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■ Bay Area Day Trips

■ Preparing for a
Career Break

■ Being a Mentor

Career Guide

UROLOGY

American Urological Association (AUA) Annual Meeting
May 18 - May 21, 2018 - San Francisco, CA

Big City Medicine. Small Town Charm.



Practice Urology at the Beach in Delaware

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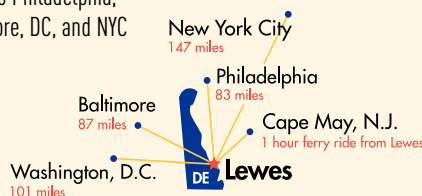
- Urologist BE/BC
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About Beebe Healthcare BeebeHealthcare.org

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- 400+ providers on staff; 48,000+ Emergency visits
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- Smart, safe and progressive, family-friendly environment
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One location in Lewes, a short drive from major East Coast destinations.

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Cardiac Surgery, Dermatology, Endocrinology, Family Practice, Gastroenterologist, Hospitalist, Internal Medicine/Primary Care, Medical Oncologist, Neurologist, Pulmonology/Critical Care, Urology

Email cover letter and CV to:
Marilyn Hill, Director of Physician Services
mhill@beebehealthcare.org

Beebe Medical Group Administration
1515 Savannah Road, Suite 102
Lewes, DE 19958

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GENERATION
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Physician Opportunities



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Find out more about **Preparing For a Career Break.**

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Learn more about **Being a Mentor.**



Bay Area Day Trips

Explore popular neighborhoods and attractions in San Francisco.

San Francisco: The cultural, commercial and financial center of Northern California that is home to Silicon Valley and to the 49ers Football Team. Founded in 1776, this hilly city is known for more than its iconic Cable Cars and the Golden Gate Bridge. San Francisco is also known for its cool summers, fog, eclectic architecture, and landmarks. With so much history and culture packed into just under 48 square mile, take some time out of your schedule to visit some of the Bay Area's popular neighborhoods and attractions. Be sure to wear a jacket and comfortable shoes!

Alcatraz Island

The Alcatraz Federal Penitentiary (Alcatraz for short) is located on the island and operated from 1934 to 1963. During its time, Alcatraz held some of America's most ruthless criminals such as Al Capone, George "Machine Gun" Kelly and Ellsworth "Bumpy" Johnson as well as prisoners who repeatedly caused trouble at other federal prisons. Today, Alcatraz is a public museum operated by the National Park Services and offers ferry passes and tours of the penitentiary.

nationalparks.org/explore-parks/alcatraz-island

Chinatown

San Francisco has the largest Chinatown outside of Asia and is the largest Chinese community in North America. It was established in 1848 and is steeped in the history and culture of ethnic Chinese immigrants in America. Chinatown's restaurants are considered the birthplace of American Chinese Cuisine, introducing such food items as Chop Suey and Dim Sum to Western and American tastes; its Dim Sum tea houses remain a major tourist attraction. Walking tours are available to take in

the history, the art and culture of Chinatown. Enjoy the great restaurants and shopping.

c-c-c.org

Crissy Field

Crissy Field is a place to walk or bike - offering breathtaking views of the Bay and the Golden Gate Bridge. Formerly a US Army airfield, thanks to restoration by the National Parks Conservancy, the area now has beaches, picnic tables and windsurfing. Warming Hut and Beach Hut Cafés are on site for grabbing a bite to eat.

parksconservancy.org/visit/park-sites/crissy-field.html

Mission District

This gentrified Latin neighborhood is home to the famous Roxie Theater and to five restaurants that have received 2017 Michelin stars. Mission has four sub-districts: The northeast is known as the center for high tech startups and chic bars and restaurants. The northwest is famous for their Victorian mansions and for Dolores Park a popular recreation area. The Valencia corridor and the 24th Street corridor (Calle 24) are popular for their restaurants, bars and galleries.

sftravel.com/explore/neighborhoods/mission-district

Muir Woods National Monument

Hikers and Bikers alike will revel in this redwood forest located 12 miles north of San Francisco. It is part of the Golden Gate National Recreation Area and one of the few redwood forests remaining along the Pacific Coast. Fifty species of birds, 11 species of bats and a myriad of mammals from Sonoma chipmunks to black bears have been spotted along throughout



San Francisco is known for more than its iconic cable cars; it's also known for its cool summers, fog, eclectic architecture, and landmarks.

the forests. A paved main walking trail begins at the entrance, travels alongside redwood creek and into the old growth forest. Bikers are only permitted on designated roads.
[nps.gov/muwo/index.htm](https://www.nps.gov/muwo/index.htm)

North Beach

North Beach is near Fisherman's Wharf and Chinatown, and is San Francisco's Little Italy with a large Italian American population. Part of the old Barbary coast, the neighborhood was formerly home to Jack Kerouac, Allen Ginsburg and Joe DiMaggio. Today North Beach is best known for its ristorantes, caffes and old-world delicatessens. Washington Square Park and Beat Museum are also fixtures in this beloved neighborhood.
[sfttravel.com/explore/neighborhoods/north-beach](https://www.sfttravel.com/explore/neighborhoods/north-beach)

Richmond District

Richmond District (not to be confused with the city of Richmond some 20 miles north of San Francisco) is a melting pot of cultures, restaurants and theaters. The city is also called Little Russia represented by East Asian, Indian, Ethiopian, Russian and other world influences. The most famous Restaurant in Richmond District is Sutro's Cliff House, known for its magnificent views of the Bay and its seafood menu.

