128.



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- Myrtle Beach, SC
- Walterboro, SC
- Nashville, TN
- Houston, TX
- San Antonio, TX

Please contact
Kathy.Haley@HCAHealthcare.com

Internal Medicine and Primary Care

California

NAPA WINE COUNTRY OUTPATIENT IM POSITION. Hospital sponsored-new clinic-135,000 population 45mins. to downtown SF in Napa Wine Country. 5yr. salary guarantee-signing/production bonus-benefits-relocation. 314-984-0624 donohueandassoc@aol.com W-35938

Florida

PRACTICE FOR SALE-FLORIDA. Well-established, solo Internal Medicine practice in Fort Lauderdale. "Physician is considering retiring." Contact markotis72@comcast.net No Brokers Please. W-35961

Georgia

Internists - Outpatient Only. North Metro Atlanta - Northeast Georgia. The Longstreet Clinic, P.C. (TLC) is actively recruiting additional INTERNISTS to join us in our outpatient clinic. This is a great prospect to join a well-established primary care practice within a large, multi specialty group in northeastern metro Atlanta. Recruiting BC/BE internists licensed or eligible in Georgia. This opportunity offers flexible scheduling for work-life balance. Full-time and part-time available. Competitive compensation and benefits including pension plan, 401(k), CME, relocation allowance, signing bonus, and shareholder opportunity to include real estate holdings. TLC is a 190+ provider group offering physicians the opportunity to build their practices within an innovative, financially sound, collaborative organization. Please contact Jullie King at (770) 533-6593 or j.king@longstreetclinic.com for additional information about our practice opportunities. www.longstreetclinic.com IM-35760

Massachusetts

MARTHAS VINEYARD OUTPATIENT IM POSITION. Hospital employed-join 10 physician group-4/5 day work week-new hospital-Salary, signing/production bonus, benefits, relocation, 1yr. housing stipend-loan forgiveness. 314-984-0624 donohueandassoc@aol.com W-35940

Michigan

ANN ARBOR OUTPATIENT IM POSITION. Hospital employed-Joining 3 physicians-New clinic-Salary, signing/production bonus, benefits and relocation. 314-984-0624 donohueandassoc@aol.com W-35939

Pennsylvania

HOSPITALIST- Successful, Collegial, Expanding Hospitalist practice in beautiful Bucks County is looking for a fulltime Internal Medicine specialist. Hospitalists enjoy a flexible schedule. Our Hospitalists provide a variety of services such as ED unassigned and primary care coverage, subspecialist consultation, ICU and observation coverage and pre and post management consultations. Successful candidate must be Board Certified or Board eligible. We offer a competitive salary, bonus and benefits package. Part time Moonlighting positions also available. Email CVs to DoylestownHealthHR@dh.org W-35930

National

Internal Locums Physicians Needed! For our VA Outpatient Clinics Nationwide! Excellent Pay and Compensation! Call 877-272-8960 for details or visit www.crassoc.com today! W-35640

Faculty/Research

Nevada

University of Nevada School of Medicine Department of Internal Medicine in Las Vegas is seeking General Internists, to include leaders interested in the roles of Associate Program Director for the Residency and a Clerkship Director of the student clerkship. Requirements: M.D. or D.O. degree, or equivalent, completion of an Internal Medicine Residency Program from an ACGME accredited institution, be eligible for an unrestricted Nevada medical license and malpractice coverage, meet credentialing requirements, be able to obtain privileges at University Medical Center (UMC) and other site locations as needed. Information: Dr. John Varras, 702-671-2345 or jvarras@medicine.nevada.edu To apply: https://www.unrsearch.com/postings/19980 AA/EOE Women and under-represented groups are encouraged to apply. W-36105

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Hospitalist

National

Apogee Physicians Nationwide Hospitalist Opportunities. Apogee Physicians is the nation's largest, entirely physician-owned and operated, Hospitalist group. Founded in 2002, Apogee has grown to 750 physicians and nurse practitioners in 30 states. We are committed to creating the best opportunity for the best Hospitalists. Apogee has established programs in; Alabama, Arizona, Arkansas, California, Delaware, Georgia, Iowa, Illinois, Indiana, Kansas, Kentucky, Louisiana, Michigan, Missouri, Mississippi, New Jersey, New Mexico, New York, North Carolina, Ohio, Oklahoma, Oregon, Pennsylvania, South Carolina, Tennessee, Texas, Vermont, Virginia, West Virginia and Wisconsin. Please send your CV to Mica Sylvain at mica@apogeephysicians.com or call 208-292-4088. Visit www.apogeephysicians.com. W-35863

Pulmonary Medicine

California

Pulmonary and Critical Care Medicine Physician, Southern California Opportunity: Thriving practice south of Los Angeles is seeking a BC, Pulmonary/Critical Care Medicine physician. Teaching opportunity, very competitive salary and benefits. Call 1:3. Email CV and references to htanios@socalpulmonary.com W-35990

Residencies and Fellowships

California

The Cedars-Sinai Heart Institute offers a comprehensive 2-year research and clinical fellowship in hypertension and vascular biology (2017-2019). Our program is ideal for aspiring physician-scientists who completed their GIM residency, are ABIM-certified or eligible, and want to augment their CV with research training before applying for fellowship in cardiology, nephrology, or endocrinology. We only accept trainees who are United States citizens or permanent residents. A California Medical License and staff privileges at Cedars-Sinai are required to start the fellowship. Please email katrina.sy@cshs.org (division academic program coordinator) for more details. W-35846

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or call us at 1-844-863-6797. integratedacutecare@usacs.com



Massachusetts - Hospitalist and Nocturnist Positions Available

Come join our well established hospitalist team of dedicated hospitalist at Emerson Hospital located in historic Concord, Massachusetts. Enjoy living in the suburbs with convenient access to metropolitan areas such as Boston, New York and Providence as well as the mountains, lakes and coastal areas.

Opportunities available for hospitalist and nocturnists; full time, part time, per diem and moonlighting positions, just 25 minutes from Boston.

A great opportunity to join a well established program.

- Manageable daily census
- Flexible scheduling to ensure work life balance
- Dedicated nocturnist program
- Intensivists coverage of critical care unit
- Competitive compensation and bonus structure
- Comprehensive benefit package including CME allowance
- Access to top specialty care

Emerson Hospital provides advanced medical services to more than 300,000 people in over 25 towns. We are a 179 bed hospital with more than 300 primary care doctors and specialists.

Our core mission has always been to make high-quality health care accessible to those that live and work in our community. While we provide most of the services that patients will ever need, the hospitals strong clinical collaborations with Boston's academic medical centers ensures our patients have access to world-class resources for more advanced care.

For more information please contact:
Diane M Forte, Director of Physician Recruitment and Relations
 978-287-3002, dforte@emersonhosp.org
Not a J-1 of H1B opportunity

**ACADEMIC HOSPITALISTS
 AT BETH ISRAEL DEACONESS
 MEDICAL CENTER IN BOSTON**

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

Please send expressions of interest, curriculum vitae and bibliography in one document by applying online at:
<http://www.hmphysicians.org/careers/>
 Requisition # 161356 Attention: Tanya Leger Administrative Coordinator to the Hematology/Oncology Search Committee

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

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 JOB OPENINGS**
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**Hospitalist Position
 in Picturesque Bridgton, Maine**

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

For more information visit our website at www.bridgtonhospital.org. Interested candidates should contact **Julia Lauer, CMMC Physician Recruitment, 300 Main Street, Lewiston, ME04240; Email: LauerJu@cmhc.org; call: 800/445-7431; fax: 207/755-5854**



Champlain Valley Physicians Hospital

**NEW YORK - ADIRONDACK MOUNTAINS, LAKE CHAMPLAIN REGION:
 BE/BC Hospitalists sought to join expanding hospitalist program at the University of Vermont Health Network – Champlain Valley Physicians Hospital (www.UVMHealth.org/CVPH).**

The program is well established with 15 full time physicians and three advanced practitioners. Enjoy being a hospital employee with a competitive salary, comprehensive benefit package and quality bonus. Level II trauma center with over 50,000 annual ER visits. Big hospital and an excellent quality of life too! Near Montreal, the Adirondack Mountains, the Olympic-Lake Placid region and Burlington, VT.

Community: www.NorthCountryGoodLife.com
Contact: Lisa VanNatten, Director of Physician Search
 800-562-7441, Lvannatten@cvph.org

**Academic Hospitalists and Nocturnists
 Mount Sinai Health System, NYC**

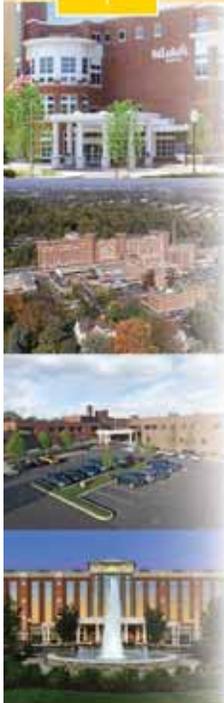
The Division of Hospital Medicine (DHM) of the Mount Sinai Health System, NY, is recruiting hospitalists to care for patients admitted to the Medical Service. Opportunities are available at Mount Sinai Hospital, Mount Sinai St. Luke's, and Mount Sinai West Hospitals in Manhattan, and at Mount Sinai Queens Hospital. Positions are available for physicians with leadership experience as well as junior attendings who want to develop their career in a dynamic and expanding Division. Night and part-time positions are also available. Our hospitalists play a central role in enhancing the quality of patient care and medical education. Opportunities are available in quality and patient safety initiatives, house staff and medical student education, and research. Mount Sinai Medical Center is nationally recognized as a center of excellence in patient care and is an equal opportunity/affirmative action employer. Mount Sinai Medical Center - An EEO/AA-D/V Employer.

Interested candidates should send their CV to **Natasha Lawrence at natasha.lawrence@mountsinai.org**





A Place to Practice. A Place to Call Home.



Hospitalist Opportunities – Growing network in Eastern PA and Western NJ

St Luke's University Health Network (SLUHN) has multiple hospitalist opportunities and is recruiting for BC/BE physicians. Our new hospital in Monroe County, PA opened in October of 2016. This group focuses on outstanding quality and enjoys a collegial atmosphere.

We offer:

- Excellent benefits, including malpractice, moving expenses **starting bonus and a loan repayment program.**
- Attractive base compensation with incentive
- 7 on/7 off schedules

SLUHN is a non-profit network comprised of physicians and 7 hospitals. We employ more than 400 physician and 200 advanced practitioners. St. Luke's currently has more than 180 physicians enrolled in internship, residency and fellowship programs, and is a regional campus for the Temple/St. Luke's School of Medicine.

The Lehigh Valley is a beautiful eastern Pennsylvania community with a service area of 1.2 million and is located one hour north of Philadelphia and less than two hours from New York City. Cost of living is low coupled with minimal congestion; choose among a variety of charming urban, semi-urban and rural communities your family will enjoy calling home. For more information visit www.discoverlehighvalley.com

If you are interested, please email your CV to Drea Rosko at physicianrecruitment@sluhn.org



My Health. My Hospital.

ENJOY A WORK LIFE BALANCE! HOSPITALIST AND NOCTURNIST OPPORTUNITIES

Mount Nittany Physician Group is a physician led professionally managed multi-specialty group. All physicians in the group are employed. The Hospitalist Division has openings for a Hospitalist and/or Nocturnists to join a cohesive, collaborative team of 14 physicians and 3 APCs. All physicians are board certified or eligible. The schedule includes 7-on/7-off, 12 hour shifts. At this time, all Hospitalists work a block of 3 nights every 12 weeks. All physicians in the group participate in teaching with Penn State College of Medicine. Inpatients will be seen at Mount Nittany Medical Center, a 260 bed, not-for-profit, acute-care hospital located in State College, Pennsylvania offering medical, surgical, and emergency services. One of the region's top places to work, Mount Nittany Health employs 2,300 skilled healthcare professionals and support staff and credentials hundreds of employed and non-employed physicians in more than 60 specialties and subspecialties. The ideal candidate must be BE/BC and should have a strong interest and commitment to high quality patient care.

