Career Guide

ONCOLOGY

American Society of Clinical Oncology (ASCO) Annual Meeting
June 1 - June 5, 2018 - Chicago, IL
MaineHealth is seeking Medical Oncologists to join its Division of Medical Oncology and newly launched statewide oncology program – the MaineHealth Cancer Care Network (MHCCN).

The Medical Oncologists will work closely with Maine Medical Center, the state’s leading tertiary care hospital and Level I Trauma Center, and other regional hospitals and practices within the MaineHealth system, building a coordinated network of care. Candidates will have the opportunity to provide community-based oncology services throughout southern, central and western Maine and northern New Hampshire, enabling patients to receive as much of the care they need as close to home as possible. By maintaining a regional delivery of care, they support care at local hospitals. The MHCCN is currently comprised of eight member and three affiliate hospitals; currently employs 14 medical oncologists/hematologists; and provides care to nearly 6,500 cancer patients annually. This represents more than two-thirds of the cancer burden in the State of Maine.

Preferred candidates will be Board Eligible or Board Certified and Fellowship trained in Medical Oncology and/or Hematology and will work collaboratively with the Cancer Institute at Maine Medical Center and other MHCCN hospitals and physician partners to ensure patients have access to the latest developments in their care, including a wide range of clinical trials.

We are currently focusing on positions in three of our MaineHealth communities: Pen Bay Medical Center, located directly on the shore of the Atlantic Ocean in Rockport; Mid Coast Hospital in Brunswick, Maine, one of Maine’s most beautiful and desirable regions; and Southern Maine Healthcare (SMHC) located on the scenic southern coast of Maine.

A member of the MaineHealth system, Pen Bay Medical Center (PBMC) partners with Waldo County General Hospital, a critical access hospital in Belfast, Maine in the Coastal Healthcare Alliance. PBMC is a non-profit 99-bed, full-service community hospital located directly on beautiful Penobscot Bay in Rockport, Maine. Pen Bay offers inpatient and outpatient care to the communities of mid-coast Maine with a full Hospitalist Service, diagnostic, therapeutic and rehabilitative services, patient and community education, and a full-range of specialty services through the Emergency Department, Special Care Unit, Surgical Services Department, and the Psychiatric Addiction & Recovery Center. The area offers some of the most spectacular natural beauty and outdoor recreation found anywhere. Sail and kayak the world-class waters of Penobscot Bay, hike the mountains that overlook the sea, swim & fish in pristine lakes and streams, and bike on country lanes. Enjoy an abundance of rich cultural opportunities and great schools in a safe community environment.

A department of Mid Coast Hospital, Mid Coast Medical Group provides high quality primary and specialty care with more than 100 providers. One of Maine’s newest full service hospitals, Mid Coast Hospital is a 93-bed modern facility with more than 200 providers on its active medical staff. Mid Coast is accredited by The Joint Commission, and is recognized as a Magnet™ facility by the American Nurses Credentialing Center for exceptional nursing and patient care. The hospital promotes a healing environment through the design, as well as its location on 150-acres of coastal Maine. Brunswick, located 25 miles north of Portland and home to Bowdoin College, is a coastal community offering residents and visitors an array of recreational opportunities and a college town offering rich and diverse arts and cultural resources, centered around noted Bowdoin College’s museums, theater and concert hall.

SMHC’s main campus is located in Biddeford, next door to the towns of Kennebunk and Kennebunkport. These towns combine a rich history as summer communities with a reputation for significant land preservation, a vibrant year-round population with a strong sense of community, and a focus on education excellence. Candidates will join their Biddeford and Sanford clinics and provide care in outreach clinics in North Conway, NH and Norway, ME. SMHC provides essential leadership for patient care and access to state-of-the-art clinical trials in the southern region of the rapidly expanding MaineHealth Cancer Care Network.

MaineHealth is a not-for-profit family of leading high-quality providers and other healthcare organizations working together so their communities are the healthiest in America, leading the way in promoting public health and wellness in Maine. MaineHealth is headquartered in Portland and is ranked among the nation’s top 100 integrated healthcare delivery networks, with members and affiliates throughout Central, Western, and Southern Maine.

This is an outstanding opportunity to practice in one of these beautiful and culturally rich areas, while being affiliated with a health system with award winning programs, nationally recognized physicians, and world class technology. The MHCCN is in the midst of expansive growth and this is an exciting time to join our network and provide quality cancer care in a professionally rewarding environment.

For more information please contact Alison C. Nathanson, Director, MaineHealth Physician Recruitment Center at (207) 661-7383 or nathaa@mainehealth.org.
Chicago: A list of things to do in the Windy City.

Find out about Physician-Generated Revenue and its Effect on Your Salary.

Read up on the ins and outs of Planning For Parental Leave.
Explore Chicago
There’s so much to enjoy in The Windy City.

Chicago, Illinois is located on the south west shores of Lake Michigan in the Great Lakes region, and is a popular vacation spot for locals and tourists. Not only is Chicago famous for its hot dogs, jazz music and sports arenas, it is also home to well-known museums, and stunning architecture such as the Sears Tower. Here is a list of a few things to explore during your visit to the Windy City.