Land's End and Eagles Point are also favorites of outdoors enthusiasts.

[sfttravel.com/explore/neighborhoods/richmond-presidio](https://www.sfttravel.com/explore/neighborhoods/richmond-presidio)

Sausalito

Before the building of the Golden Gate Bridge, Sausalito was a rail, car and ferry terminus. It's hard to imagine that this wealthy artistic residential enclave was previously an industrial ship building city during World War II. Sausalito has a fishing pier, public beaches and a thriving houseboat community. The city also boasts unique tours and attractions, boutique shops, outdoor cafes, bistros, art studios and galleries.
[ci.sausalito.ca.us/](https://www.ci.sausalito.ca.us/)

Sonoma Valley

No trip to San Francisco would be complete without a tour of one of California's world famous vineyards. Sonoma Valley is known as the birthplace of the California wine industry, with hundreds of vineyards ranging from small family-owned holdings to large international wineries. The Sonoma region is also home to wilderness areas like Armstrong Redwoods State Preserve and to beaches surrounding Bodega Bay.
[sonomavalley.com](https://www.sonomavalley.com) ■



#1
in the
U.S.

Urology

U.S. News & World Report 2017-18
"Best Hospital" Rankings

Cleveland Clinic's Department of Urology is recruiting full-time board eligible or board certified **General Urologists** to meet the growing needs of the program.

This position commands a competitive salary enhanced by an attractive benefits package including medical malpractice coverage and a collegial work environment. Our surgeons comprise a collaborative team that strongly supports pursuits of sub specialty interests and professional growth. Academic appointments are available through the Cleveland Clinic Lerner College of Medicine of CWRU.

The Urology department is ranked No. 1 in U.S. News & World Report and is one of the largest and most sub-specialized urology departments in the world.

Eric Klein, M.D.

Chair, Glickman Urological and Kidney Institute

The Department of Urology has 58 physicians treating patients in all urological subspecialties at 26 different locations within the greater Cleveland & Akron areas. In 2017, we are on track to complete more than 70,000 office visits and over 10,000 surgical cases. Patients came to us from every state in the United States and more than 82 countries.

Cleveland Clinic has been delivering innovative health care since 1921. In over 90 years we have done some remarkable things. From performing the world's first coronary artery bypass in the 1950s to assisting in America's first facial transplant a few short years ago, we are proud that our remarkable care has always been reflected by monumental firsts. For your career, this means more opportunities to grow and work with colleagues that consistently push beyond boundaries to achieve better outcomes for all patients around the globe.

Please apply on at: <http://jobs.clevelandclinic.org/physicians.html>

The same vitality that charges Cleveland Clinic extends to almost every aspect of life in Greater Cleveland. The melting-pot culture that has helped establish Cleveland as a vibrant and versatile metropolitan area adds a unique flair to the lifestyle here. The Cleveland area is a very comfortable and affordable place to live with a variety of available activities, excellent school systems, world renowned orchestra, theater district and entertainment, and a great place to raise a family.



Equal Employment/Affirmative Action Employer – Min/Fem/Disability/Vet/Smoke Drug Free Environment

Eastern Pennsylvania/Western New Jersey Urology Practice Opportunity



Dynamic, rapidly expanding Urology practice is seeking a board eligible/board certified Urologist. St Luke's Center for Urology is a hospital-employed practice within the St Luke's University Health Network. At present we comprise 14 urologists and 7 Advanced Practitioners with continued growth expected over the next few years. We are expanding to cover growth as the Network now includes 10 hospitals. We are looking for our next urologist to work primarily on our Warren Hospital Campus in Phillipsburg, New Jersey. Our next partner will also work in Pennsylvania and in conjunction with colleagues throughout the St. Luke's University Health Network (SLUHN) system.

Our urology program boasts the latest office and endourologic equipment. Extremely well-regarded robotics program in place since 2003, currently utilizing the newest Davinci Xi system. We enjoy strong support from our Interventional Radiology and Radiation Oncology colleagues

Candidates should have excellent interpersonal and surgical skills. Robotic experience not mandatory. Call will be 1:6 with hospital based PA coverage for most issues.

SLUHN is a non-profit network comprised of physicians and hospitals, providing care in eastern Pennsylvania and western NJ. The Network includes more than 200 locations and ten hospitals and employs more than 800 physicians and 300 advanced practitioners. Opportunities exist for teaching and an academic appointment with the Temple/St. Luke's Medical School where students spend their second, third and fourth years at St. Luke's on the Bethlehem Campus. St. Luke's currently has more than 220 physicians enrolled in internship, residency and fellowship programs. Visit www.sluhn.org.