Additional Highlights include:

- Highly supportive administration
- Stable multi-specialty group, full spectrum of specialties team support
- Growing patient demand, growing organization, excellent reputation
- Collegial work environment that strives to provide a work/life balance

State College, affectionately called "Happy Valley," is home to the Pennsylvania State University, one of the nation's largest educational institutions. State College's location offers easy access to Interstate travel. Excellent schools, affordable real estate and a safe friendly community make this area perfect for those looking to advance their career and enhance their personal or family's lifestyle. Successful candidates will receive a highly competitive salary and benefit package.



For immediate consideration, please email your curriculum vitae using the following information.

I look forward to speaking with you and providing further information.

Lorelei Shaw,
Director of Physician Recruitment
Mount Nittany Health
ishaw@mountnittany.org
O: 814.278.4866
C: 814.404.1958





Excellent opportunity for a Hospital employed Hospitalist and practicing Hospitalist Program Director. The positions are inclusive of ICU responsibilities, which would include procedures such as vent management, intubation and central lines. Four Hospitalists provide 24/7 coverage to our 97 bed hospital, working a seven on-seven off schedule, and rotate days and nights every three months

Located in the Northeast, in the beautiful mountainous communities of Saranac Lake and Lake Placid, NY. Our climate, provides the full benefits of four seasons, and ample outdoor recreational activities such as hiking, skiing, golf, boating, biking, snowshoeing, or simply taking in the beauty of the surrounding Adirondack Mountains. We have been a two time host of the winter Olympics (1932 and 1980) and continue to host many sporting and world cup events, as well as the annual Ironman USA. These are safe, family friendly communities with excellent schools systems.

If you are interested in learning more about our opportunities, please contact **Joanne Johnson** at 518-897-2706, or e-mail jjohnson@adirondackhealth.org

ASSOCIATE DIRECTOR HOSPITALIST SERVICES

- LONG ISLAND, NY -

- Full Time, Days -

South Nassau Communities Hospital, one of the region's largest hospitals, with 455 beds, more than 900 physicians and 3,000 employees, is currently seeking an Associate Director Hospitalist Services. The successful candidate will work closely with the Director, Hospitalist Team, Skilled Nursing Facility Physicians, Physicians of South Nassau Communities Hospital (SNCH) and the staff to manage all aspects programs for SNCH. This role will be crucial in executing the strategies and tactics to help SNCH continue its history of success.

REQUIREMENTS:

- M.D. or D. O. degree with at least 4-5 years clinical practice experience
- Current New York medical license without restrictions
- Board Certification by the American Board of Medical Specialties

Please complete the on-line application at:

www.SouthNassauJobs.org, and email the Project Manager of Physician Services at: paiel.chakrabarty@snch.org

About South Nassau Communities Hospital:

Designated a Magnet® hospital by the American Nurses Credentialing Center (ANCC), South Nassau® Communities Hospital is one of the region's largest hospitals, with 455 beds, more than 900 physicians and 3,000 employees. SNCH is an acute-care, not-for-profit teaching hospital that provides state-of-the-art care in cardiac, oncologic, orthopedic, bariatric, pain management, mental health and emergency services. In addition to its extensive outpatient specialty centers, South Nassau provides emergency and elective angioplasty, and is the only hospital on Long Island with the Novalis Tx™ and Gamma Knife® radiosurgery technologies. South Nassau is a designated Stroke Center by the New York State Department of Health and Comprehensive Community Cancer Center by the American College of Surgeons and is an accredited center of the Metabolic and Bariatric Surgery Association and Quality Improvement Program.



Apply Online:
www.SouthNassauJobs.org



Equal Opportunity Employer
All qualified applicants will be afforded equal employment opportunities without discrimination because of race, creed, color, national origin, sex, age, disability, or marital status.



Post-Acute Hospitalist Opportunity in Wyomissing, Pennsylvania

Reading Health Rehabilitation Hospital is currently seeking a **Post-Acute Hospitalists** to manage a wide range of medical and surgical sub-acute patients during their transition home. **We are the only hospital in the region to be accredited by both the Commission on Accreditation of Rehabilitation Facilities (CARF) and The Joint Commission.**

Our state-of-the-art facility includes:

- A 62-bed Acute Rehabilitation Unit including an 11-bed secured Brain Injury Unit
- A 50-bed Transitional Sub-Acute Unit for skilled care

Schedule is a 3 week block including 1 weekend:

Mon. - Fri., Mon. - Sun., 3rd week off, days only. Minimal night call from home, 1:6 weeks (5pm - 8am)

Responsibilities include:

- * Admit and manage Adult Medicine Service patients on sub-acute unit
- * Comprehensive medical consults with sub-specialists on acute rehab patients
- * Coordination of care with primary care physician
- * Coordination/co-management with physiatrists on all patients
- * Inpatient attending for Internal Medicine Residents

What We Offer:

- Competitive salary with Bonus Incentive
- Signing Bonus
- Comprehensive benefits
- Generous paid time-off and CME allowance
- Relocation assistance
- Educational Loan Forgiveness
- H1-B and Green Card Support

For consideration, please forward your CV to: **Judy Wechter**
Medical Staff Recruiter | Office: 484-628-4523 | E-Fax: 484-345-2406
Judith.wechter@readinghealth.org | readinghealth.org

readinghealthsystem.jobs



HOSPITALISTS – EASTERN PENNSYLVANIA

Seeking BC/BE internists for hospitalist positions at our 800-bed main campus in Allentown and our 188-bed community hospital in the adjacent city of Bethlehem. Both sites offer tertiary care, physician extender support and the opportunity to teach residents and students.

- DAY TIME & NOCTURNIST POSITIONS AVAILABLE
- ESTABLISHED NOCTURNIST PROGRAM
- CLOSED ICU
- ACCESS TO ALL SUBSPECIALTIES
- 48-SLOT IM RESIDENCY
- 22 PAs
- NETWORK-WIDE EPIC
- NO FORCED OT
- 10 HOUR SHIFTS
- MOONLIGHTING OPPORTUNITIES

The Lehigh Valley is located 60 minutes north of Philadelphia and 90 minutes west of NYC. The area is growing rapidly thanks, in part, to urban redevelopment, beautiful affordable suburban housing and safe neighborhoods. The academic opportunities in the area include excellent public schools, highly regarded private schools plus 10 colleges and universities.

Please call 484-862-3202 or send CV to Pamela.Adams@lvhn.org.

NO VISAS

Reading Hospital, a 647-bed acute care hospital located in **West Reading, Pennsylvania**, is seeking a **full-time Hospitalist** to join our Hospitalist Services Department at our nationally recognized hospital for Clinical Excellence.

Responsibilities include coordinating all aspects of care for the Adult Medicine Service, including:

- Admit and manage the clinical care of Adult Medicine Service patients and certain subspecialty patients
- Appropriate placement within hospital
- Discussion of end of life preferences
- Consultation with sub-specialists
- Discharge planning
- Coordination of care with primary care physician
- Arrange follow-up care after discharge
- Participate in quality improvement activities
- Manage patients in a high-quality, cost effective fashion
- Inpatient attending for Internal Medicine Residents.

Candidates must be BC/BE in Internal Medicine.

Reading Health System includes Reading Hospital and Reading Health Rehabilitation Hospital, a facility in Spring Township, featuring a 50-bed skilled nursing unit and a 62-bed inpatient rehabilitation unit. We also provide office-based primary and specialty care through Reading Health Physician Network, in-home nursing care through Reading Health Home Care, and retirement living through The Highlands at Wyomissing. An extensive network of outpatient services are provided through offices and QuickCare walk-in centers throughout the region.

Berks County offers excellent schools, affordable homes, and many recreation and social amenities.

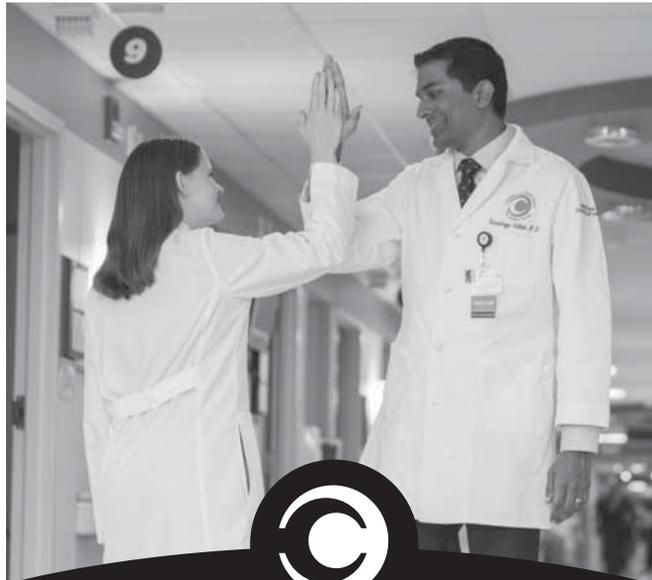
For consideration, please forward your updated CV to:

Kristen Manwiller

Medical Staff Recruiter | Office: 484-628-6716 | E-Fax: 484-345-2405

kristen.manwiller@readinghealth.org

readinghealth.org



Make an impact
as part of our Hospitalist team.

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

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

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

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

EEO/AA/Vet/Disability Institution



CHRISTIANA CARE
HEALTH SYSTEM

UPMC LIFE CHANGING MEDICINE
HOSPITALIST

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

Send letter of interest and CV to Wishwa Kapoor, MD
200 Lothrop Street, 933 West MUH
Pittsburgh, PA 15213

Fax: 412 692-4825 | E-mail: Noskoka@upmc.edu

EO/AA/M/F/Vets/Disabled



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the Right Address

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

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

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

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

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



HOSPITALIST PHYSICIAN CHARLOTTESVILLE, VIRGINIA

Martha Jefferson Hospital, a member of Sentara, is currently recruiting for a full time inpatient medicine physician to join our hospitalist team.

Our hospital offers a wide array of patient services, with excellent subspecialty and ancillary support. We strive to create an environment where safety and quality are the cornerstones to delivering exceptional healthcare.

We offer competitive salary, benefits, and a cohesive work environment. Charlottesville is a university town, consistently rated as one of the best places to live, raise a family, with excellent schools, metropolitan dining, and outdoor activities.

Not a J-1/H1-B Visa opportunity.

To apply please submit cover letter and CV to:
Paul Tesoriere, M.D. at pjtesori@sentara.com
or call (434) 654-7580.



VIRGINIA

HOSPITALISTS, NOCTURNISTS, AND SITE LEAD

Johnston Memorial Hospital, located in **Historic Abingdon, Virginia**, is currently seeking BE/BC Hospitalist Physicians to join their group Full-Time. Day Shift, Nocturnist, and Site Lead Hospitalist Opportunities are available with the following incentives:

- Hospital Employed—Earning potential up to \$300K per year
- Day Shift (7 am - 7 pm) Noc. (7 pm to 7 am) 7 days on / 7 days off
- Site Lead Schedule: 12 twelve hours clinical shifts/month and at least 40 hours/month administrative.
- Competitive Annual Salary with Performance & Production Bonus
- Excellent Benefits, CME Reimbursement & Paid Malpractice
- Generous Sign On Bonus, Relocation and Educational Loan Assistance
- Teaching and Faculty opportunities with the JMH FM/IM Residency Training Programs
- Critical Care Physicians covering the CCU/PCU

Tina McLaughlin, CMSR

Mclaughlint@msha.com Phone: (276) 258-4580

Virtual Tour: www.mshajobtour.com/jmh



West Virginia University, Department of Medicine, Section of Hospital Medicine is seeking board certified/board eligible internists for full-time faculty hospitalist positions. This position is clinically based on our inpatient hospitalist service, with the expectation of 26 weeks annually of clinical duties that can include academic and independent clinical activity. We are a growing academic hospitalist section that affords the faculty member teaching opportunities of residents in both a one-on-one setting, and rounding teams covering inpatient consults for the Department of Medicine. In addition, opportunities are available to teach medical students both individually and in small group clinical skills instruction. Scholarly activity is highly encouraged and opportunities for research with clinical faculty also exist within the section and department. We are a large tertiary care center that has extensive consultation support and cross department/section collaboration for those faculty members interested in subspecialty fellowship training. In addition, our section provides each non-teaching team with Advance Practice Provider support.