Millennium Park
A favorite meeting place known for its free concerts, famous public art features and close proximity to the Loop, Millennium Park is 24.5 acres of centerpieces, architecture, gardens and festivals! The Jay Pritzker Pavilion, designed by Frank Gehry, hosts some of Chicago’s biggest concerts and outdoor festivals. A particularly quintessential experience is to have a picnic on the lawns of the Pavilion and watch a free concert of jazz, rock or world music – no admission required. Sculptures are aplenty; the iconic Cloud Gate by Anish Kapoor is well known, but don’t forget to visit Jaume Plensa’s Crown Fountain or wander through the public art exhibitions on the Chase Promenades. After building up an appetite, al fresco dining at the Park Grill is a must, and you’ll be sure to find serene peace in the Lurie Garden.

201 E Randolph Street | Chicago, IL 60602

Wrigley Field
This is one for the sports fans! No visit to Chicago is complete without taking a walk around Wrigleyville. Experience the Friendly Confines, also known as Wrigley Field, explore the Park, and enjoy an abundance of food and drinks from the many stands available. Of course, the main attraction of Wrigley Field is baseball, especially after the Chicago Cubs have a World Series Championship under their belts after a 106-year drought! Wrigley Field isn’t just a baseball field, it’s also a major concert venue. Big music names – Billy Joel, Lady Gaga and the Zac Brown Band – have all graced this stage.

1060 W Addison Street | Chicago, IL 60613
mlb.com/cubs/ballpark

Garfield Park Conservatory
This glorious conservatory opened in 1908 and is described as “landscaped art under glass”. This conservatory is one of the largest in the world and is home to revolutionary architecture, with over 120,000 plants that represent approximately 600 species across its 1.6 acres. Shaped like a haystack with walls that are like stratified stonework, Jens Jensen, a landscape architect, said that the Fern Room was one of his greatest achievements and it’s not hard to see why with its stunning stone and water “prairie waterfall” within a glass structure. The Desert House is full of cacti and other prickly succulents and the Aroid House is the perfect place to visit for ideas on houseplants. Explore the many exhibits, plant sales, beekeeping demonstrations, workshops, homemade jam-making. If you want to try something different, they also offer yoga with goats!

300 N Central Park Avenue | Chicago, IL 60624 | 773-638-1766
garfieldconservatory.org

Lincoln Park Zoo
Lincoln Park Zoo is one of the last free zoos in the USA. Its
35 acres is home to around 1,200 animals from around the world and offers visitors the unique opportunity of taking part in a variety of special programs and seasonal events, such as Summer Wine Fest, Brews at the Zoo, outdoor yoga sessions and singalongs designed to get children involved and learn about the animals. From mammals, to birds, to reptiles, there is an animal for everyone. If you’re lucky, you may even see gorgeous baby animals.
2001 N Clark Street | Chicago, IL  60614 | 312-742-2000
lpzoo.org

The Chicago Riverwalk
Enjoy the beauty of Chicago’s architecture as you stroll along the Riverwalk facing the Chicago River. Scattered along the walk are an abundance of restaurants, bars and attractions offering a variety of entertainment. Try a glass of wine at the City Winery paired with cheese plates and cured meats. After a long day, cool down with a cold, sweet treat from Frost Gelato. Cleverly-designed features along the Riverwalk provide plenty of opportunity to sit down and enjoy Chicago from a prime location. You can also jump onto a river boat and cruise the waters, or take a ride in a Chicago Water Taxi.
30 North LaSalle Street | Chicago, IL  60602 | 312-742-7529
chicagoriverwalk.us

The Field Museum
One of Chicago’s favorite tourist destinations is the natural history museum housing biological and anthropological collections, brought together for the World’s Columbian Exposition of 1893. Over 350,000 square feet is home to permanent exhibitions waiting to be explored, but it could take more than one day! Immerse yourself in the thousands of artifacts such as the ancient Egyptian mummies. Marvel at the grand scale of a dinosaur skeleton including ‘Sue’, the largest and most complete Tyrannosaurus Rex skeleton ever uncovered. Appreciate the beauty of rare jewels in the Grainger Hall of Gems. Or watch a 3D movie, a rotating lineup of films which take the audience on a trip to the lands of the dinosaurs, the Galapagos and ancient Egypt with special effects that are so real, you’ll feel like you’re really there!
1400 S Lake Shore Drive | Chicago, IL 60605 | 312-922-9410
fieldmuseum.org

Shedd Aquarium
If you have a love for aquatics, a visit to the Shedd Aquarium is an absolute must! Discover a different world as you wander through the exhibits and animal presentations including the Stingray Touch and the Amphibians special exhibit. Get up close and personal with the Aquarium’s family of fish and animals with an Extraordinary Experiences tour including feeding the
sharks and an encounter with a beluga whale or a penguin! The Aquarium is home to seven permanent exhibits, such as the Amazon Rising with colorful fish, anacondas and stingrays; the Abbott Oceanarium with beluga whales, sea lions, sea otters and dolphins; and the Wild Reef with sharks and live coral – truly a sight to see!

1200 S Lake Shore Drive  | Chicago, IL  60605 | 312-939-2438
sheddaquarium.org

The Peggy Notebaert Nature Museum
If you’re looking for something more interactive and hands-on that children will enjoy, then head on over to the Peggy Notebaert Nature Museum. From the biology of Ice Age mammals to prairie and river ecosystems - nature and its conservation are at the heart of this fascinating outdoor museum. Sitting alongside a lagoon, the myriad of interactive displays about the ecosystems of rivers and marshes will engage children, especially when they are not chasing the thousands of beautiful butterflies in the 2,700-square foot Judy Istock Butterfly Haven!