The Lehigh Valley is a beautiful eastern Pennsylvania community with a service area of 2 million and is located one hour north of Philadelphia and less than two hours from New York City. Cost of living is low and 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 please visit www.discoverlehighvalley.com.

Please send your Curriculum Vitae to Drea Rosko, at physicianrecruitment@sluhn.org

A NEW OPPORTUNITY



Full-time, Robotics-trained Urologist

Wellington, Florida, in beautiful Palm Beach County is home to **Wellington Regional Medical Center**, a 233-bed acute care hospital operated by a subsidiary of Universal Health Services. The hospital has been serving the region for more than 30 years and has continually grown and enhanced its services and technology to position itself as the hospital of choice for residents.

There is a new opening for a full-time robotics-trained Urologist to join a well-established practice in the Wellington community.

Qualified candidates should be:

- Board-certified or board-eligible in Urology
- Fellowship trained
- Excellent in clinical, communication and time management skills
- Committed to providing excellent patient care

Apply Today

Contact:

Karen DeSimone, In-house Physician Recruiter
Karen.DeSimone@uhsinc.com
Call: 941-745-7232



CHI Health Clinic and Creighton University School of Medicine in Omaha, NE are seeking a BC/BE and **fellowship** trained quality driven, patient-centered **Urologist**. The successful candidate will join our experienced Urology team in a very busy clinical practice. The candidate has the opportunity to participate in the development of the Urology Residency Program which includes a faculty appointment.

Ideal but not required, the candidate would be fellowship trained in **Urologic Oncology** or **Advanced Laparoscopic** and available to perform general Urology.

This opportunity offers:

- **Laparoscopic and Robotic Surgeries with Multiple Robotic Rooms**
- Flexible Practice With the Ability to Pursue Your Clinical and Academic Interests
- Research Opportunities Available, if Desired
- Access to a Large, Established Primary Care Network
- Generous Benefit Package to Include Two Year Income Guarantee + Relocation Allowance

While at the conference contact:

Larry Siref, MD, FACS
Larry.Siref@alegent.org
402-216-1849

If you are interested in learning more about this opportunity, please contact:

Jennifer Vandament
Jennifer.Vandament@alegent.org
402-343-4493

Physician-Led Medicine in Montana

Urology



Billings Clinic

Seeking a BE/BC Urologist to join a dynamic, collegial team of physicians and provide exceptional care for patients in the region's largest tertiary referral center. This integrated and physician-led organization offers top-tier compensation and benefits and the opportunity to practice the full spectrum of urological care.

- Call 1:6
- Consensus-based, team-oriented group
- Modern facilities equipped with EMR and the daVinci Surgical System
- Innovative approach to health care delivery
- Research opportunities available
- "Top 10 Fittest Cities in America 2017" – Fitbit

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 Billings, Montana – this friendly college community is a great place to raise a family near the majestic Rocky Mountains. Exciting outdoor recreation close to home. 300 days of sunshine!



UC DAVIS SCHOOL OF MEDICINE

Assistant/Associate Professor Urologic Oncology (Regular/In-Residence Series)

The Department of Urologic Surgery at the University of California, Davis, School of Medicine, invites applicants for a position at UC Davis, School of Medicine. This is an academic position at the Assistant/Associate Professor rank in the Regular series (50%) and In-Residence series (35%) with responsibilities in clinical care, teaching, research, and university and public services. It is expected that the candidate chosen for this position will be qualified to hold a 5/8th joint appointment in the Veterans Affairs Northern California Health Care System.

QUALIFICATIONS: Qualified candidates must possess a medical degree, be board certified or board-eligible in Urology, be eligible for licensure in the State of California, and be fellowship trained in urologic oncology. The candidate must have the ability to work cooperatively and collegially within a diverse environment and adhere to policies and procedures. The candidate is expected to have experience in providing clinical services in urologic oncology, proven ability to build extramurally funded research program, evidence of experience with teaching and publications of scholarly work in medical literature. Experience and a strong interest in either outcomes research or basic/translational science are desired. A Master of Science in Health Services Research is highly preferred for those in health services research. US Citizenship required. (Non-citizens may be appointed when no qualified citizens are available in accordance with regulations from the Veterans Affairs).

RESPONSIBILITIES: Clinical service includes management of patients with urologic cancers to include kidney, bladder, prostate and testes using open, minimally invasive and robotic surgical approaches.

Teaching includes participation in weekly grand rounds and educational conferences as well as the teaching of medical students, interns, residents, graduate students, and/or postdoctoral fellows. It may include required lectures and courses or development of new courses.

Research responsibilities include developing a creative and collaborative research program in either outcomes research or basic/translational science investigations is desired. Achieving extramural funding, collaborative research and authorship of publications in peer reviewed journals are expected outcomes.

Service and professional responsibilities include University and public service through committee work, participation in professional organizations, continuing education and other appropriate means as required by rank.