Successful candidates must have an MD, MD/PhD or DO degree (the employer accepts foreign educational equivalent) and be eligible to obtain an unrestricted West Virginia medical license. Candidates must have completed an accredited internal medicine residency program. Faculty rank and salary will be commensurate with credentials.

U.S. News & World Report has ranked West Virginia University Hospitals #1 in the state for the past several years. WVU provides the most advanced level of care available to the citizens of West Virginia and bordering states. Major expansion is underway to Ruby Memorial Hospital, adding a 10-story tower and an additional 114 licensed beds. WVU Medicine has also opened a three story, 110,000 square foot ambulatory care facility to help address the growing demand for access to outpatient services. Our hospitalist section works closely with the Department of Medicine to streamline transitions of care and focus heavily on quality benchmarks.

Morgantown is consistently rated as one of the best small metropolitan areas in the country for both lifestyle and business climate. The area offers the cultural diversity and amenities of a large city in a safe, family-friendly environment. There is also an excellent school system and an abundance of beautiful homes and recreational activities.

To learn more, visit <http://medicine.hsc.wvu.edu/medicine/general-internal-medicine/> and submit your CV directly to furbeep@wvumedicine.org.

WVU is an AA/EEO employer - Minority/Female/Disability/Veteran - and is the recipient of an NSF ADVANCE award for gender equity

TEAMHealth®

HOSPITAL MEDICINE

Join our Hospital Medicine Team in Florida!

PENSACOLA, FL: We are looking for **Staff Physicians** and a **Medical Director** to join our Hospital Medicine team at **West Florida Hospital**. Rated one of the Top 100 Hospitals for a 2nd year in a row, West Florida is the perfect place to take your next career step! Take advantage of a very generous compensation package and full benefits.

PALATKA, FL: We are looking for a **Staff Physician** to join our Hospital Medicine team at **Putnam Community Medical Center**. This 99-bed facility is located with easy access to Gainesville, Jacksonville, and St. Augustine. We can offer you an excellent compensation package and comprehensive benefits.

At TeamHealth, our purpose is to perfect our physicians' ability to practice medicine, every day, in everything we do. Our philosophy is as simple as our goal is singular: we believe better experiences for physicians lead to better outcomes—for patients, hospital partners, and physicians alike.

To learn more about this position or other Hospital Medicine opportunities, contact **Jason Nuwer** at **954.377.2986** or **jason_nuwer@teamhealth.com**, or visit **teamhealth.com**.



Have you thought about how you can balance your professional and personal life?

We have.

Are you prepared for value-based compensation?

We are.

Are you prepared for MACRA?

We are.

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Are you a part of decisions that are patient and physician centered?

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No recruiters, please

Hospitalists

Minnesota and Wisconsin

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

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

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

Apply online at **healthpartners.com/careers** or email your CV, cover letter and references directly to **lori.m.fake@healthpartners.com**. For more details, contact: Department Chair Jerome Siy, M.D., SFHM or Lori Fake at 800-472-4695, x1. H-1B visa eligible. EOE



healthpartners.com

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So is the difference **you** can make.

IM HOSPITALIST OPPORTUNITIES

Greenville / Upstate South Carolina

Greenville Health System (GHS), the largest healthcare provider in South Carolina, seeks **BC/BE Internal Medicine Physicians** interested in opportunities as a Hospitalist.

Details include:

- Group comprised of career hospitalists with low turnover
- Competitive salary & incentive bonuses
- Teaching & non-teaching opportunities
- Opportunity to teach residents/medical students (if desired) with an academic appointment
- Premium pay & flexible schedule for Nocturnist or semi-Nocturnist
- Additional shifts paid at a premium
- Vertical advancement available

Ideal candidates:

- Comfort managing critically ill patients (desired, but not required)
- IM procedures highly desired, but not required. Simulation center training & bedside training available if interested (placement of central lines, etc.).

The System is comprised of 1,662 beds on 7 campuses that are clinically excellent facilities. GHS also hosts 15 residency and fellowship programs, a level-one trauma center, a separate research facility, and one of the nation's newest medical schools: University of South Carolina School of Medicine - Greenville on our main campus.

Greenville, SC, ideally situated near mountains, beaches and lakes, is a beautiful place to live and work. We enjoy a diverse and thriving economy, excellent quality of life, and wonderful cultural and educational opportunities.

Public Service Loan Forgiveness (PSLF) Program Qualified Employer

Please submit a letter of interest and CV to: Kendra Hall, Sr. Physician Recruiter, kbhall@ghs.org, ph: 864-797-6114. EOE



GREENVILLE HEALTH SYSTEM



North Carolina

Hospitalist positions in family community 35 minutes from Pinehurst, 45 minutes from Fayetteville and less than 2 hours from beaches, Raleigh, and Charlotte. Flexible scheduling.

Call 800-764-7497, text 910-280-1337 or fax 910-276-0438, Melisa.Ciarrocca@scotlandhealth.org

www.scotlandhealth.org

Are you passionate about caring for seniors?



We are looking for physicians with a special passion for senior-focused care.

Humana Care Delivery Organization, a division of Humana Inc., is looking for senior-focused primary care doctors.

- **For Doctors, By Doctors** - Humana Care Delivery Organization (HCO) is a medical group led by doctors in a way that benefits doctors.
- **We've Got Your Back** - Our support staff of hundreds shares your passion for senior care and will work tirelessly to stand behind you.
- **A Balanced Team** - You will lead a care team that features a medical assistant, care coordinator, referral specialist as well as a pharmacist.
- **Pioneering Innovation** - You'll serve as a key piece in an innovative new population health model.
- **Peace Of Mind** - The comfort and security that comes with working for a Fortune 100 company.
- **A Better Understanding** - It's a chance to view your patients holistically and incorporate preventative care.
- **A Better You** - Improve the quality of your own life by enjoying a more balanced work schedule so your patients see the best version of you.
- **Great Locations** - Florida: Miami, Ft. Lauderdale, Palm Beach, Daytona, Orlando, and Tampa; South Carolina: Greenville; and Texas: San Antonio.

Humana Care Delivery offers a competitive salary, an achievable quality bonus, comprehensive benefits, a sign-bonus, relocation assistance, and a reasonable patient census in a 100% outpatient setting.

Opportunity awaits you!

Contacts to learn more: (SC) Ericka Splawn: 864-486-2597, Esplawn@humana.com; (TX) Gloria Trevino: 210-834-6242, Gtrevino@humana.com; (FL) Christina Reimann: 502-301-2105, CReimann@humana.com

Humana
Care Delivery Organization



Hospitalists and Nocturnists Join a leader in Hospital Medicine in Coastal Florida!!

- Generous compensation package with benefits, paid vacation, and No call!
- Substantial bonus offered
- No procedures required
- BC in Internal Medicine or Family Medicine
- 7 days on/off schedule; approximately 14 shifts per month
- Days 7 am - 7 pm; Average 17 Patients, 3-4 Admissions
- Nights 7 pm - 7 am; Average 10 Patient Admissions
- Our location is in close proximity to major airports, the Space Center, and other Florida attractions, and you can expect excellent public and private schools and great housing.

For more information send your CV to:

Mary Weerts,
Sr. Physician Recruiter
Mary.Weerts@mima.com
or call 321-725-4500 ext. 7607.



acponline.org/careers



ACADEMIC HOSPITALIST UNIVERSITY OF MICHIGAN

The University of Michigan, Division of General Medicine seeks BC/BE internists to join our expanding Academic Hospital 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 hospital 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.

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

Send cover letter and CV to:
 Laurence McMahon, MD, MPH
 Chief, Division of General Medicine
 300 North Ingalls, Room NI7C27
 Ann Arbor, MI 48109-0429
 FAX: 734-936-8944
squigley@umich.edu

To inquire please contact:
 Scott Flanders, MD
 Director, Hospital Medicine
 Department of Internal Medicine
 734-647-2892
flanders@umich.edu

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

Change lives.
Start with your own.

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

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

We are seeking BC/BE Internal Medicine physicians to join our employed Hospitalists in **Wausau and Wisconsin Rapids.**

- Medical Director (Wausau): - Combined clinical & administrative role
- Hospitalist - Shifts vary. Call for details
- Nocturnist - 7 pm-7 am, 7 on/7 off (Wausau only)
- Minimum 14 shifts per month. Premium pay for additional shifts.

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

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

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

Details at AspirusProviderOpps.org.
 Contact Amanda Krueger at
Amanda.Krueger@aspirus.org or 715.843.1332.



**Medical Director, Hospitalist & Nocturnist
Central Wisconsin**



Hospitalists

We're seeking Hospitalists to join Mayo Clinic's world class clinical and academic communities throughout the country.

Mayo Clinic was recognized by *U.S. News & World Report* as America's '#1 hospital' and a world-class academic medical center. Here, hospitalists are actively engaged in clinical care, teaching, research and leadership, and are part of teams focused on resident teaching, cancer care and perioperative medicine consults. You'll deliver comprehensive medical care to acutely ill patients, with extensive clinical opportunities. The Division of Hospital Internal Medicine (HIM) is also in partnership with Oncology and Hematology to provide medical and palliative care expertise to inpatient cancer cases.

Our practices are located in some of the most beautiful and welcoming states in the country, including Arizona, Florida, Iowa, Minnesota, and Wisconsin.

Mayo Clinic's multi-disciplinary group practice focuses on providing high quality, compassionate medical care that assures "the needs of the patient come first." Consider bringing your skills and experience to a position that will challenge you, an organization that will support you, and a community that will welcome you with open arms.

To learn more about Mayo Clinic and apply, please visit mayocareers.com/ACPHospitalist

Heal the sick,
Advance the science,
Share the knowledge.



Post offer/pre-employment drug screening is required. Mayo Clinic is an equal opportunity educator and employer (including veterans and persons with disabilities). ©2016 MFMER.



IU Health Physicians

DAY, NOCTURNIST & CLINIC OPPORTUNITIES

Indiana University Health Physicians has employment opportunities for Hospitalists to join their teams at IU Health Methodist, University and West Hospitals located in Indianapolis, Indiana.

<p>Day or Night Hospitalist</p> <ul style="list-style-type: none"> • 100% inpatient • Adaptive day scheduling with predominant block schedules • 10 hour Nocturnist block shifts 	<p>Day-Time Clinic</p> <ul style="list-style-type: none"> • M-F days-only • Provide outpatient pre-operative assessment, medical consultation and optimization and coordination of care
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Opportunities Include

- Research and teaching opportunities available
- Physicians can receive an adjunct faculty position in the Department of Internal Medicine at IU School of Medicine
- Requirements: M.D., Internal Medicine, Eligible for Indiana Medical License

For more information or to submit your CV, please forward to:
Lindsey Pund, Physician Recruiter, Indiana University Health Physicians
 LPund@iuhealth.org | 317.963.0224

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Classified Ads Online
acponline.org/careers

Hospitalist Opportunities Chicago, Illinois

Excellent opportunities available for BC/BE Internal Medicine Physicians.

We currently have hospitalist opportunities available in the Chicagoland area. This geographic area offers superb quality of life. We offer an attractive compensation, incentives and benefits package.

If interested, please email CV to:
ssanchez@vhschicago.com
 or call: Stacy Sanchez at 708-783-3405




Nocturnist Opportunity

Community Physician Network is seeking a **BE/BC Internal Medicine Physicians** to function as a **Nocturnist**. This physician will join CPN, a large, employed, well-established, multi-specialty group in the two of our locations: **Indianapolis** and **Kokomo** area.

Indianapolis opportunity overview:

- 17 week model; 7-on-14-off
- Indianapolis' desired Northeast side
- Competitive compensation package
- Joining a well-established group of experienced physicians

Kokomo opportunity overview:

- 7-on-7-off
- 30-45 minutes from Indianapolis' desired North side!
- Competitive compensation package
- Joining a well-established group of experienced physicians

Qualifications:

- BE/BC in Internal Medicine
- Proficiency with procedures
- Professional, cohesive, and a team player
- Consistent and consecutive employment of training history

Community Health Network is a non-profit health system that is deeply committed to the communities we serve with more than 200 sites of care and affiliates throughout Central Indiana. Guided by our PRIIDE Values – Patients First, Relationships, Integrity, Innovation, Dedication and Excellence – our team of caregivers is committed to providing an exceptional experience with every life we touch.