2430 N Cannon Street | Chicago, IL 60614 | 773-755-5100
naturemuseum.org

The Museum of Science and Industry
Interactivity is the priority for the Museum of Science and Industry. Enter a confounding mirror maze in the “Numbers in Nature” exhibit and try to find your way out; see what a tornado looks like from the inside in “Science Storms”; or walk around a U-505 German submarine. A guided tour will take you through the submarine’s cramped interior as you experience the sound and lighting effects which will transport you back to World War II. Peer into Berghoff’s restaurant, the Chicago Post Office and Walgreen’s Drug Company. Or watch a silent movie at the Nickelodeon, and don't forget to have your vintage photo taken at the Old Time Photo Studio!

5700 S Lake Shore Drive | Chicago, IL 60637 | 773-684-1414
naturemuseum.org

Adler Planetarium
Delve into the magic of astronomy and astrophysics for a planetary experience of a lifetime at the Adler Planetarium. There are a number of permanent exhibitions that will keep you and the children enthralled. The “Mission Moon” documents USA’s history of space exploration, whilst “The Universe: A Walk Through Time” looks at theories on how the galaxy was created. Peek through a telescope in the Doane Observatory or study the Chicago skyline on Northerly Island outside the museum. The Grainger Sky Theater uses multiple projectors covering a 70-foot diameter dome which transports you to the solar system, its planets and stars - truly a mesmerizing film experience.

1300 S Lake Shore Drive | Chicago, IL 60605 | 312-922-7827
adlerplanetarium.org

UC Davis Health Cancer Care Network, in partnership with Mercy UC Davis Cancer Center in Merced AND in affiliation with Ridgecrest Regional Cancer Center in Ridgecrest is seeking Medical Oncologists or Hematology/Oncologists for these two up-and-coming centers.

Merced, CA- a dynamic and thriving "Gateway to Yosemite" community.

Merced, is less than two hours by car from the Pacific Ocean, and several beaches to Yosemite National Park to the east and Monterey Bay the west. It is approximately 110 miles (180 km) from Sacramento, 130 miles (210 km) from San Francisco, 45 miles (72 km) from Fresno, and 270 miles (430 km) from Los Angeles.

Ridgecrest, CA - a "Nature enthusiast dream" town is located in Indian Wells Valley surrounded by four mountain ranges. It is approximately 80 miles from the Lancaster/Palmdale area and approximately 125 miles from both Bakersfield and San Bernardino, the three nearest major urban centers. Population is about 30,000+.

We welcome you to apply and join our team! To learn about this opportunity and other positions, please send your CV to our Physician Recruiter,

Joanne Goring @ cell 916.505.8837 or email:
jgoring@ucdavis.edu.
Rush University Medical Center

Department of Radiation Oncology Chairperson
Rush Medical College/Rush University Medical Center
Chicago, Illinois

Rush University Medical Center, a nationally recognized clinical and academic institution and the teaching hospital for Rush Medical and Nursing Colleges, located in downtown Chicago, invites nominations and applications for the position of Chairperson of the Department of Radiation Oncology.

The successful candidate will demonstrate a commitment to a clinical and academic service that includes teaching and mentoring faculty, trainees, and medical students. Research achievement, a strong record of collaborative leadership, commitment to academic excellence, and community engagement are desirable. The successful candidate will have an established national/international reputation in the field of radiation oncology and will have demonstrated experience in leading implementation of a vision through innovation and accountability. In addition, (s)he will have credentials that merit appointment as Associate Professor or Professor, will have an MD or equivalent degree, will be board certified in Radiation Oncology, will possess a demonstrated commitment to innovation, and will have the leadership skills necessary for guiding faculty development and advancement across research, clinical and academic missions. As a department leader, the Chairperson will provide an energetic and inventive vision for growing clinical volume, improving clinical productivity, and further defining sub-specialization clinical expertise. The Chairperson also will work to facilitate collaborative work between departments to grow and improve existing spheres of clinical care and develop clinical-oriented research within the Rush Cancer Center. Recruitment of this leader is part of a key strategic growth initiative and generous resources are being dedicated to this enterprise.

The Department has a long tradition of excellence and expertise in many clinical domains. Our physicians use the most advanced technologies and approaches, including the following: Radiosurgery; Brachytherapy (low and high dose rate); IORT; Breath hold (DIBH)/gating techniques; IMRT/IGRT platforms on all treatment machines. The Radiation Oncology Residency program is a fully accredited four-year training program which accommodates six residents and combines both didactic and clinical instruction in oncology patient care, medical physics, and radiation biology. With six full-time faculty members, our staff-to-trainee ratio offers residents a highly personalized training experience. The department consists of nationally and internationally respected experts that specialize in treating a vast array of cancers and benign conditions.

Rush Medical College was established in 1837 and is one of the oldest medical colleges in the United States. Rush University Medical Center is one of the largest private academic medical centers in Illinois, with completion of the most comprehensive construction and facilities renovation program in its history. The “Rush Transformation” process has invested in new technology and facilities, culminating in a new Tower hospital that opened in January 2012, uniquely designed to deliver patient care safely and efficiently. Rush University has over 2,000 students and offers more than 30 degree or certificate options throughout its four colleges. Rush is consistently ranked as one of the nation’s top hospitals by U.S. News & World Report, and is one of the two top ranked hospitals in Illinois.