APPLICATIONS PROCESS: For full consideration, applications must be received by July 13, 2018; however, the position will remain open until filled through June 30, 2019. Please submit CV, letter of interest, statement of contributions to diversity and 3 to 5 professional references as PDF files. Submit applications on UC Recruit: <https://recruit.ucdavis.edu/apply/JPF02136>

To learn more about the Department of Urologic Surgery at UC Davis, please visit: <http://www.ucdmc.ucdavis.edu/urology/>

UC Davis commits to inclusion excellence by advancing equity, diversity and inclusion in all that we do. We are an Affirmative Action/Equal Opportunity employer, and particularly encourage applications from members of historically underrepresented racial/ethnic groups, women, individuals with disabilities, veterans, LGBTQ community members, and others who demonstrate the ability to help us achieve our vision of a diverse and inclusive community. For complete policy: <http://policy.ucop.edu/doc/4000376/NondiscrimAffirmAct>. If you need accommodation due to a disability, please contact the recruiting department. Under Federal law, the University of California may employ only individuals who are legally able to work in the United States as established by providing documentation as specified in the Immigration Reform and Control Act of 1986. More information is available <http://www.uscis.gov/e-verify>. UC Davis is a smoke & tobacco-free campus <http://breathefree.ucdavis.edu>.



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Hospital Employed Urology Physician Opening 1 hour from SC Coast- McLeod Health Florence, SC

McLeod Health

Hours are from 8:00a - 5:00p Monday-Friday with 1:5 call

Competitive Salary + incentive bonus= great income potential!

PTO, benefits, retirement, paid malpractice, CME allowance, sign on bonus and relocation!

Join 4 physicians in a well-established and growing practice allowing you to both see patients and perform surgery. Clinic located on hospital campus with quick access to the OR, ICU, ER and 2 Da Vinci Robotics with robotic coordinator/PA.

Please send CV to Ashley Watson, Physician Recruiter at Ashley.watson@mcleodhealth.org or call 843-777-7299

McLeod Health is a private, non-profit institution founded in 1906 with nearly 850 physicians and 8,000 employees and 7 hospital campus locations offering over 900 beds system wide. The 16 county area McLeod Health serves has a population of more than one million. McLeod Health is a 565 bed tertiary care and teaching facility offering all service lines with the sub specialty support. This includes a Heart and Vascular Center, Level II Trauma Center, New Progressively designed ICU towers, Cancer Center, Hospitalist and Intensivist Departments and extensive Women's and Children's Services.

We are a constantly growing community with a bustling downtown, 1-hour drive to the beach and 2 hours to Charleston, SC. Affordable lifestyle, low traffic and crime, coupled with great amenities and schools make Florence an excellent place to work and live! To learn more about Florence, visit our website at <http://www.florencedowntown.com/> and for more information about our health system, check out our website...<http://www.mcleodhealth.org/>



Join our innovative Urology team!

Lehigh Valley Health Network (LVHN) – Hazleton & Schuylkill, has an exciting opportunity for a BC/BE fellowship trained Surgeons and Advanced Practitioners to join us in establishing a brand-new hospital employed practice.

Applicants must possess a strong commitment to patient care and have excellent leadership skills to establish and grow the Urology Program in Hazleton & Schuylkill Pennsylvania. The Physician & APC will have access to our new DaVinci Robot and the full resources of a Nationally Recognized Network!

We offer:

- Highly Competitive Compensation + Top Tier Benefits
- Sign On Bonuses
- **Education Stipend – Junior/Senior Year RESIDENTS & FELLOWS**
- Generous CME, Vacation, and Sick time
- Excellent work life balance

Community Benefits:

- Direct involvement with hospital leadership
- Enjoy outdoor recreational activities all year round
- Just an hour drive north of Allentown, two hours north of Philadelphia and 2.5 hours west of New York City

Contact Pamela Mohebbi, Physician Recruiter
at 484-862-3205 or Pamela.Mohebbi@lvhn.org

Join the **LEADING HEALTHCARE PROVIDER**
in South Central Pennsylvania (Franklin County)



“The patient comes first at Summit Health, but the organization also focuses on the well-being of the staff and team. Everyone is valued and important.”

- Joshua Dunkelbarger, MD
Summit ENT and Hearing Services

Openings for Physicians, Physician Assistants, and Nurse Practitioners!

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- Medical malpractice insurance and tail coverage
- Generous allowances for CME



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ABSENCE



Preparing For a Career Break

CONTRIBUTOR: MELANIE GRANO

For physicians, planning ahead for a career break can help make a return to work easier. If you are thinking of taking personal or professional time off, there are some factors you will need to consider.

There are a number of things physicians can do prior to taking a career break that will make the transition back to work less stressful, in addition to running more smoothly.

1. Identify potential problems
2. Plan ahead
3. Give plenty of notice
4. Keep good records
5. Retain your license, if possible
6. Continue professional memberships
7. Keep up with Continued Medical Education (CME)
8. Continue to practice - with a reduced schedule or volunteer
9. Stay up to date with changing professional standards and re-entry requirements
10. Be prepared to adjust your plans and expectations

Keep in mind that each state has its own re-entry requirements and definitions of what constitutes a break.