For further details, please contact:
 Brandt Petty, Network Physician Recruiter
 Email: DocJobs@eCommunity.com
To apply, visit: <http://www.ecommunity.com/physicianrecruitment/>



Hospital Consultants has openings for Hospitalists, days and nights, in the Metro Detroit area.

H1 visa sponsorship available.

Please email CV to: iulniculescu@yahoo.com

**University of Cincinnati College of Medicine
General Internal Medicine Opportunities
as Academic Hospitalist**

The Section of Hospital Medicine at the University of Cincinnati College of Medicine, Cincinnati, Ohio, is seeking Board Eligible Internists to join our faculty as academic hospitalists. Hospitalist faculty are members of the Division of General Internal Medicine, which performs the bulk of resident and student teaching for the Department of Medicine.

Responsibilities include:

- Providing patient care in several settings, including attending on traditional resident led ward teams, attending on the resident led medical consultation service, and leading a hospitalist team including an intern;
- Teaching in our Internal Medicine Residency program which has been granted status as an ACGME Educational Innovations Program; and
- Teaching medical students on clinical rotations.

Academic opportunities include:

- Direct teaching of medical students in all four years of our new clinical curriculum;
- Collaboration with researchers in our Center for Clinical Effectiveness and Center for Health Informatics; and
- Participation in Hospital quality improvement activities.

Opportunities also exist for training in Improvement Sciences and traineeships with mentored research experiences in Outcomes and Clinical Effectiveness leading to a Master's degree in Clinical and Translational Research.

Our hospitalists are leaders in improving both patient care and clinical processes at the University of Cincinnati Medical Center and have a passion for teaching and improving patient care.

Salaries are competitive, with opportunities for increases based on productivity.

If you are interested in joining the University of Cincinnati in Hospital Medicine, applicants should contact: Mark Eckman, Director, Division of General Internal Medicine at Mark.Eckman@uc.edu or Justin Held, Interim Director, Hospital Medicine via email at Justin.Held@uc.edu.

We are recruiting for July 2017.
The University of Cincinnati is an affirmative action/equal opportunity employer.



*****Becker's 2016***
"150 Great Places to work in Health Care"
2016 Fortune 100 Best Places to Work **

Texas Health Physicians Group is seeking enthusiastic nocturnists at two of its locations: Texas Health Hospital Fort Worth and Texas Health Harris Methodist Hospital Southwest:

- **Board certified/eligible candidates only**
- Total compensation \$275,000 guarantee
- 186 calendar days worked
- Full benefits to include: CME allowance, malpractice, health, dental, vision, 401(k)
- We pay for your Texas licensure/DEA/DPS
- These opportunities cannot sponsor J-1 Visa waiver

For more information about opportunities with Texas Health Physicians Group, please contact:
Linda Hamar
Texas Health Resources Physician Recruitment
P: 214-345-4263
F: 214-345-6673
LindaHamar@TexasHealth.org

www.texashealth.org/physician-jobs



Physicians employed by Texas Health Physician Group are not employed by a Texas Health Resources Hospital



**Hospitalist Physician (Internal Medicine)
Robbinsdale, MN US**

Life's too short to work in the wrong company. Want to join a company that cares about YOU, is innovative and stable in today's economy?

Join North Clinic, *Where caring is a tradition*. We are seeking a BC/BE Internal Medicine Physician to work within our Hospitalist Department. Physician will have admitting privileges and practice medicine at North Memorial Medical Center (a 500-plus-bed, Level I Trauma Center located in Robbinsdale, Minnesota). North Clinic offers a flexible work environment and the opportunity to work with highly qualified and friendly colleagues.

We offer an excellent compensation and benefit package that fits your life.

North Clinic is a physician owned, multi-specialty, multi-location clinic in the northwest suburbs of Minneapolis. We've been around for over 60 years and employ over 80 providers.

If you are interested in learning more about our position, please email a copy of your CV to Joanne Stadnik at joanne.stadnik@northclinic.com or send via fax to 763-587-7723.

TEXAS INTERNAL MEDICINE OPPORTUNITY

Hendrick Medical Center is a nonprofit hospital licensed for 522 beds located in Abilene, Texas. This mid-sized city is home to 120K people with a 19 county regional draw of 400K. The people distinguish themselves as being warm & friendly. Abilene is a charming, safe community and a fine place to raise a family.

- BC/BE IM physician needed to have a traditional practice (In & Outpatient)
- Employment or Solo Opportunity
- Attractive yearly salary (at least \$235,446 the first year!) + lucrative incentive program
- Sign-on bonus (\$25K), Relocation assistance (\$15K), Student loan repayment (\$30K)
- Residency/Fellowship Stipend (\$2K/month)
- Marketing to community and region
- Full Benefits Package & Malpractice coverage
- \$2,000 TX License Fee Reimbursement
- CME - \$5,000/yr & 5 paid days/yr.

Rachel Lee
325-518-2517
rlee@ehendrick.org



www.hendrickhealth.org

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20 job search videos
available at
acponline.org/careervideos**

Internal Medicine Hospitalist Opportunity

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

Clinical focus areas include the following:

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

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

Primary practice sites are the University of Iowa Hospitals and Clinics (UIHC), which was recognized as the #1 Health Care Employer for the second consecutive year by Forbes in 2016 and has consistently ranked as one of the top 15 medical centers in the U.S. by US News and World Report. The University of Iowa College of Medicine works in close partnership with the UIHC, and the Iowa City Veterans Affairs Hospital and is ranked as one of the top ten public medical schools in NIH funding.

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

Interested candidates are invited to search the **Jobs@UIOWA** site: <https://jobs.uiowa.edu/content/faculty/> and search for requisition # 69217

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

A career focused on what matters most.



Inpatient medicine plays a vital role in the care continuum. The hospitalist providers at UnityPoint Health® are an important part of our care team and work collaboratively with partners across our health system to deliver the **Best Outcome For Every Patient Every Time®**.

To learn more about career opportunities as a UnityPoint Health hospitalist provider, visit www.practicewithunitypoint.org or contact Rachel Gustafson at Rachel.Gustafson@unitypoint.org.

The point of unity is you.®



Creighton University Infectious Diseases Fellowship Program is seeking two fellows to begin July 2017. Our training program offers a collegial learning environment with a good work/life balance allowing time to enjoy the high quality of living in the Midwest. Our fellows' experiences include clinics (continuity, HIV, travel), inpatient rotations, and research. We also provide educational experiences including antimicrobial stewardship, hospital epidemiology, and teaching. Applicants must have completed an ACGME-accredited IM residency & we require a J-1 visa for international applicants. All applications must be submitted through ERAS.

Contact StephanieReed@creighton.edu for more details.

HOSPITALIST

www.altru.org/careers/physicians

Be part of a world class health care experience in majestic North Dakota.



- Practice inpatient internal medicine with an established, skilled and diverse group of physicians in Grand Forks.
- Schedule is a 12 hour block, 25 weeks per year
- Trauma II hospital
- Physician led healthcare system
- Teaching opportunities available

To learn more about this opportunity or to forward your CV for consideration contact:

Jennifer Semling
Manager, Physician Recruitment
701-741-0330 (cell)
Phone: 800-437-5373 ext. 6607
jsemling@altru.org



acponline.org/careers

Avera Medical Group

Great Opportunities Await

Join a physician group with a 97% retention rate

Avera Medical Group is connected to the region's leading health care system with more than 200 clinics and 33 hospitals covering 60 specialties across **South Dakota, Minnesota, Iowa, Nebraska and North Dakota**. Avera Medical Group physicians are a part of an integrated physicians' network, consisting of over 850 professionals providing focused patient care. Our patient-centered care structure combines compassion and innovation with the simple goal of creating happier, healthier communities.



"Avera embodies what physicians' represent. Their commitment to excellence has placed them at the forefront of technology." Magdalene Fiddler, M.D.

As an Avera Medical Group physician, you'll be connected to a regional leader in health care. Avera offers:

- A comprehensive network of service lines, allowing physicians to work together to create best practices and deliver consistent care
- Avera eCARE the largest, most comprehensive telehealth network in the nation
- Ongoing research and clinical trials
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HOSPITALIST
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TRADITIONAL INTERNAL MEDICINE
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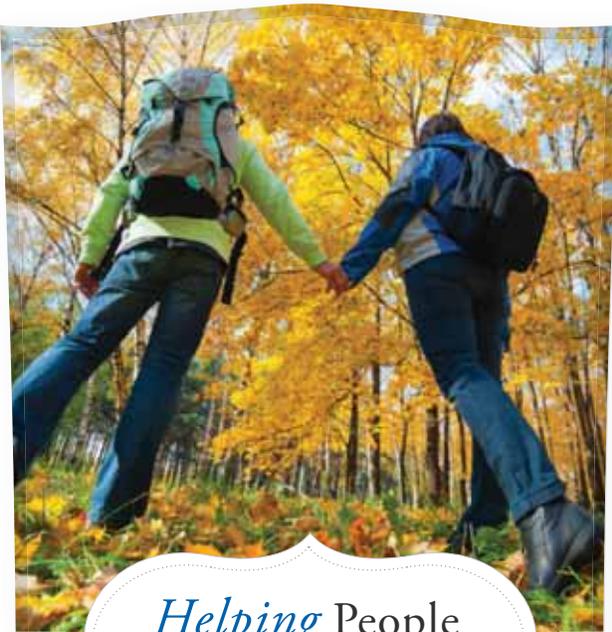
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Or call the Physician Recruitment Department at 605-322-7663

EEO/AA Employer M/F/D/V



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Live the *Healthiest*
Lives Possible

Utah has no shortage of outdoor adventures. It's also home to one of the best healthcare networks in the nation. Intermountain Healthcare needs Hospitalists and Outpatient Internal Medicine Physicians:

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Signing Bonus Available

Logan | Ogden | St. George

CARDIOVASCULAR HOSPITALIST

Salt Lake City

INTERNAL MEDICINE

**Signing Bonus & Student Loan Repayment Available.*

Stipend Available for Those Still in Training.

American Fork | Cedar City | Hurricane | Ogden
Salt Lake City | St. George | Burley, Idaho

Employment with Intermountain Medical Group.
Competitive salary. Full benefits including defined pension,
401K match & CME. Relocation provided up to 15k.

Visa sponsorship not available.



physicianrecruit@imail.org or 800.888.3134

PhysicianJobsIntermountain.org

Currently seeking qualified **Medicine Nocturnists and/or Hospitalists for Midtown Inpatient Medicine, LLC, located in Denver, Colorado.** MiM is a physician-owned, physician-run company with local leadership, flexible scheduling, competitive compensation and a balanced, positive culture of work. We offer partnership opportunities, an excellent benefit package including health, dental, CME, 401K, malpractice, credentialing and administrative support, and reimbursement and bonuses that emphasize quality in healthcare.

Denver is nestled at the foot of the Rocky Mountains, with vibrant arts and restaurant options, major sports teams, nearby skiing and hiking, great schools and over 300 days of sunshine every year.



Please email your CV to:
joinus@mimdocs.com



UCHealth

Join the highly rated UCHealth system with five hospitals ranked by U.S News and World Report as top-ten Best Regional Hospitals in Colorado.

HOSPITALISTS NEEDED IN COLORADO SPRINGS, CO

- Schedule is 160 shifts/year
- Seven on/Seven off schedule
- Night shift differential

HOSPITALISTS NEEDED IN LONGMONT, CO

- New UCHealth Hospital to be completed Spring of 2017
- Hospitalist position details coming soon

INTERNAL MEDICINE - NORTHERN COLORADO

- Full scope outpatient clinics seeing young adults to geriatrics
- Minimal phone call requirements
- Full time schedule seeing patients 36 hours/week

Competitive compensation package includes paid time off, CME time and allowance, health dental & vision, life insurance, long and short term disability, paid malpractice, a generous retirement package and a one-time **Starting Bonus!**

For more information or to apply visit us:

www.joinuhealth.org

You can also contact us:
physician.careers@uhealth.org

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Seeking the **best** in hospital medicine

Join our growing health system in southwest Missouri.