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We encourage women and minorities to apply. Applications will be accepted until the position is filled.
Nominations or letters of interest that include a curriculum vitae should be sent to Courtney Kammer:
Courtney_Kammer@rush.edu

Associate Vice President, Faculty Recruitment & Physician Services
Rush is an equal opportunity/Affirmative Action employer

UNC Rockingham Health Care

Medical Oncology Opportunity
UNC Rockingham Health Care

Excellent opportunity in a community practice located in northern-central, North Carolina!

Details About the Opportunity:

- Caseload for medical oncology management in the outpatient setting, Monday-Friday (8 am-5 pm)
- Full-time, 1.0 FTE with a portion of time carved out for medical directorship
- This is a growing practice with an initial patient caseload of 15 patients per day
- Excellent clinic staff and leadership support
- Benefits Include: Paid CME days & reimbursement, paid annual leave (vacation), matching 403 b, malpractice, competitive health/dental/vision insurance, short and long term disability, group life insurance

Organization
UNC Rockingham Health Care is a 108-bed community hospital in Eden, NC dedicated to preserving excellent and compassionate care close to home. They recently joined the UNC family in 2018. The Smith McMichael Cancer Center is located on the campus of UNC Rockingham. The cancer center serves residents of Rockingham, Guilford, Caswell, Pittsylvania and Henry counties with both medical and radiation oncology. The staff and leadership at UNC Rockingham strive to provide convenience of local care to the patients they serve.

Community
UNC Rockingham and its affiliates are located in Eden, NC. Eden is a city of fifteen thousand located in Rockingham County, NC in the Piedmont Region. The region is full of beautiful amenities for the small town enthusiast, including: rivers, lakes, state parks, a nostalgic drive-in theatre, restaurants, wineries and breweries. Those in the Piedmont Triad region of central NC are just two hours from the NC Mountains and 5 hours to the coastal area.

Additional Perks Include:
-25 miles from Greensboro, NC a major city with many colleges/universities, nightlife and fine-dining
-39 minute drive to Piedmont Triad International Airport & 1.5 hrs. to Raleigh-Durham International Airport
-Lower cost of living with access to many amenities, including: golf, the Dan River, festivals and a historic downtown

If you are interested in learning more about this position, please send your CV for review to Jennifer.LeBeau@unchealth.unc.edu or call 336-259-6501.
Physician-Generated Revenue and its Effect on Your Salary

Physicians are among the highest earning professionals in the world. But while years of medical school and residency arm doctors with highly specialized skills in their fields, more frequently, practitioners are seeking additional guidance to help plan their careers and navigate the changing landscape of medical practice. From new residents, laden with student loan debt and considering which specialty to pursue, to seasoned professionals pondering private practice, physicians at every level in their careers find it necessary to keep a finger on the pulse of the industry.

Physicians Are Valuable to Facilities

While shifting compensation models are a rising concern for many, a new survey confirms physicians’ pivotal role in hospitals—not only as healthcare providers, but as the financial keystones of their institutions. A recent study, released by national physician search and consulting firm Merritt Hawkins, reported that physicians and surgeons generated $1.56 million in average annual net revenue on behalf of their affiliated hospitals in 2016.

Greater Opportunity in Larger Facilities

Where you want to work as a doctor affects your salary and negotiating power. If you choose to work in a large practice or hospital, you may have more negotiating room because of larger budgets than with a smaller practice. Compensations also vary depending on the geographic location where you choose to practice. If you choose to work in a private practice or medical facility, there are different types of working agreements such as partnership, independent contractor and practice support that may affect the compensation. Depending on your agreement, you may receive a fixed salary, a percentage of profits or collections, or pay based on how much work you complete.

There is more to compensation than just salary. If you find that a salary offer is on the low end, consider adding other benefits to your negotiations. Some of the factors to consider include vacation time, call schedule, teaching schedule and responsibilities as well as contract terms. You can also ask for a signing bonus or request that the employer cover the cost of your malpractice insurance. When adding these types of perks to your negotiations, work them into your counter offer.
PCPs in Highest Demand

Although Primary Care Physicians (PCPs) bring in revenues of just $1.4 million as compared to specialists (at about $200,000 more), PCPs have an opportunity to be on the front lines of medicine. PCPs are the first line of defense for patients — which means that you see all the newest bugs and ailments first. PCPs are key players in treating everything from national flu epidemics to local Lyme disease upticks to widespread food poisonings and recalls. It’s a role that can be exciting and diagnostically challenging, and that is vital to the success of the healthcare system.

Primary care also offers a good opportunity for work-life balance as there is typically more flexibility as to how, where, and how many hours to practice. There are many employment and practice models to choose from, and options for part-time schedules and fewer nights on call. Although many PCPs work hectic schedules packed with patients and paperwork, there are still more options for flexibility and balance than in many specialties.

In fact, the Academy of Family Physicians indicated that by 2020, demand for family physicians in the U.S. will exceed the supply. Though the future of the private practice model is a moving target and there may be changes in how and where care will be delivered, it’s clear that with physician shortages looming, primary care offers job security for the long haul.