1. Potential Problems

If you are expecting to return to the medical profession, you will need to start thinking about how to leave and how you wish to return as early as possible before even beginning the formal process. While there are differences from state to state, they share one common characteristic: the difficulty of re-entering the profession after a prolonged period away, especially if you have allowed your license to expire while on leave.

Of course, state medical boards have a duty to protect the public, so they require that returning physicians demonstrate clinical competency through CME, and board interviews.

2. Have a Plan

Investigate the specifics of your own state and specialty; research the state regulations and your medical specialty requirements carefully, but don't rely on this information alone. Speak directly with your state board to discuss its policies with particular consideration given to your own individual specificities, and identify any potential hurdles you might encounter.

Once you understand what is required to reinstate your medical profession after taking a break, you can begin to plan based upon your own goals and specialty. You'll need to consider whether it makes financial sense to retain your license, how you will continue with CME and how you will demonstrate continued competency to the relevant boards prior to your return. If possible, begin with your expected return to work date and plan backwards from there. Keep in mind that, depending upon your state, you may need to share your re-entry plan with your state licensure board.

There are a number of things physicians can do prior to taking a career break that will make transitioning back to work less stressful.

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3. Giving Notice

We've already noted the importance of planning ahead to give yourself plenty of time to prepare for your break and your re-entry to the profession. It is also important to extend this time to prepare the other people involved.

If you are employed and plan on returning to the same facility, you will need to liaise closely with your Human Resources department and medical staff leadership in order to understand the processes for leaving and returning. There may be specific rules around timely notification for a leave of absence and you will need to understand the possibilities and processes for maintaining or restoring hospital credentials.

Even if you aren't planning to return to the same facility, communicate with Human Resources and the medical leadership teams as early as you can. Early notice doesn't just make it easier for your employer to find a suitable replacement for you, it can help you ease your return to the field. You don't want to burn bridges with people who can help you stay up-to-date with current practices and upon whom you will rely to provide references for you when you do return.

For physicians with their own practice, the issues are different, but still benefit from early action. You may need to seek legal counsel, depending upon the practice structure and legal arrangements. Make arrangements for the notification and transfer of your patients and their medical records to other physicians in the practice. Securing malpractice insurance tail coverage may be essential to cover you in case of malpractice claims being brought after a claims-made insurance policy is terminated.

4. Paperwork

Keeping good records of your professional activities before and during your leave of absence should help to smooth re-entry.

Before you leave, secure written references from senior colleagues, medical associates and practice or hospital managers. Continue to keep records of CME and any clinical practice undertaken during the period of your career break.

5. Licensing

Maintaining your license is the best way to ease your return to work. It can be significantly harder to regain a license once it has been allowed to expire. However, the financial implications of maintaining your license do need to be considered.

The financial impact of taking a break from the profession is significant enough. It can become a real burden if you need to add that to the cost of maintaining your license with the state licensure, board certification, credentialing, memberships of professional organizations and – potentially – insurance (either malpractice tail insurance, or for continuing your regular malpractice insurance if you plan to work part-time or on a voluntary basis). If you are able to cover these costs, however, your ability to return to work will be considerably enhanced; it is a worthwhile investment if you can afford it.

6. Professional Memberships

National, state and local professional organizations can provide a good way of keeping up-to-date with the medical profession,

current clinical and procedural practice, and your colleagues. The potential for networking and CME that your membership in these organizations affords you is often a good reason for maintaining your membership.

Some organizations offer reduced membership rates for clinically inactive members – ask your professional organizations what support they can offer you.

7. Continuing Medical Education

Keep detailed records of all reading, online learning, training, volunteering and clinical practice you undertake during your leave of absence. Collecting references from colleagues whom you have worked alongside is a vital part of demonstrating your continued competence.

Reach out to your local medical school as it may be able to help you meet some of your CME requirements as well as providing networking and paid work opportunities.

Stay in touch with the profession by keeping your seat on any boards or committees, or finding a professional who is happy to mentor you during your time off.

8. Work Part-Time

Working part-time or on a locum or voluntary basis is the best way to keep up your skills. Continuing to work, even with a minimum schedule, will help you to demonstrate continuing competence when you are ready to return to full-time work.

In addition, the compensation may help to cover some of the costs of maintaining your license. Try to establish a good relationship with a good local locum tenens agency and ensure that you work with an agent who understands your priorities.

If you put in these hours out of state, or in a different country, make sure you keep records, get references, and seriously consider maintaining your state license in your home state as well. Of course, any clinical practice will be helpful but, if you can, aim to cover each aspect of the clinical practice to which you plan to return.

Nevertheless, however interested you are to secure continued clinical practice hours, don't leave yourself exposed. Ensure that for every venture, you meet your obligations in terms of license, certification, malpractice insurance and any necessary permissions or credentialing.

9. Physician Re-entry

As previously mentioned, it will be much easier for you to return to the profession if you keep your license current. While this may require considerable effort and expense, it is likely worth it (if you are in a position to do so).

Maintaining competency and connections will also help with your peace of mind and help sustain the confidence you will need to manage the return to work.