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

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

coxhealth.com

COXHEALTH

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

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

Barnes-Jewish Hospital is a 1,300-bed Level-I trauma center serving the St. Louis metropolitan and outlying areas. It is ranked as one of the nation's top 11 hospitals by *US News & World Report*.

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

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



Physician-Led Medicine in Montana

Hospitalist

Billings Clinic

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

- Extremely flexible scheduling
- Generous salary with yearly bonus
- Signing bonus
- Student loan repayment
- No procedures required
- Teaching opportunities
- "America's Best Town of 2016" – *Outside Magazine*

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



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 is a great place to raise a family. Exciting outdoor recreation close to home. 300 days of sunshine!





Hospital Medicine Group
UNIVERSITY OF COLORADO ANSCHUTZ MEDICAL CAMPUS

Seeking ACADEMIC HOSPITALISTS
INTERNAL MEDICINE, GERIATRIC, ONCOLOGY*, SWING and NOCTURNIST Specialties*

BC/BE Internal Medicine Physicians desired for day, evening & night positions. Outstanding opportunity to join a group with a proven track record in developing visionary leaders locally, regionally and nationally in clinical care and healthcare delivery, leadership, education and scholarly activity. Faculty are eligible for academic promotion with demonstrated excellence as a clinician/educator/scholar. Abundant opportunities exist for the growth and development of leadership roles, teaching venues and scholarly activity. Competitive salary and benefits. Experience the Colorado lifestyle while enjoying a fulfilling career in academic hospital medicine!

*Specialty training not required.

For more information, please email
Heather Fordyce, Practice Manager at heather.fordyce@ucdenver.edu
or visit: www.medschool.ucdenver.edu/hospitalmedicine

University of Colorado Anschutz Medical Campus is committed to diversity and equality in education and employment.



Mercy Medical Group
A Service of Dignity Health Medical Foundation

INSPIRE greatness

At Mercy Medical Group, a service of Dignity Health Medical Foundation, we lead by example. By always striving to give our personal best—and encouraging our patients and colleagues to do the same—we're able to achieve and do more than we ever imagined. If you're ready to inspire greatness in yourself and others, join us today.

HOSPITALISTS - Sacramento, CA

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

Sacramento offers a wide variety of activities to enjoy, including fine dining, shopping, biking, boating, river rafting, skiing and cultural events.

Our physicians utilize leading edge technology, including EMR, and enjoy a comprehensive, excellent compensation and benefits package in a collegial, supportive environment.

For more information, please contact: Physician Recruitment
Phone: 888-599-7787 | Email: providers@dignityhealth.org
www.mymercymedgroup.org
www.dignityhealth.org/physician-careers
These are not J1 opportunities.



Dignity Health
Hello humankindness

2016 Hospitalist Needed
NORTHERN CALIFORNIA - SANTA CRUZ

Dignity Health Medical Group – Dominican, a service of Dignity Health Medical Foundation, is a dynamic multi-specialty, physician-owned group with about 70 practitioners and is still growing. We are affiliated with Dominican Hospital, a 223-bed hospital. We are looking for a BE/BC Hospitalist to join our team who feels comfortable rounding on ICU patients and is able to work primarily day and also night shifts.

PRACTICE HIGHLIGHTS INCLUDE:

- 7 on / 7 off schedule
- Only 1 hospital location
- Shareholder opportunity
- Autonomous physician friendly group
- Excellent shift pay plus bonuses

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Email: Lori.Miller@sharp.com

The University of Southern California division of Geriatric, Hospital, Palliative and General Internal Medicine is seeking **BC/BE Internal Medicine Hospitalists**. Attending responsibilities would be split between LAC+USC Medical Center and Keck Medical Center of USC. Position involves supervision of IM residents training at USC as they admit patients to the General Medicine service with direct patient care allowing faculty to keep their own diagnostic skills well-honed along with development of their teaching skills. Join an exciting, diverse and enthusiastic group of physicians. Very competitive salary along with excellent benefits. The University of Southern California strongly values diversity and is committed to equal opportunity in employment.

Keck School of Medicine of USC Send letter of interest and CV to ghpgim@usc.edu

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Banner Del E. Web Medical Center (BDWMC) Sun City West. BDWMC, a 375-bed full service hospital with over 600 physicians on staff, provides acute medical and surgical services as well as intensive care, emergency and urgent care, inpatient /outpatient surgery, cardiac catheterization, neurology, orthopedics, oncology, urology, pulmonary, obstetrics and gynecology, extended care, outpatient diagnostic services, acute and outpatient rehabilitation and adult behavioral services. BDWMC is the eighth largest hospital in the Valley and has earned the Joint Commissions Seal of Approval for accreditation by demonstrating compliance with The Joint Commission's national standards for health care quality and safety in hospitals and is also nationally certified by the Joint Commission as an Advanced Primary Stroke Center.

Banner Thunderbird Medical Center (BTMC) Glendale. BTMC is the fourth largest hospital in the Phoenix metropolitan area with 561 licensed beds and offers a wide range of medical services including, adult behavioral health services, cancer care, critical care, emergency care, general surgery, heart care, inpatient pediatric care, medical imaging, obstetrics and gynecology, orthopedics, outpatient rehabilitation services and stroke care. Banner Thunderbird is currently ranked one of the top hospitals in the Phoenix metropolitan area by US News & World Report and is a recent recipient of a prestigious "Best of the West" award from Westmarc in recognition of the hospital's contributions to the region.

Banner University Medical Center (BUMC-T&S) Tucson. BC/BE Hospitalists (IM boarded) to provide inpatient medicine services on two campuses. **We are seeking Hospitalists who are interested in performing in a Nocturnist role within a growing group.** We have 2 Nocturnists on call at nights performing admitting and cross covering functions with opportunities to teach residents. These are excellent opportunities to grow in academic medicine for Hospitalists with a desire to teach IM residents, students and Pharmacy students. Position is open to experienced physicians and graduating residents.

Banner - University Medical Center Phoenix (BUMC-P). BUMC-P is a nationally-known academic medical center and the primary teaching facility of the University of Arizona College of Medicine - Phoenix. BUMC-P is a 733 bed, Level I Trauma facility. As the largest and one of the most comprehensive tertiary care facilities in Arizona, it provides a full complement of subspecialties including cardiac care, transplant services, oncology, high-risk obstetrics, CARF certified stroke, head injury and general inpatient rehabilitation, epilepsy center, Alzheimer's Institute, and outpatient clinics on campus in primary and specialty care. BUMC-P has been cited for 12 years as one of America's "Best Hospitals" by U.S. News & World Report and is consistently rated as a "Best Place to Work" in Arizona.

Banner Payson Regional Medical Center (BPRMC) Payson. BPRMC is a 44-bed facility offering inpatient, outpatient, diagnostic, imaging, medical, surgical and emergency care to the greater Payson area. BPRMC is Joint Commission Accredited, a three-time recipient of the nation's 100 Top Hospitals® by Thomson Reuters and rated top 10% in the nation for overall hospital care and over medical care by Delta Data-Care Chex quality rating.

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University of California
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School of Medicine
Fresno Medical Education Program



UCSF FRESNO ACADEMIC HOSPITALIST OPPORTUNITY

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

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

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

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ACP Hospitalist

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- Must be able to work within a team environment, working alongside an experienced Hospitalist, responding to requests from facility bedside care teams
- Ability to measure clinical outcomes

SUBMIT YOUR CV FOR IMMEDIATE CONSIDERATION to: doctors@bannerhealth.com For questions, please call **Karen Heigt, Sourcing Director**, at: 970-810-2075. **Website:** www.bannerdocs.com As an equal opportunity and affirmative action employer, Banner Health recognizes the power of a diverse community and encourages applications from individuals with varied experiences and backgrounds. Banner Health is an EEO/AA - M/W/D/V Employer.



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Interested candidates should email a cover letter of interest, CV and three letters of recommendation to Alan J. Hunter, MD, Head, Division of Hospital Medicine c/o Heather Crowell to crowellh@ohsu.edu and apply on line <http://www.ohsu.edu/xd/about/services/human-resources/under IRC55491>



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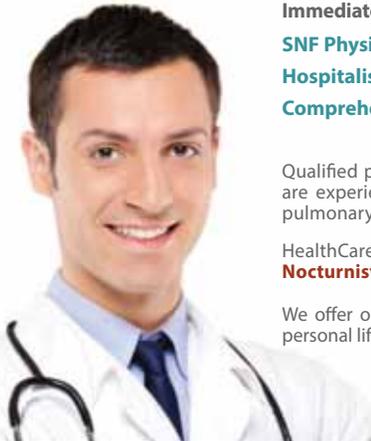