Conversely, physician specialists are generating the highest revenues for hospitals. As the Merritt Hawkins analysis shows, in 2016, specialist revenues increased 14% to $1.6 million, up from $1.4 million in 2013. This varies for different specialties (see chart).

On average, a doctor brings in $1.56 million in direct net inpatient and outpatient revenue to a hospital. This is an increase of nearly 8% from $1.45 million in 2013. The upward trend in revenues bodes well for all physicians across the board.

Do Your Research

Gauge how well your credentials (education, training and experience) match the needs of your potential employer (for example, patient volumes, managed care experience, prior employment in a specific type of practice setting). You should
be able to ascertain this during the interview process. Your recruiter should also be able to tell you. If you have what they want, you’re in a good position. You’ll be in an even better position if you have a skill, interest or expertise that no one else in the practice or the immediate area has, particularly one that will attract patients or referrals. The more closely your experience matches what a potential employer needs and the more in-demand your expertise is, the more leverage you’ve got during salary negotiations.

So, whether you are a PCP, a specialist, a private practitioner or locum tenens, exercise due diligence before going for that interview. Research the local precedent - what are others in the area or in the practice you’re interviewing with making. Understand the local, regional and national markets. You can’t merely insist that you be paid more than you made in your last job or, if it’s your first job, a salary comparable to what your fellow resident will be making elsewhere.

If, during your research into your new potential employers, you discover that they have a solid need for your skills set, the next step is to consider your competition. It’s good to know how many other physicians have applied for the job and, if possible, their qualifications. However, this is much easier said than done. The best approach is to ask the recruiter you are working with and hope they are forthcoming.

Medicine is a business, and like all businesses, your future employer will need you to generate income year after year. If you have a patient following, or if you have a reputation that precedes you, you’ll be in a stronger position to discuss salary, benefits, perquisites and relocation. And, if there’s a need for your services and little or no competition for the position, you’ve got leverage.

ABOUT THE AUTHOR

Melanie Grano is a freelance business writer and 20-year Journalism veteran who regularly contributes to career-based publications, including ThirdCertainty and Computer Times.
Immediate Opportunities for Medical Oncologists

Levine Cancer Institute (LCI), part of Atrium Health, is a novel approach to providing world class cancer care in communities across North and South Carolina. Led by Derek Raghavan, MD PhD (LCI President), we have 26 locations and a network of more than 200 specialists and subspecialists across NC and SC, with our research headquarters based in Charlotte, NC.

LCI is growing and recruiting medical oncologists for the Greater Charlotte, NC Market. The oncologists will be responsible for delivering patient care at clinics in the greater Charlotte area, providing outpatient and inpatient coverage in support of their clinics, and help to bring clinical trial opportunities and translational research in those communities. The system is linked by a single trials unit and IRB and connected via multiple tumor boards and conferences. The right candidate will be BE/BC in medical oncology or hematology/oncology. Excellent compensation and benefits to include: relocation, vacation, CME dollars, and malpractice insurance.

LCI is a unique institution designed with the innovative vision to deliver outstanding cancer care across the Carolinas, building upon its strong network of affiliated hospitals and providers. At LCI, there are cancer doctors experienced in treating the full spectrum of solid tumor and hematological cancers. With training from some of the nation’s best cancer programs and expertise in treating even the rarest and most challenging cases, our specialists have the knowledge and skill needed to best treat our patients.

Atrium Health is the second largest non-profit healthcare system in the United States, and its cancer programs serve 4.7 million people across the Carolinas with 14 thousand new cancer cases diagnosed annually.

For more information or to submit a CV for consideration, please contact: Elaine Haskell, Physician Recruiter, at elaine.haskell@atriumhealth.org.

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Hem/Onc Opportunities Awaiting...

**Duluth, MN** - Welcoming new fellow or experienced Hem/Onc physician to join a well-defined, experienced team having access to specialized physicians and caring support staff in an advanced and structured environment.

**Fargo, ND** - Seeking a compassionate Hem/Onc physician with experience in community cancer centers with an interest in mentoring and guiding this rapidly growing cancer center.

To find out more about these opportunities:

- Visit Essentia Health Booth # CF27 at ASCO Oncology Career Fair June 2-3
- Connect with Carri Prudhomme, Physician Recruiter 218-786-3908 / Cari.Prudhomme@EssentiaHealth.org
- Go online: http://careers.essentiahealth.org

Unmatched Quality of Life

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EOE/M/F/Vet/Disabled
The length of parental leave time taken by new parents has been shown to significantly impact the parent-child bonding process - influencing the infant’s brain development, while also mitigating post-natal depression for the mother. Research has also shown that enhanced paternal leave can significantly impact the father’s subsequent long-term engagement with the child.

Enabling mothers to stay at home with their newborns not only increases the likelihood of breastfeeding, associated with health and emotional benefits for child and mother, but also increases the likelihood of early childhood checkups and immunizations. With all these benefits, it is hard to imagine that society does not make it easy for new parents to spend this important time with their newborns, and that the United States is one of only six nations that does not give working mothers universally paid maternity leave.

A Call for 12 Weeks Paid Leave

The American Academy of Pediatrics (AAP) has called on Congress to enact laws to grant new parents 12 weeks of paid leave to help them bond with and care for their new infant. At present, American workers are entitled to take up to 12 weeks unpaid leave under the Family Medical Leave Act (FMLA) of 1993. However, there is no guarantee that new parents will be allowed to take the full 12 weeks by their employers.