10. Adjust Your Plans

The need to plan ahead is fundamental to minimizing the hurdles you will face. However, it is likely that your plan will need to evolve over the course of your career break. As the American Medical Association (AMA) and Federation of State Medical Boards (FSMB) continue to press for a more cohesive and standardized approach to physician re-entry, it is likely that state requirements and policies will change. You will need to stay ahead of these changing expectations and adjust your return-to-work plan accordingly. ■

Sources:

State Requirements - Federation of State Medical Boards fsmb.org

Report 6 of the Council on Medical Education: Physician Re-entry, American Medical Association ama-assn.org

Resources for Physicians Returning to Clinical Practice, American Medical Association ama-assn.org

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Urology Opportunity - 1000 Islands Area of Northern New York State

- Annual salary starting at \$460,000; plus WRVU productivity opportunity bonus (with increase for subspecialty expertise)
- Signing bonus \$50,000
- Retention bonus \$25,000 of each contract year completed
- Educational loan repayment \$20,000 each year of contract

... Samaritan Medical Center, a 290 bed not-for-profit hospital, located in beautiful Northern New York, has a great opportunity to provide urological medical and surgical care to a population catchment of 250,000... take advantage of dedicated hospital support for a successful and rewarding urological career

- Employee of Samaritan Medical Center; 4 year contract
- Join established practice; Goal: establish team of four (4) urologists Opportunities for practice of general urology, advanced laparoscopic, andrology and/or robotics,
- New office building, located in a newly developed medical complex with other specialties to include: Medical complex is five-minute commute from hospital
- In-office surgical suite for minor surgical procedures
- Extra payment for teaching hours
- Immigration support and paid legal services to include permanent residency green-card processing up to \$25,000 (as applicable)
- Life Insurance
- Health insurance, individual or family, 80% paid by SMC, with prescription plan
- Dental insurance, individual or family
- Twenty-nine (29) days of paid time off (PTO)
- Five (5) paid days for CME
- Occurrence medical liability insurance; \$1.3 million each/\$3.9 million aggregate (Lowest area of malpractice claims in New York State)
- 401-k program participation after 90 days of employment
- 401-k match and pension plan contribution by SMC after one year
- Reimbursement of NYS license and DEA registration
- \$3000 annually for hospital approved professional society dues and/or CME
- Relocation reimbursement of moving expenses up to \$10,000 with receipts
- A sixty-two million dollar hospital wing opened November 2010 which includes eight (8) new operating suites, including one dedicated urology suite; 10-bed ICU, 25-bed progressive care unit, med/surg patient unit and parking garage.

LOCATION-LOCATION-LOCATION

- Experience the **Natural Beauty** of Northern New York with proximity to Lake Ontario, the St. Lawrence River, and the foothills of the Adirondack Mountains

In Northern New York, there are no trade-offs. You literally can have it all - gorgeous natural surroundings, easy access to metropolitan areas, excellent school systems, low cost of living, safe community and a comfortable, relaxed lifestyle amidst some of the most scenic country and most enjoyable recreational opportunities in America. Small town feeling with big city amenities. Excellent dining locations and diverse shopping. Easy drive to the Adirondack Mountains - one of America's last great wilderness regions. Experience the St. Lawrence Seaway - 454 miles long, you can find one of nature's true wonders, the Thousand Islands. Minutes from the famous Lake Ontario, one of the richest fishing lakes in the United States.

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For more information on this opportunity, please contact me. I hope to hear from you and have a great day...

Sincerely,

Jennifer Haley-Saiff

Physician Recruiter
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Watertown, NY 13601
315-779-5184 (Phone)
315-779-5140 (Fax)
jsaiff@shsny.com
www.samaritanhealth.com

Community Links:

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The Urology Division of the Mount Nittany Physician Group is seeking a full-time BC/BE Urologist. Mount Nittany Physician Group is a physician led, professionally managed multi-specialty group. All physicians in the group are employed. Inpatients will be seen at Mount Nittany Medical Center, a 260 bed not-for-profit community hospital located in State College, Pennsylvania. Highlights include:

- Stable multi-specialty group
- Growing patient demand, growing organization, excellent reputation
- Collegial work environment that strives to provide a favorable work/life balance
- da Vinci Robotics and recently expanded, state-of-the-art OR suite
- 5 Urologist, 2 midlevel practice

*Teaching is available

State College, affectionately called "Happy Valley," is home to the Pennsylvania State University, one of the nation's largest educational institutions. Individuals and families alike will find countless options for dining, theatre, nightlife, sports, shopping, outdoor recreation and more. University Park Airport is located only five miles from the town and 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.

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For immediate consideration, please submit your curriculum vitae to:

Lorelei Shaw
Director of Physician Recruitment
Mount Nittany Health
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State College, PA 16803
Office: (814) 278-4866
Cell: (814) 404-1958
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Bassett Healthcare Network
Bassett Medical Center

Urologist Join A Great Team!

Bassett Healthcare Network, a progressive health care network in Central New York and major teaching affiliate of Columbia University, is seeking a qualified Urologist to join our staff.