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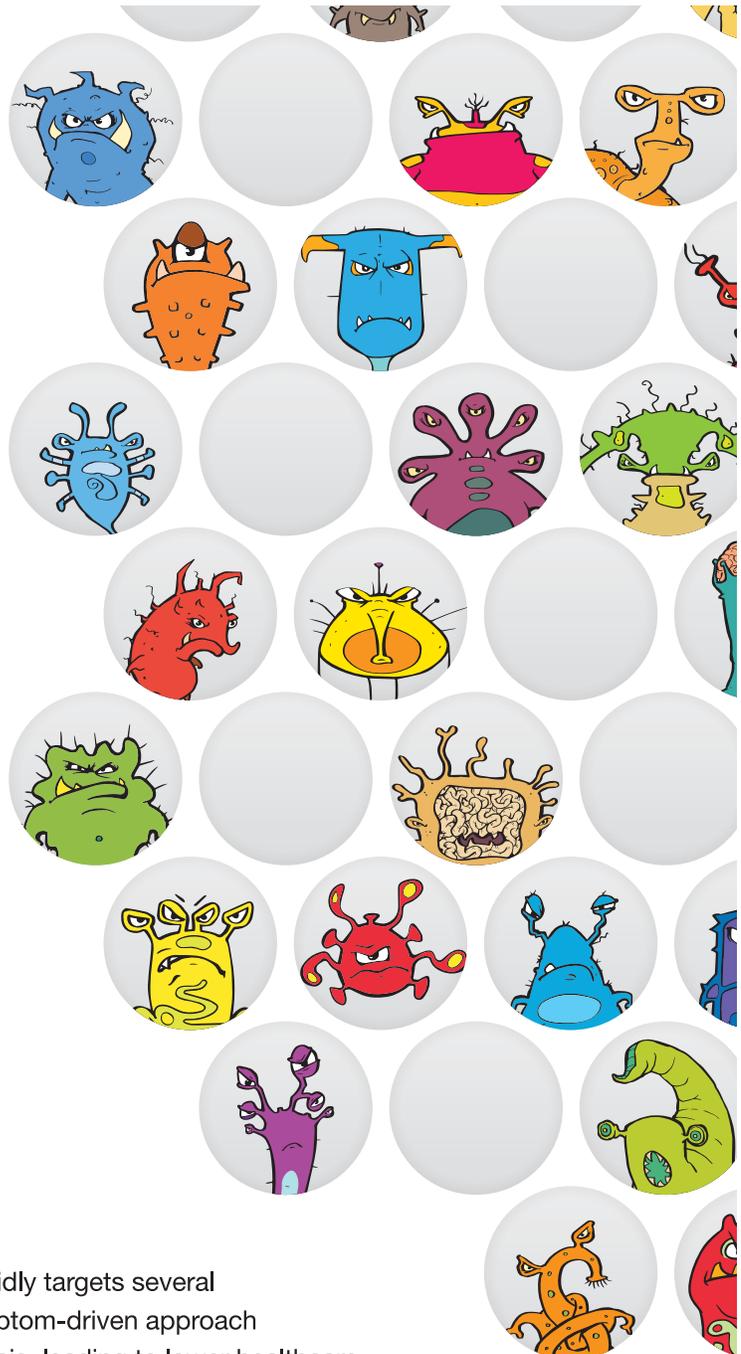
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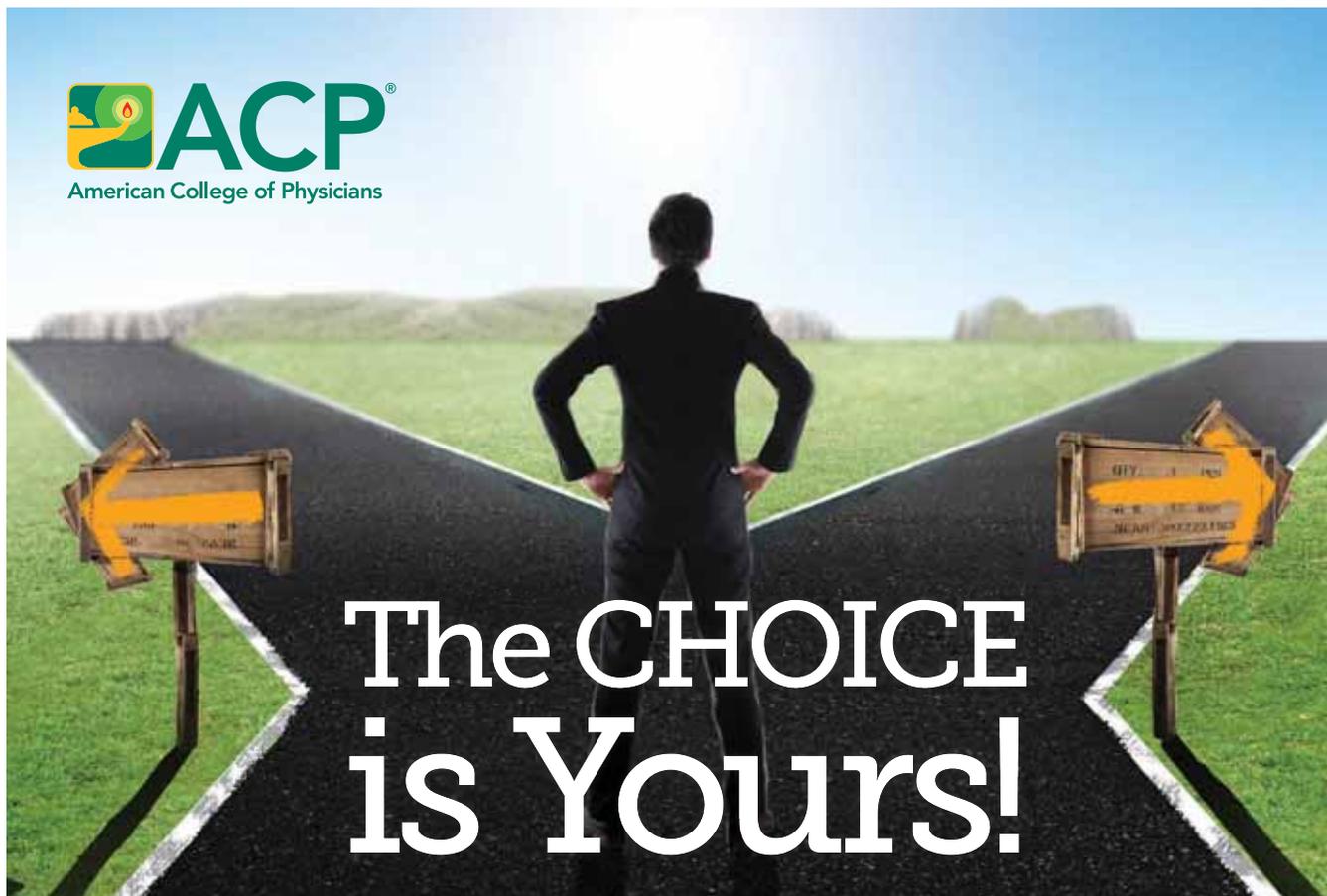
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JOIN OUR FAMILY OF INTERNAL MEDICINE PHYSICIANS

Northwest Permanente is currently seeking BC/BE INTERNISTS to join our physician-led team in the Pacific Northwest. Specialty care is provided by a mixed model of full-time specialists. In addition, there are no call activities in most of the region and there are opportunities to lead some department business activities.

Additionally, Northwest Permanente is seeking GERIATRICIANS to join our dedicated team of Skilled Nursing Facility Physicians in the Pacific Northwest. Join an experienced, cohesive group of clinicians to provide after hospital geriatric care. We provide a team approach, usually with two 'SNFists' and a Kaiser Care Coordinator at each facility, and offer a predominantly weekday, daytime work schedule.

WE OFFER OUR PHYSICIANS:



COMPETITIVE COMPENSATION



MEDICAL, DENTAL & RETIREMENT BENEFITS



SHAREHOLDER OPPORTUNITIES



PROFESSIONAL & LIABILITY COVERAGE

INTERNIST candidates, please contact Shelonda Simpson at Shelonda.L.Simpson@kp.org or call (503) 926-6026.

GERIATRICIAN candidates, please contact Laura Russell at Laura.A.Russell@kp.org or call (503) 926-6924.

Visit our website for current openings at www.physiciancareers.kp.org/nw/

We are an EEO/AA employer and value diversity within our organization.

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ACP Internist



Are you looking for a satisfying career and a life outside of work? Enjoy both to the fullest at Patient First. Opportunities are available in Virginia, Maryland, Pennsylvania, and New Jersey.

Open 8 am to 10 pm, 365 days a year, Patient First is the leading urgent care and primary care provider in the mid-Atlantic with over 60 locations throughout Virginia, Maryland, Pennsylvania, and New Jersey. Patient First was founded by a physician and we understand the flexibility and freedom you want in both your career and personal life. If you are ready for a career with Patient First, please contact us.



To learn more about career opportunities at Patient First, contact Recruitment Coordinator Eleanor Dowdy at (804) 822-4478 or eleanor.dowdy@patientfirst.com or visit prcareers.patientfirst.com

Each physician enjoys:

- Competitive Compensation
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- Malpractice Insurance Coverage
- Team-Oriented Workplace
- Career Advancement Opportunities



Portland, OR & Vancouver, WA

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Primary Care Physicians Legacy Health

At **Legacy Health**, our legacy is all about doing what's right – for our employees, our patients, our communities and our world.

As a system of clinics and hospitals, Legacy Health offers a unique depth of expertise and services. With 23 primary care clinics and dozens of specialty clinics currently in the Portland metro area, Legacy Medical Group is continuing our vision to be essential to the health of the region by growing our services through opening new clinics and expanding in our current locations. We are looking for patient-focused physicians dedicated to Legacy's mission of good health for our people, our patients, our communities and our world.

Legacy Primary Care offers:

- Flexible schedules with full-time and part-time positions
- Diverse clinics in urban, suburban and rural settings - clinics range in size from 2-12 providers with each location having its own unique personality
- Excellent support staff for physicians including additional clinical and care management support
- Primary Care Health Home transformation in process in all our clinics. Recognized as a Tier 3 health home by the state of Oregon
- Educational Loan Repayment Program

To learn more about Legacy Health and to apply online, please visit our website at www.legacyhealth.org/jobs. For additional information, please contact:

Mandie Thorson,
Physician Recruiter,
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Toll free: 866-888-4428 x8.
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www.legacyhealth.org/jobs

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NORTHERN CALIFORNIA

Seeking Outpatient Internal Medicine and Hospitalist physicians for locations throughout Northern California. Income guarantee, sign on, relocation assistance, and great benefits. Named 2016 Top 15 Health Systems by Truven Health Analytics. Send CV to: Develops@SutterHealth.org
H1B Visa Sponsorship Available



Internal Medicine Opportunities Chicago, Illinois

Chicago Health Medical Group is a multi-specialty physician group with locations in the Chicagoland area. WE ARE GROWING!! We are seeking BC/BE Internal Medicine Physicians to join our team. These positions are affiliated with Weiss Hospital, MacNeal Hospital, Westlake Hospital and West Suburban Medical Center which are full-service community hospitals. This geographic area offers superb quality of life. We offer an attractive compensation, incentives and benefits package.

If interested, please email CV to ssanchez@vhschicago.com or call Stacy Sanchez at 708-783-3405.

The Portland Clinic – Outpatient IM, Independent Multispecialty Group

You'll enjoy a wonderful balance of life and work at The Portland Clinic, where we have a rich history of providing extraordinary care in a multispecialty setting. Founded in 1921 as an independent group, we remain owned and governed by the physicians who work here and have a solid business model to keep it that way. We seek collaborative and patient-centered BC/BE physicians to join us, working at one of six locations in the metro area. We offer a generous compensation package as well as the potential for future partnership.

Please visit our website at <http://www.ThePortlandClinic.com/about-us>

For further details please contact:

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



The Portland Clinic is an equal opportunity employer.

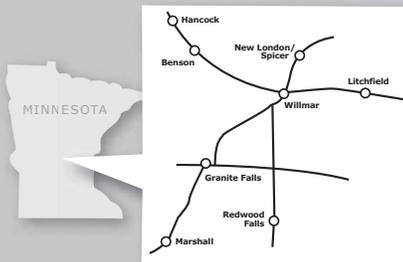
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Kari Lenz, Physician Recruitment
karib@acmc.com | (320) 231-6366

Salem Clinic
Belong For Life.

Salem Clinic, P.C., a 50+ physician multi-specialty group has an opening for a BC/BE Internal Medicine physician. Salem Clinic offers a balanced professional and personal lifestyle; comprehensive benefit package; first year guarantee with partnership opportunity after one year. 4.5 work week. Call 1:12 (with support of a hospitalist program). Salem Clinic, P.C. is located in Salem, Oregon: one hour to the Oregon Coast and Cascade Mountains and 45- minutes to Portland. The Medical Group Management Association (MGMA) has rated Salem Clinic as one of the top 10 "better performing medical groups." Community: Population 152K, excellent school system, capital of Oregon.

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

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

We look forward to hearing from you soon!

 **Community**
Health Network

Outpatient Internal Medicine

Community Health Network is seeking BE/BC Internal Medicine Physicians for a variety of openings throughout Indianapolis and Central Indiana.

Our Opportunities Include:

- Outpatient only practice settings
- Shared call schedule
- Single, robust EMR (EPIC)
- Physician - led organization
- Generous salary plus incentives
- Largest network of primary care physicians in the state
- Market competitive 2-year guarantee
- Multi-disciplinary collaborative relationships, including MD Anderson Cancer Network

Practice Locations:

- Anderson, IN
- Carmel, IN
- Indianapolis, IN (North, South, East, West)
- Kokomo, IN
- Greenwood, IN

Community Health Network has been ranked as one of the top 20 most Integrated Healthcare Networks by SDI, Hospital & Health Networks "Most Wired", and received a top 10 ranking among large employers for "Top Workplaces" multiple years by the Indianapolis Star.

Ranked among the nation's most integrated healthcare systems, Community Health Network is Central Indiana's leader in providing convenient access to exceptional healthcare services, where and when patients need them - in hospitals, health pavilions and doctor's offices, as well as workplaces, schools and homes. Exceptional care, simply delivered.

Community is a non-profit health system that is deeply committed to the communities we serve with more than 200 sites of care and affiliates throughout Central Indiana. Guided by our PRIDE Values - Patients First, Relationships, Integrity, Innovation, Dedication and Excellence - our team of caregivers is committed to providing an exceptional experience with every life we touch.

For more information and these opportunities, please contact:
Brandt Petty, Network Physician Recruiter | BPetty@community.com | www.ecommunity.com

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Health Systems

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 J1, are encouraged to apply.** For more information, please contact Elizabeth Mahan, Physician Recruitment Specialist, Berkshire Health Systems, 725 North St., Pittsfield, MA (413) 395-7866. Applications accepted online at:

www.berkshirehealthsystems.org

 **PALOUSE**
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YOUR HEALTH PARTNER

INTERNAL MEDICINE PHYSICIAN &
FAMILY MEDICINE PHYSICIAN WITH OB

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JOIN OUR TEAM!