It would seem logical that physicians would have the most informed family and parental leave policies, yet the profession calling for this improvement is among the worst served by parental leave policy. According to a new study in the Journal of the American Medical Association, physicians feel that they are letting partners, colleagues and patients down if they take their full entitlement, so even when physicians are permitted to take the full 12 weeks, they do not.

Policies & Planning

With the lack of standardization in policy across the profession, upon learning that one is expecting, the priority must be to investigate the policies of the institution or group for which you work. Assess your family finances to understand how many weeks of unpaid leave you can possibly afford to take and compare this against the amount you are entitled to take. Many physicians will use a combination of paid sick leave and vacation days to cover the first few weeks after birth, then return part-time, if they are able.

If it is possible to do so, working additional shifts in the second trimester, when it poses less risk to the mother or baby, may be one way to bank additional paid time off work, or reduce the number of shifts, after the birth. It is also vital to allow for contingency within these plans, in case of extended post-partum recovery times or to look after your child in the early months. Speaking with hospital management early is key to planning effectively.

Writing for KevinMD.com, one physician complained, “We are the ones recommending that women exclusively breastfeed for a year – yet practice administrators dictate whether or not physicians can build 15-minute pumping breaks into their
schedules. We recommend that women do not return to work for eight weeks after a cesarean section, yet we don’t pay them.”

The Problems of Partnership

While large health systems or groups might offer more generous family leave packages, taking parental leave in a small practice can be problematic.

In most situations, partners will be expected to cover overhead costs while not drawing a salary. For small practices, the problem of covering for a physician that is absent for weeks at a time is particularly disruptive; and many physicians feel they cannot ask their partners to cover for them for the extended period of time they would like. Without effective coverage, the pressure to return to work is that much greater.

For the duration of the parental leave, other doctors must work harder and see the absent doctor’s patients, which may lead to a fall in revenue as a result. How this affects the partners and physician taking leave will vary from practice to practice, making it very difficult to plan financially.

A Mixed Bag for Residents

While many teaching hospitals now provide allowances for parental leave with pay, this does not answer the practical problems of completing residency programs and the necessary hours within a specified year. As a result, says a New England Journal of Medicine study, “the personal and educational needs of trainees with children often collide with colleagues’ expectations, their hospital’s workforce needs, and the requirements of the American Board of Medical Specialties (ABMS) and the Accreditation Council for Graduate Medical Education (ACGME).”

While the American Medical Women’s Association (AMWA) reports that 50% of female physicians have their first baby during residency training, many find themselves having to extend training by a year if the timing doesn’t work out.

Managing the Economics of Parental Leave

An experiment in California points to one possible solution for improving access to paid maternity leave for all working parents. It began in 2002, offering six weeks of wage replacement for workers who go on leave to bond with a new biological, adopted or fostered child. The scheme is paid out of an employee-paid, inflation-indexed payroll with no direct costs to employers, which would help small practices mitigate the impact of parental leave.

The scheme has been shown to be beneficial in terms of employee retention and, as a result, led to a reduction in the business costs associated with recruiting and training new workers, according to analysis by the Center for Economic and Policy Research. This is not insignificant when one considers that Stanford University recently reported that the cost of recruiting a new physician is in the range of $250,000 to $1m.

The kind of creative solution employed in California will need to be adopted throughout the medical profession in the years to come to coincide with the changing outlook of gen-Xers and millennials who place a greater emphasis on work-life balance, including issues around parental leave.
As Gray Tuttle Jr. points out in Medical Economics, “With women forming an ever larger percentage of the physician population, practices should think twice about letting maternity leave be an economic hardship for female doctors. If you want to recruit and retain women, you need competitive benefits.”

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How Physicians Can Plan For Maternity Leave, Linda Kossoff; March 6, 2017 - enttoday.org

Oncologist/Hematologist Opportunities at the Beach in DE
Join a clinical team in a well established and highly regarded practice treating adult patients at Beebe Healthcare’s Tunnell Cancer Center. The Tunnell Cancer Center is part of Beebe Healthcare, a progressive, not-for-profit community health system with a 210-bed hospital, numerous satellite facilities and a $180,000,000 system-wide expansion. Tunnell Cancer Center is a modern facility with a brightly designed infusion center and radiation, an on-site lab, and a spacious design with large, comfortable patient areas. Medical, surgical, radiation oncologists and mid-level providers are backed by strong clinical support and administrative leadership. Emphasis is placed on teamwork and a collegial approach to warm, friendly and kind patient care. We are adding two positions to accommodate volume growth and an additional stand-alone, full service center.
• Experienced, Board Certified in areas of expertise • Rotation with a team of clinicians for call coverage • Participation on tumor board, clinical trials and committees • Competitive compensation and generous benefits
Nationally recognized. Tunnell Cancer Center holds two accreditations from the American College of Surgeons (ACS). The Breast Health Program is the only one in Del. to be accredited by the ACS’s National Accreditation Program for Breast Centers (NAPBC) and was presented with a Woman’s Choice Award as ‘2015 America’s Best Hospital for Cancer Care.’ Tunnell Cancer Center is QOPI Certified.
Southern Delaware’s exceptional quality of life • Smart, safe and progressive, family-friendly coastal Delaware offers work-life balance • Nationally ranked beaches and boardwalks • Exceptional recreational and cultural offerings • Private, charter and public school options • Low taxes and no sales tax, low cost of living • Close to DC, Philadelphia, Baltimore and NYC
Visit beebehealthcare.org or contact Marilyn Hill, Director of Physician Services, mhill@beebehealthcare.org
These are not visa opportunities.
For more information and to sign up for the AACR 2019 Cancer and Biomedical Research Career Fair, go to CancerCareers.org, call 215-440-9300, or email CareerFair@aacr.org.