Pertinent Highlights Include:

- 6 Urologists and 3 Advanced Practice Clinicians (APC)
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- Instant Referral Base provided by over 100 Primary Care Clinicians
- Full Support Staff including APC's with Surgical Residents and Medical Student Interaction
- Call Responsibility limited to Primary Hospital with APC's taking 1st Inpatient Call
- State of the Art OR's with one devoted to the Xi DaVinci Surgical System

Bassett Healthcare Network is an integrated health care system that provides care and services to people living in an eight county region covering 5,600 square miles in Central New York. The organization includes six corporately affiliated hospitals, as well as skilled nursing facilities, community and school-based health centers, and health partners in related fields.

Enjoy an outstanding quality of life in this lakeside resort town located south of the Adirondack Mountains and north of the Catskills. The combination of a modern practice within a growing academic and research oriented healthcare system, coupled with excellent schools and multiple outdoor recreational, cultural and artistic activities, makes this a unique opportunity.

For confidential consideration, please contact:

Debra Ferrari, Medical Staff Recruitment

Phone: 607-547-6982; email: debra.ferrari@bassett.org

or visit our web-site at www.experiencebassett.org

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More Reasons to Consider Joining our Team as an Advanced Practice Provider

- \$5,000 "Welcome to the Family" sign on bonus
- \$5,000 Annual Appreciation Bonus
- Up to \$5,000 relocation assistance
- Encouraged independence to build your own practice
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CONTACT

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Featured Positions: Urology Advanced Practice Provider Opportunity in Hanford, CA

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Naples Florida is a beautiful Coastal SW Florida location, offering wonderful beaches, sports and recreation life style with excellent home and family communities, activities and schools.

Interested candidate please submit CV, letter of interest, and three professional references to Steven Leitschuh, Executive Director (239) 826-3127, sleitschuh@encoreurology.com.

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Walk into a busy, successful Urology practice in a family-oriented beach resort area with optimum work-life balance. **Beebe Healthcare** is a progressive, not-for-profit community health system with a 210-bed hospital and numerous satellite facilities throughout south coastal Delaware. The area has a five-year projected population growth rate of 9.2%, and a \$180,000,000 system-wide expansion is underway. Beebe is committed to attracting and retaining top clinical talent. Beebe Healthcare. Rich in History, Focused on the Present, with an Eye to the Future.

Beebe Urology is a full scope, well established and growing Urology practice.

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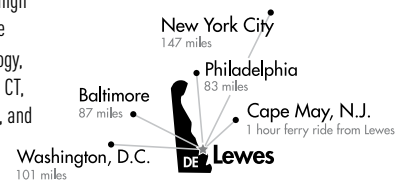
- Urologist BE/BC
- Join a clinical team of two highly regarded urologists and a PA.
- Well-established, general inpatient and outpatient practice
- Robotics underway as part of expansion
- Employed by Beebe Medical Group, a large multi-specialty hospital network.
- Competitive salary with incentives and generous benefits package

Beebe Healthcare: www.beebehealthcare.org

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- Margaret H. Rollins School of Nursing

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These are not visa opportunities • Beebe Healthcare is non-smoking and fragrance free.



Bronson Healthcare Group is seeking a BE/BC Urologist to join two other well-established Urologists in Battle Creek, Michigan. This is a full time hospital employed position with an established network of referrals, hospitalist support for in-patient care and shared call of 1:4. Bronson offers a competitive salary, signing bonus and/or residency stipend, student loan repayment, productivity bonus, full comprehensive benefits, relocation allowance, malpractice coverage with tail, generous CME and PTO.

Bronson Battle Creek is a 228-bed, all-private room community hospital serving over 200K people in south central Michigan. Rated one of the safest hospitals in Michigan, BBC is a multi-campus healthcare provider, offering full outpatient and inpatient acute care including robotic surgery, behavioral health, and rehabilitation services. Specialty services include one of the finest Cancer Care Centers in Michigan, an Orthopedic Renewal Center, the county's largest accredited sleep center, and a wound-healing center with hyperbaric oxygen therapy. For more information about Bronson Battle Creek please visit www.bronsonhealth.com.

Battle Creek, is family friendly with an abundance of activities including festivals, fine arts, and sporting opportunities; a vibrant downtown with easy access to smaller communities and excellent public and private schools. A variety of theatre venues, a symphony orchestra, institute of arts and a zoo enhance quality of life. Access to outdoor activities abound, including many public and private golf courses, trails for biking, running, and cross-country skiing. Beautiful Lake Michigan with sandy beaches is all within an easy drive.

Contact Cadace Lee @ leeca@bronsonhg.org or call (269) 341-8631

Being a Mentor



Anyone who has enjoyed the experience of being coached by a sympathetic and knowledgeable mentor knows how special, and beneficial the mentor-mentee relationship can be. There are many powerful reasons to become a mentor.

The main attraction is, of course, helping others just starting out in their careers to excel. Sharing the knowledge you have picked up during your own path can give meaning to your own career trajectory, your self-worth and the value you derive from your job. The mentoring relationship also has an important role to play in mitigating the causes and effects of physician burnout for both parties.