As a private practice and multi-specialty clinic, we are proud to offer full scope primary care and a wide variety of specialty services to patients of all ages. We'd love to share more information with you and discuss the benefits of living in our wonderful community. EOE

CONTACT US TODAY!
(509) 334-8400 Theresa Kwate, *Administrator*
tkwate@palousemedical.com
www.palousemedical.com

ACP Internist



Eastern Maine Medical Center is a 411-bed, regional, tertiary care and level II trauma center for the more than 500,000 residents living in the nine counties of central, eastern, and northern Maine. Our primary care network, largest in the area, has adopted a new practice model to include teams of one physician, one nurse practitioner, two registered nurses and two medical assistants.

Exciting Opportunities in Outpatient Internal Medicine in the greater Bangor Area!

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

For more information, please contact:
Amanda Klausung, Recruiter at
emmcvs@emhs.org or 207-973-5358



Photo Credit: Phil Dummond

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3RNet

National Rural Recruitment and Retention Network

Healthcare Jobs Across the Nation

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

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

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

www.3rnet.org



University of Colorado
Anschutz Medical Campus

Head

Division of Hospital Medicine

Position Number: 06139

The Department of Medicine at the University of Colorado School of Medicine seeks a Division Head to direct a newly created Division of Hospital Medicine that currently includes 104 physicians and 26 Advanced Practice Providers at three hospitals who have had a strong record of accomplishment in clinical care and educational, research, and administrative activities since 2002. The successful candidate must have experience in clinical medicine, administration and mentoring, must be Board Certified in Internal Medicine and must qualify for an appointment as an Associate Professor or Professor of Medicine. A strong record of scholarly achievement is preferred. The Division Head reports directly to the Chair of the Department of Medicine.

Applications are accepted electronically ONLY at www.jobsatcu.com. Additional information can be found by searching for job number 06139 at <http://www.cu.edu/cu-careers>

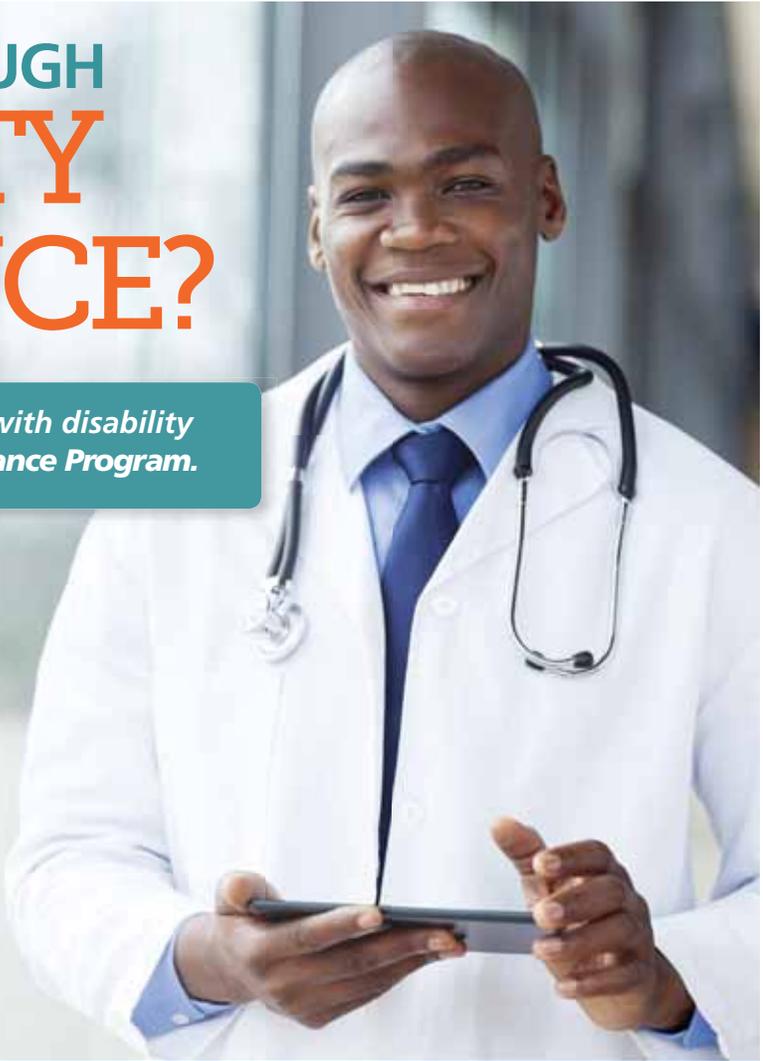
Questions can be addressed to Kelly Redard, Administrative Liaison to the Search Committee, at Kelly.redard@ucdenver.edu

OPPORTUNITY KNOCKS:

Live in one of the country's most desirable locations and practice with a premier San Diego multispecialty medical group! Sharp Rees-Stealy Medical Group is looking for BC/BE physicians (job-share, nocturnist, days) to join our Hospitalist programs at Sharp Memorial Hospital and Sharp Chula Vista Medical Center. Competitive first-year compensation guarantee and excellent benefits. Unique opportunity for professional and personal fulfillment while living in a vacation destination.

Please send C.V. to Physician Services
300 Fir Street Avenue, San Diego, CA 92101
FAX: 619-233-4730 | EMAIL: Lori.Miller@sharp.com

DO YOU HAVE ENOUGH DISABILITY INSURANCE?



Help safeguard your financial security with disability insurance through the ACP Group Insurance Program.

You may already have disability insurance through your practice or hospital. But it may not offer enough coverage—or the right kind of coverage—to help protect you from the financial impact of a disability.

That's why the **American College of Physicians (ACP)** sponsors Group Disability Income Insurance for its members, under age 63 including these benefit features:

- ✓ **Monthly benefits up to age 67** if you become totally disabled
- ✓ **Your choice of benefit amount** up to \$12,500 per month
- ✓ Competitive premiums at **members-only group rates**

DON'T WAIT UNTIL YOU BECOME DISABLED.

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* Information includes the Plan's features, costs, eligibility, renewability, limitations and exclusions

Physician-Led Medicine in Montana

Internal Medicine Residency Faculty

Billings Clinic

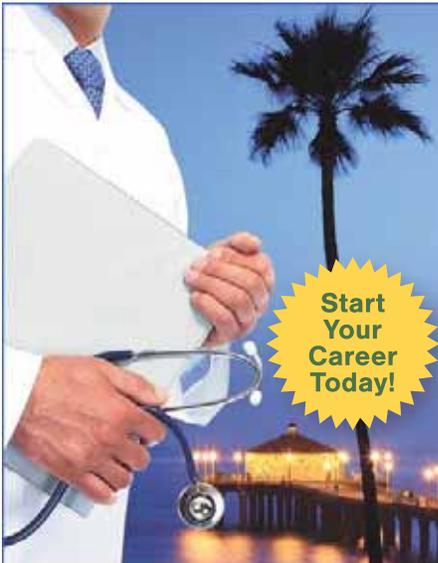
Seeking enthusiastic BE/BC internists and hospitalists to join our exemplary team of physicians and faculty providers with a passion for education and leadership.

- Stipend & generous loan repayment
- Region's tertiary referral center
- Flexible practice styles
- Consensus-based teamwork
- Academic mentoring
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- Competitive Medical Student Clerkships
- J-1 waivers
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Contact:
 Rochelle Woods
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 physicianrecruiter@billingsclinic.org
 billingsclinic.com



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 is a great place to raise a family. Exciting outdoor recreation close to home. 300 days of sunshine!



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Contact Us and Find Out About Our Great Hospitalist Opportunities!

SEE BELOW FOR A BRIEF DESCRIPTION OF OUR HOSPITALIST JOB OPENINGS.

- Regional Hospitalist Medical Director
 Location: Manhattan Beach, California
 Employment Type: Full-time
- Hospital: Mercy Medical Center Merced
 Location: Merced, California
 Employment Type: Days/Nights
- Hospital: Temecula Valley Hospital
 Location: Temecula, California
 Employment Type: Days/Nights
 Physicians & AHP's



Johnston Memorial Hospital Internal Medicine Residency ASSISTANT INTERNAL MEDICINE RESIDENCY PROGRAM DIRECTOR ABINGDON, VIRGINIA

The Johnston Memorial Internal Medicine Residency Program with Johnston Memorial Hospital, located in Historic, Abingdon, Virginia is currently seeking an Assistant Internal Medicine Residency Program Director. This position has significant opportunities for advancement within the program.

Requirements:

- * 5 years Internal Medicine Teaching Experience
- * 3 years Graduate Medical Education Leadership
- * 50% Administrative Time and 50% Clinical Time

The Johnston Memorial Internal Medicine Residency Program is committed to providing advanced, innovative, and specialized training in Osteopathic Internal Medicine. Training in Manipulative Treatment is also provided as part of program. This residency program features a longitudinal training experience where participants learn the skills required to provide all-inclusive care to patients of all ages.

Please call for additional details!

View On-Line Tour: www.mshajobtour.com/jmh

View Residency Program Site: www.mountainstateshealth.com/jmh-residency

Please Contact:

Tina McLaughlin, CMSR | MSHA Senior Physician Recruiter | Johnston Memorial Hospital
 16000 Johnston Memorial Drive | Abingdon, VA 24211
 O) 276.258.4580 | mcLaughlint@msha.com



CME

February 17-19, 2017

Orlando Maintenance of Certification Exam Preparation Course. Lake Buena Vista, FL

Location: B Resort & Spa. Director: Gauri G. Agarwal, MD, FACP. Course Code PG1701. CME credits: 22 maximum

March 9-11, 2017

Washington DC Maintenance of Certification Exam Preparation Course. Arlington, VA

Location: Ritz-Carlton Pentagon City. Director: Carmella A. Cole, MD, FACP. Course Code PG1702. CME credits: 23.5 maximum

March 30-31, 2017

Internal Medicine 2017 Maintenance of Certification Exam Preparation Course. San Diego, CA Location: San Diego Convention Center. Directors: Fred Lopez, MD, MACP & Marc J.

Kahn, MD, MBA, FACP. Course Code PRE1711. CME credits: 14 maximum

May 31-June 1, 2017

New Jersey Internal Medicine Board Review Course. Florham Park, NJ

Location: Wyndham Hamilton Park Hotel. Director: Sara L. Wallach, MD, FACP. Course Code PG1703. CME credits: 39 maximum

June 4-9, 2017

Greater Chicago Internal Medicine Board Review Course. Schaumburg, IL

Location: Renaissance Schaumburg Hotel & Convention Center. Director: Lynell W. Klassen, MD, MACP. Course Code PG1704. CME credits: 48 maximum

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PHYSICIAN CAREERS

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&
Internal Medicine opportunities

Current Options

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800-847-9840
www.physiciancareers.ah.org
PHYJOBS@AH.ORG

Internal Medicine-Primary Care Physician

Santa Clara Valley Medical Center, a public teaching hospital, affiliated with the Stanford University School of Medicine, located in the heart of Silicon Valley, CA is seeking a Spanish speaking BC/BE Internal Medicine-Primary Care physician to join our dynamic, growing, nurturing Department.

Please submit a letter of intent and CV to: roya.rousta@hhs.sccgov.org

Equal Opportunity Employer

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Call 800-523-1546,
Extension 2667, 2768 or 2647

New York City Internal Medicine
Patient load 8-12 patients in 8 hours

No 'quality' or 'productivity' measures, no RVU's, no meaningful use or any other such artificial practice management tools.

JIB Medical, PC is the medical facility for a large, non-profit, self-funded union/multi-employer benefit plan that handles around 50,000 visits yearly for a variety of services. We are seeking several full-time physicians.

We know that the highest quality medicine requires a strong doctor-patient relationship and enough time to be a Good Doctor. We supply the support, time and ancillary help needed for that. Our only measurement: giving every patient the very best care.

- Our work environment is relaxed, collegial, friendly, respectful of work-life balance and supportive.
- Our leadership is academically based. We use a team approach valuing the contribution of every person on our staff. Being self-funded, we have no conflicts of interest and freedom to apply our own standards.
- Our unique CardioPrevention Program is among the best available.
- We provide the opportunity to practice medicine as you would want.

We offer a competitive base of \$200,000 plus over \$10,000 in reimbursement of FICA taxes, and a comprehensive benefits package including 10% of your salary for our employer contribution to your 401K without matching; as well as free health, dental, life and vision insurance; paid holidays, vacation and CME, malpractice coverage and much else.