Upload your CV/resume today at CancerCareers.org

**AAPRC’S ANNUAL CANCER AND BIOMEDICAL RESEARCH CAREER FAIR**

March 30, 2019 • Atlanta, GA

Whether you are a research scientist or an employer, this is the Career Fair for you!

**CancerCareers.org**

**PHYSICIAN CAREERS**

**Hematology / Oncology Department** at Washington Permanente Medical Group

Kaiser Permanente - Washington Permanente Medical Group is seeking a Full Time 1.0FTE Hematology / Oncology Physician to join our Olympia Medical Center team in Olympia, Washington.

We are dedicated to building lifetime relationships with peers and patients in Washington State’s richly diverse communities.

To learn more about physician jobs, visit:

wpmgcareers.org

**Achieve work-life balance in Oregon!**

Join an established group of physicians and advanced practitioners in beautiful Corvallis! Samaritan Health Services, a non-profit integrated health system, is seeking a BC/BE medical oncologist.

Our medical oncologists enjoy:
- A true team approach to provide uncompromising care, individualized for each patient
- A state-of-the-art regional cancer center
- Free time to explore interests outside of work
- Competitive compensation and benefits, CME/malpractice, relocation assistance and starting bonus

For more info, contact Annette Clovis at aclovis@samhealth.org or 541-768-4419.

Samaritan Health Services
samhealth.org/DocJobs

**Kaiser Permanente. Washington Permanente Medical Group**
Houma, Louisiana offers the perfect blend of a rewarding career while enjoying a community filled with a love-for-life attitude embracing good food, good music and good times.

Located less than an hour southwest of New Orleans you will find our Cajun culture, strong family bonds, a safe community, world-class medical care, outstanding educational systems, delicious dining and entertainment.

Accredited by the Commission on Cancer, Mary Bird Perkins Cancer Center at TGMC is Louisiana’s leading cancer care organization whose mission is to improve survivorship and lessen the burden of cancer. Our exceptional physicians drive cancer care innovation, fighting this disease at every level – from free community screening and education to highly-individualized treatment.

The candidate will join in an existing, thriving practice with three seasoned medical oncologist in an employment model. Also enjoy a competitive compensation package and comprehensive benefits.

For more information, please contact:
Ann Dupre, Medical Staff Office Manager
985-873-4087 – ann.dupre@tgmc.com
http://physicians.tgmc.com

Duke Affiliated Cancer Center
Medical Oncology
Florida Medical Oncology Opening 180408
Precision Oncology Care / Molecular Oncology

- Opportunity to join an established Oncology group in a new $50 million Cancer Center
- Busy practice setting
- Interest in Genetics and Genomics a plus
- Midlevel support in the practice
- Fully equipped clinical trials program
- COC Accredited Cancer Center
- Excellent salary plus bonus, full benefit package and moving allowance
- Dual certification in Medical Oncology and Hematology preferred

Tranquil Beauty Merged With Casual Elegance
Florida’s Pristine Treasure Coast

A charming seaside community located on Florida’s beautiful Treasure Coast, this location offers tranquil beauty and casual elegance in a picturesque coastal setting. Rated the “Best Small Town in Florida & 12th in the Nation” and was named one of “The 100 Best Art Towns in America”. This pristine, oceanfront community forms significant portion of the Intracoastal & Deep-water Waterway, and is a hub for golf, tennis, boating, fishing, and kayaking. Easy access to Orlando, West Palm Beach, and Miami.

Rob Rector
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Cell / Text: 678-234-6192
MENTION CODE 180408 - ON
Maine Medical Center is seeking 5-6 medical oncologists in addition to a new Division Director to join its reinvigorated Division of Medical Oncology and newly launched statewide oncology program – the MaineHealth Cancer Care Network (MHCCN).

The selected candidates will be expected to have demonstrable disease-focused expertise across the spectrum of tumor types including lung and head & neck cancer; gastrointestinal, genitourinary, and hematological malignancies; and/or cancer genetics/molecular oncology. Clinical care and oncology expertise will include inpatient consult service; outpatient clinics devoted to solid tumor oncology and malignant hematological diseases; working with the cancer hospitalist service at Maine Medical Center for inpatient care; commitment to clinical trials; and an interest in contemporary cancer practice building on an evolving evidence basis that is patient-centered and quality-driven.

MaineHealth is a not-for-profit family of leading high-quality providers and other healthcare organizations working together so their communities are the healthiest in America, leading the way in promoting public health and wellness in Maine. MaineHealth is headquartered in Portland and is ranked among the nation’s top 100 integrated healthcare delivery networks.