Mentoring holds a special attraction for women and minorities who have advanced in their own careers because they can help promote greater diversity in the medical field by helping young people overcome the challenges they themselves faced.

A good mentor-mentee relationship also provides a valuable opportunity for reverse mentoring; helping the more experienced physician to stay in touch with current thinking and language, discuss new trends in technologies and processes, as well as to build and maintain relationships with the younger generations entering the profession.

The Qualities of a Good Mentor

Physicians who have risen to the top of their institution or area of clinical expertise will undoubtedly attract a fair number of younger interns and physicians who would like to be mentored by them. This is no guarantee, however, that the physician will make a good mentor.

While reputation is certainly important, the personal and behavioral characteristics of a physician can play an even more significant role in determining the success of a mentor-mentee relationship.

Having an open mind and a willingness to help others succeed are essential characteristics for any mentor. The ability to build a good rapport with students and junior members of staff is also important.

Time management can also be critical - mentors need to be available to their mentee. It can work well if both parties are able to schedule a regular time to meet, listen and talk through their concerns away from the workplace. It is ideal if you can make this a regular occasion; for example, lunch on the first Friday of every month. While making the time might seem like a challenge in an already over-stretched schedule, the benefits that mentoring offers makes finding time well worth the effort.

Mentoring and Diversity

The mentor relationship offers more than straight-forward technical, clinical and career guidance. Mentors have an important role to play in offering emotional support and guidance. This is certainly true when race and gender come into play. As we've already noted, mentoring has an important role to play in promoting diversity in medicine.

Physicians have to cope with many stressors. Learning to face down racism and/or sexism on top of the other challenges of the job can exacerbate feelings of physician burnout. The support and guidance of a senior staff member who understands these additional challenges can be critical for young medical students.

Writing in STAT, Jennifer Adaaze Okwerekwu relates the story of the racism she experienced during her medical practice. She cites Dr. Sue Taylor, a former medical director of palliative care for Tucson Medical Center in Arizona, who made the



Mentoring holds a special attraction for women and minorities who have advanced in their own careers because they can help promote greater diversity in the medical field.

point, “if students targeted by racial aggression don’t see their mentors actively moving to curb racism, that sends a powerful message.” Corporate civility coach, Sue Jacques, suggests that mentors should prepare themselves by creating a guiding set of principles that summarize how you will treat others and how you expect to be treated yourself. She says pre-determining these standards will help you deal with awkward experiences with grace.

Tips for Mentoring Success

Being a mentor requires you to exemplify model behavior and make good choices, Jacques states. Showing leadership and acting as a role model at all times is part and part of a senior physician’s lot. Emotional capacity is also important to the success of the mentoring relationship. A study by Dunn and colleagues identifies self-disclosure as an important attribute within the relationship.

Perhaps the most important tip for a successful mentoring relationship is to talk about both parties’ expectations of the mentoring relationship from the start. Don’t overcommit or set unrealistic expectations; be open about what you both are able to commit to.

A mentor’s role is to encourage self-empowerment. Depending on which stage a mentee is in their career, the mentor may have a huge potential impact on the development and trajectory of the mentee’s career plans. The mentor’s job is never to direct - but instead, to listen, share their experiences, talk through the options and suggest possibilities, never forgetting that ultimately the mentee has to be responsible for his or her

own career.

Finding a Mentee

Senior physicians at the top of their fields may find themselves approached to be a mentor quite regularly. In these instances, the key to determine who to mentor are those students with whom you have a natural rapport and will be able to create value through your relationship. Some teaching facilities have a program to match interns with senior physicians, so the decision is removed from the physicians’ hands.

If neither of these circumstances apply to you, there are database matching services which can put would-be mentors and mentees in touch with each other. The American College of Physicians (ACP)’s Mentoring Database is a good place to start. The American Medical Women’s Association (AMWA) also operates a mentoring database.

If you don’t have time to commit for an extended period, you may wish to consider reaching out to younger generations before they make the educational choices that will help them pursue a career in Medicine. The Doctors Back to School and Mentoring in Medicine programs reach out, particularly to under-represented black and ethnic minority school age kids, to help open their eyes to the possibility of a career in medicine and encourage much-needed diversity in the profession.

To learn more about becoming a mentor, please visit:

acponline.org

amwa-doc.org/doctors/become-a-mentor

ama-assn.org/content/doctors-back-school-program

medicalmentor.org/about-us ■

Sources:

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How Mentors Can Help Young Doctors Prevent Burnout, Rosalyn E. Plotzker, MD; Medscape (March 9, 2017) - medscape.com

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What happened when I talked about what others ignore - racism in medicine, Jennifer Adaeze Okwerekwu; STAT (April 27, 2016) - statnews.com

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*.

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<http://www.upmc.com/locations/hospitals/hamot/careers/physician-opportunities/Pages/urologist.aspx>

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For more information on this opportunity, please contact **Christine J. Yost**, physician recruiter, at yostc@upmc.edu or **814-877-7997**.

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