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One hour.

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Decreasing time to result can help improve patient outcomes.¹ Don’t lose another minute. Get results in one hour with the FilmArray ME Panel.

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Pathogens

<table>
<thead>
<tr>
<th>Bacteria</th>
<th>Viruses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Escherichia coli K1</td>
<td>Cytomegalovirus (CMV)</td>
</tr>
<tr>
<td>Haemophilus influenzae</td>
<td>Enterovirus</td>
</tr>
<tr>
<td>Listeria monocytogenes</td>
<td>Herpes simplex virus 1 (HSV-1)</td>
</tr>
<tr>
<td>Neisseria meningitidis</td>
<td>Herpes simplex virus 2 (HSV-2)</td>
</tr>
<tr>
<td>Streptococcus agalactiae</td>
<td>Human herpesvirus 6 (HHV-6)</td>
</tr>
<tr>
<td>Streptococcus pneumoniae</td>
<td>Human parvovirus</td>
</tr>
<tr>
<td>Yeast</td>
<td>Varicella zoster virus (VZV)</td>
</tr>
</tbody>
</table>

¹ Data on file at BioFire Diagnostics
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As a family physician and officer on the U.S. Army Reserve health care team, you will be the first line of defense, providing the highest quality care to Soldiers and their family members. You will work in state-of-the-art facilities and have access to cutting-edge equipment. Additionally, you can work in the private sector while gaining leadership skills that will greatly benefit your civilian career. More importantly, you can focus on why you became a doctor in the first place: to put patients first.

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WHAT IS CULTURE AND WHY DO I NEED IT?

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

“Culture represents your organization’s core, its true self.”
It’s expressed continuously by what your people do and say. For this reason, it can’t be faked or changed through directives. It has to be changed through hearts and minds.

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

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

CULTURE & HEALTHCARE
Let’s talk about what this all means for hospitals and health systems.

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

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

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

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

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

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

Interested individuals should forward their curriculum vitae via email to:
Laurence McMahon, MD, MPH, Chief, Division of General Medicine / squigley@umich.edu

Application review will continue until the positions are filled.

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

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

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

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

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

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

**STARTING DATE:**
October 1st 2018, or upon agreement

For detailed application guidelines, contact: [sylvia.deraemy@unige.ch](mailto:sylvia.deraemy@unige.ch)

Mandatory online registration before November 30TH at [http://www.unige.ch/academ](http://www.unige.ch/academ)

In a gender equality perspective, women are encouraged to apply.
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Interested candidates, please email CV and cover letter to: dchenouda@nyuwinthrop.org
Or fax to: (516) 663-8964
Attn: Division Chief, Winthrop Hospitalist Associates

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

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

DAYTIME & NIGHTIME HOSPITALISTS

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

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East Tennessee State University
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- Our physicians of KishHealth Physician Group are committed to providing expert care to our community.
- Our physicians have a simple goal, to improve the health and well-being of the individuals they serve.

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Internal Medicine Opportunity

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For additional information or to apply contact:

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

Annals of Internal Medicine  •  Vol. 167 No. 8  •  17 October 2017
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Interested candidates may submit cover letter and CV to:
K. Randall Young, Jr., MD
Division Chief, Professor of Medicine
Chief, Pulmonary/CCS Medicine
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Interested candidates are invited to contact:
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Physician Recruitment Specialist
Berkshire Health Systems
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Pittsfield, MA 01201
(413) 395-7866
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- Bilingual English/Chinese preferred but not a must

synergy_san@yahoo.com

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