Located in Fresh Meadows, Queens, NY, minutes from Manhattan. We provide free on-site parking or accessible by public transportation.

We require current ABIM certification in Internal Medicine, NYS Medical License Registration, current D.E.A. Registration and demonstrated dedication to patient care, preferably with an academic background.

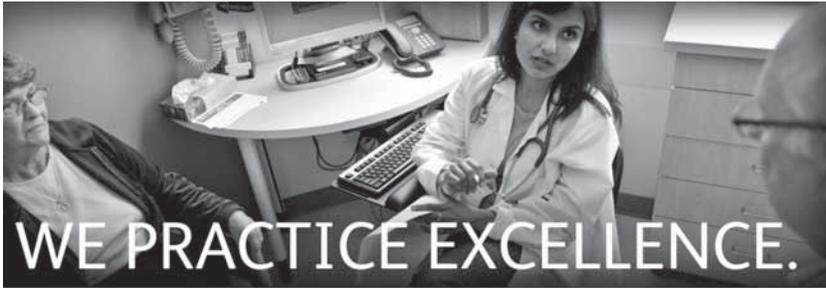
TO JOIN OUR TEAM, SUBMIT YOUR CV TO:
JIBHR@jibei.com



*JIB Medical is open Monday thru Saturday;
our physicians are required to work some Saturdays.*

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Hospitalist

Group Health Physicians - Olympia, WA

Group Health Physicians, the Pacific Northwest's top-rated multi-specialty group, is currently seeking a full-time (1.0 FTE) BE/BC Hospitalist to join our team in Olympia, Washington. This position is based at the Providence St. Peter Hospital in Olympia. Group Health Physicians is dedicated to providing innovative and patient-centered care to communities throughout Washington state.

- The ideal candidates will have a full range of clinical and hospitalist skills, and have successfully completed a U.S. Family Medicine or Internal Medicine Residency training program. Candidates must have an unrestricted Washington State medical license and unrestricted federal-issued DEA.
- Benefits include: Competitive salary and a signing bonus, full malpractice indemnification (including tail coverage), medical/dental/vision benefits, 401(k) & pension, paid vacation, CME, long-term disability, and long-term care benefits.
- Outstanding teams in a collegial environment make this opportunity worth exploring.

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

Community: Uniquely situated between Portland and Seattle, Olympia offers an unparalleled mix of small town feel and urban entertainment. Within the city one can visit the brilliant fine arts center, dine at a number of fabulous restaurants or enjoy plenty of shopping. Olympia features all the advantages of a smaller community including a low cost of living, excellent schools, breathtaking mountain and water views and beautiful beaches.

For additional information or to submit your CV, please contact:

Aggie Swanson, Senior Recruiter
swanson.ax@ghc.org

GHP Recruiting Dept.
1-800-543-9323
Or visit GroupHealthPhysicians.org



Medical University of South Carolina TENURE-TRACK ACADEMIC PRIMARY CARE

The Division of General Internal Medicine and Geriatrics of the Medical University of South Carolina, located in historic Charleston South Carolina, is seeking faculty candidates to join a well-established academic primary care and teaching section. MUSC is seeking outstanding clinician educators for tenure-track appointment at the instructor, assistant or associate professor level. Successful candidates will be committed to educational excellence leading education and clinical care in a level 3 Patient-Centered Medical Home with approximately 12,000 patients. These traditional academic positions require a commitment to excellence in undergraduate and graduate medical education and scholarly focus on quality & safety, population health and delivery of high-value healthcare services. Academic resources within the division include the Center for Healthcare Disparities Research and the Section on Health Services Research and Policy. Candidates must be BC/BE in Internal Medicine and salary will be commensurate with the applicant's qualifications and professional experience.

Qualified candidates interested in joining our PCMH should forward their CV to
Dr. William Moran, Division Chief
at collinbg@musc.edu | Tel: (843) 792-5384

MUSC is an equal opportunity employer, promoting workplace diversity. m/f/w/d

Family Medicine/ Internal Medicine/Hospitalist MINNESOTA

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

Outpatient clinic-

- Internal Medicine/Family Medicine, OB optional
- Monday through Friday, no weekends
- Residency Stipend/Student Loan Repayment bonus

Hospitalist -

- Working 7 days on/7 days off
- Strong specialty and intensivist support
- Work at one of three hospitals in St. Paul, Maplewood, and Woodbury
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Excellent benefits and compensation with productivity and quality incentives, sign-on bonus, relocation allowance, and malpractice insurance.

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Fairview Health Services, headquartered in Minneapolis, is a nonprofit health system providing exceptional health care across the entire continuum. In partnership with the University of Minnesota, Fairview's 21,000 employees and 2,300 aligned physicians embrace innovation and new thinking to deliver greater value—higher quality and better experience for our patients.

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

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

EEO/AA Employer



**Internal Medicine Physician Opportunity
Kennewick, Washington**

Trios Health is searching for a full-time, board certified internal medicine physician to join our expanding medical group.

This opportunity includes:

- Outpatient practice with sub-specialty support
- Salary guarantee and productivity incentives
- Comprehensive benefits package
- Annual CME allowance
- Relocation assistance.

About Trios Health

Trios Health is the Kennewick Public Hospital District's system of care serving the greater Tri-Cities. The District operates two hospitals in Kennewick to accommodate the area's fast-growing population. Trios Medical Group, comprised of over 100 employed physicians and providers, serves as the core of a growing medical staff network of 300+ providers throughout the Tri-Cities.

Lifestyle in the Tri-Cities

Known as "The Heart of Washington Wine Country", the Tri-Cities region is situated at the confluence of the Columbia, Snake, and Yakima Rivers in southeastern Washington with more than 160 wineries within a one-hour drive. Excellent education systems, affordable housing, cultural arts and entertainment, and a variety of outdoor activities all combine to make the Tri-Cities a rich, vibrant community.

For immediate consideration, please send CV to tamie.bradbury@trioshealth.org or call 509-221-5980

Come see what makes central Pennsylvania a
GREAT PLACE TO WORK!

Internal Medicine Opportunities

Hospitalist

The PinnacleHealth Hospitalist Program is an inpatient physician practice within the PinnacleHealth Physician Network. The Hospitalist program serves Community General Osteopathic, Harrisburg and West Shore Hospitals, which perform a full range of inpatient services.

Internal Medicine Faculty

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

Outpatient Internal Medicine

PinnacleHealth's Internal Medicine practice is proud to serve the community with quality, coordinated care that is centered around its medical home model.

- Team-based, patient-centered care
- Patient-centered medical home certified
- Active population health program
- Nurse call center at night

Join our Team!

- High-quality work environment
- Continuous improvement
- High volume, high touch
- Teamwork and training
- Separate admissions team
- Electronic medical records

Contact Rachel Jones at rajones@pinnaclehealth.org.



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PinnacleHealth is an Equal Opportunity Employer.

ALLERGIST

BC Internal Medicine
BC/BE Allergy

UNIQUE opportunity in with a successful, established and respected private Allergy, Asthma, Immunology and Internal Medicine practice in the prestigious Main Line suburb of Philadelphia. Affiliation with the exceptional suburban Main Line Health System and satellite office in Delaware County. Large volume practice with established base built on close personal relationships. We offer a professional caring environment supported by an experienced dedicated staff.

Competitive Compensation, Pension & Profit Sharing, Paid Health and Med-Mal Insurance.

Email CV to: allergypa@aol.com
Or call Adrienne Martin @ 610-649-9300



Carle Hospital, a 400+ physician group that is part of an integrated not-for-profit healthcare network

that includes 393-bed Level I Trauma Center, is actively recruiting additional BE/BC Internal Medicine physicians for our 100% outpatient clinics in East Central Illinois:

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- Manageable workloads and streamlined process
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- Employed position includes competitive compensation and full benefits including paid malpractice with 100% tail coverage
- Excellent supportive, collaborative and collegial team environment
- Carle practices the Patient-Centered Medical Home model of care

Opportunity to teach medical students and residents
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Kacee Reynolds | Search Consultant | Carle Physician Group
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Create your legacy Hospitalists

**Legacy Health
Portland, Oregon**



At **Legacy Health**, our legacy is doing what's best for our patients, our people, our community and our world. Our fundamental responsibility is to improve the health of everyone and everything we touch—to create a legacy that truly lives on.

Ours is a legacy of health and community. Of respect and responsibility. Of quality and innovation. It's the legacy we create every day at **Legacy Health**.

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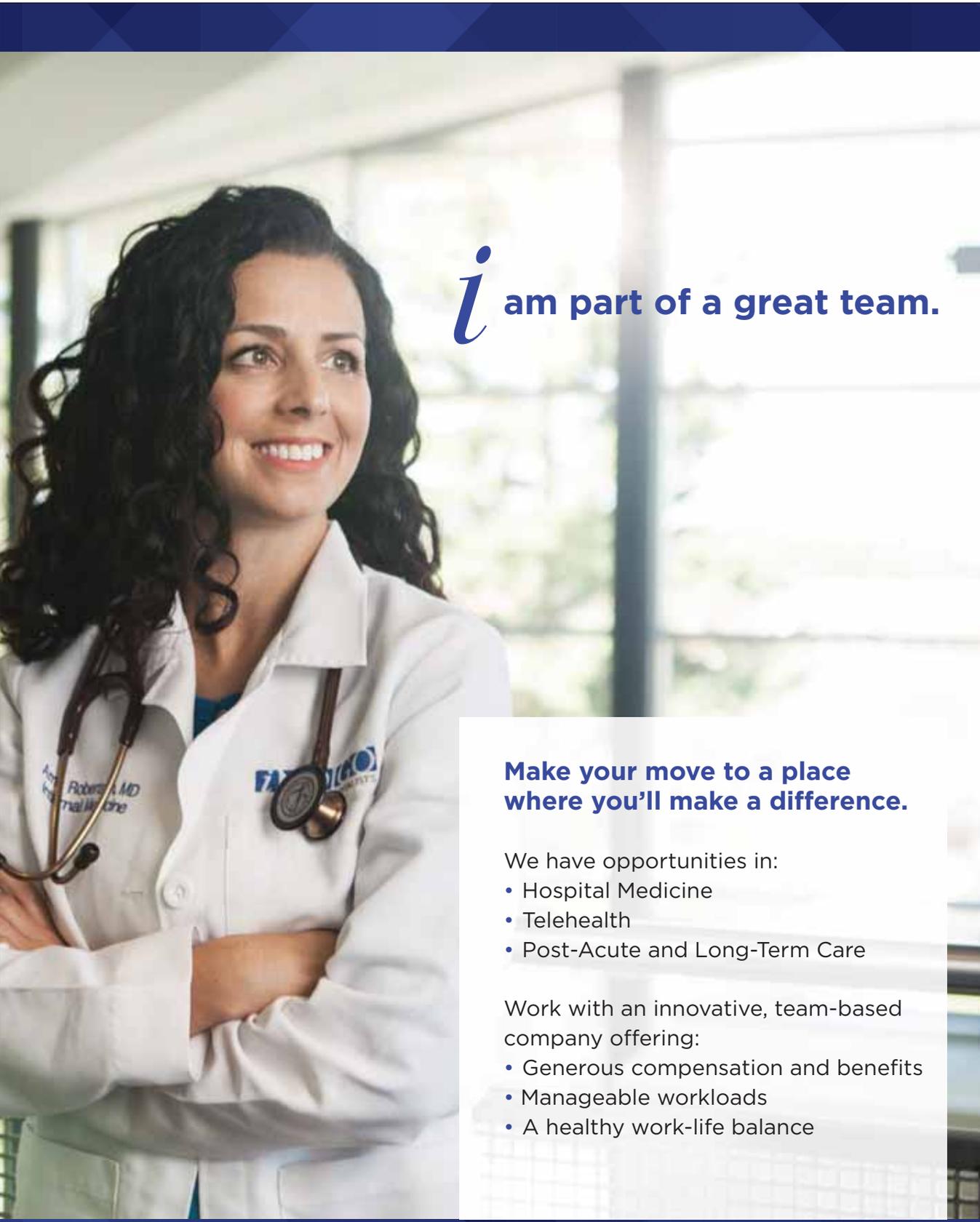
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