Maine Medical Center (MMC) has 637 licensed beds and is the state’s leading tertiary care hospital and Level I Trauma Center, with a full complement of residencies and fellowships and integration with Tufts University Medical School, serving as the flagship of MaineHealth’s integrated delivery system in southern and central Maine and New Hampshire. The selected candidates will also have a major role in developing our curriculum development as part of the MaineTrack expansion through our affiliation with the Tufts University School of Medicine. Candidates will receive a faculty appointment at the appropriate rank at Tufts University School of Medicine.

Candidates will have completed a residency in Internal Medicine and fellowship in Medical Oncology, Hematology, or both and be Board Certified/Board Eligible by the American Board of Internal Medicine in these disciplines. The clinical components of the position require vigorous training and/or clinical experience in the full range of solid tumor oncology and malignant hematological disorders. In addition to excellent clinical skills, the ideal candidates will have strong interpersonal skills, demonstrable potential for professional growth, and the ability to work collaboratively in a multidisciplinary team environment in a large and dynamic health system and flagship medical center.

We are seeking individuals with a track record of successful training, scholarship, commitment to cancer clinical trials, and/or clinical care in a progressive academic setting/health system environment. There are prospects for outreach consultative practice throughout the MHCCN and clinical translational research interests would add value. We will consider candidates who are completing fellowship training or a junior faculty/physician for these positions.

Situated on the Maine coast, Portland offers the best of urban sophistication combined with small-town friendliness. Just two hours north of Boston, this is an exceptionally diverse and vibrant community. For more information, please contact Alison C. Nathanson, Director, MaineHealth Physician Recruitment Center at (207) 661-7383 or nathaa@mainehealth.org.
Medical Oncologist/Hematologist
Hibbing and Grand Rapids, MN

University of Minnesota Health - Cancer Care is seeking a Medical Oncologist/Hematologist for a practice at Fairview Range Health Services in Hibbing, MN and new location at Grand Itasca Clinic and Hospital in Grand Rapids, MN.

- Affiliated with the University of Minnesota, our 8 community clinics provide exceptional, patient-centered care and patient access to leading-edge clinical trials.
- We welcome physicians who would like to develop a practice as a general hematologist/oncologist and maintain an area of special interest.
- 4 day clinical work week. (2 days in Hibbing and 2 days in Grand Rapids).
- Initial market competitive salary guarantee with ability to exceed on production compensation program. Comprehensive benefits package to also include generous time off, annual CME allowance, malpractice insurance, a retirement plan, and much more.
- This is a unique opportunity to join an academic affiliated practice and live in scenic Northern MN, 3 hours from the Twin Cities.

University of Minnesota Health - Cancer Care is a specialized team of doctors, nurses and health care professionals committed to providing life-saving care to people with cancer. Our oncologists bring personalized treatment and leading-edge clinical trials from the University of Minnesota to patients in the growing, active communities that Fairview serves. The vision of this partnership is to be recognized as a national leader in patient-centered cancer treatment and cancer research.

Emily Scholtes
800-842-6469
recruit1@fairview.org
physicianjobs.fairview.org
New York Cancer and Blood Specialists, NYCBS
The best in cancer treatment: a comprehensive community oncology center delivering more personalized services and faster access to technologies and treatments.

We are currently seeking:

• Radiation Oncologists  • Oncologists
• Pathologist       • Radiologist

Competitive salary and benefits.

Applicants please email or send C.V. to: Robert Nicoletti, Chief Human Resources Officer
Email: rnicoletti@nycancer.com  Fax: (631) 675-5066
New York Cancer and Blood Specialists, 1500 Route 112, Building 4 – First Floor. Port Jefferson Station, NY 11776

An EOE m/f/d/v

Conquering Cancer Together™
At Rush, we are integrating all cancer-related clinical, research and educational efforts across our system to provide the best data-driven, patient-centered care. We’re combining cutting-edge treatments with our signature compassionate high-quality service, and offering the best in prevention and early detection.

Our new, state-of-the-art Cancer Center facility in Chicago will serve as a hub for services throughout our health system. Our core programs are supported by multi-disciplinary teams from medical oncology, surgical oncology, radiation oncology, pathology, radiology, research and bioinformatics, clinical operations, and dedicated clinical and support staff, including patient navigators. This structure allows specialists to more easily consult and see patients based on tumor type or molecular and genomic signatures, combining our outstanding multidisciplinary approach with a data infrastructure that supports this patient-centered care. This integration enables us to make a greater commitment to research, dramatically scaling the effectiveness of clinical trials, and enabling translational research that moves bench to bedside, and bedside to bench.

This is an exciting time to be part of cancer care at Rush, as we take the early steps on our journey to become a destination cancer center. Join us in our mission to improve the health of the patients and the diverse communities we serve with nationally recognized health care, education and research, as well as a commitment to community partnerships.

Current opportunities include:

• Cancer Center Director
• Chair, Department of Radiation Oncology
• Section Chief, Bone Marrow Transplant and Cell Therapy
• Hematologist/Oncologist – Bone Marrow Transplant and Cell Therapy
• Benign Hematologist
• Hematologist/Oncologist – Lymphoma
• Breast Medical Oncologist
• Lung Medical Oncologist
• Director, Gastrointestinal Medical Oncology
• Head and Neck Medical Oncologist

Please contact:
Courtney_Kammer, MHA
Associate Vice-President, Faculty Recruitment & Physician Services at:
Courtney_Kammer@Rush.edu