

■ Bay Area Day Trips

■ Becoming a
Physician Advisor
at Your Hospital

■ Planning for
Parental Leave

Career Guide

ANESTHESIOLOGY
SAN FRANCISCO, CA

October 2018

JOIN A PROGRESSIVE AND DYNAMIC TEAM!

Henry Ford Health System is expanding clinical services and is seeking highly qualified anesthesiologists to work at a new clinical site in Jackson, Michigan. This new location just north of Ann Arbor will be fully integrated into all departmental activities.

Jackson is a city in the south-central area of Michigan. This low cost of living town strikes the perfect balance of downtown excitement, rich history, natural beauty, culture, outdoor fun and accommodations.

Henry Ford Health System, one of the largest and most comprehensive integrated U.S. health care systems, is a national leader in clinical care, research and education. The system includes the 1,200-member Henry Ford Medical Group, five hospitals, Health Alliance Plan (a health insurance and wellness company), Henry Ford Physician Network, a 150-site ambulatory network and many other health-related entities throughout southeast Michigan, providing a full continuum of care. The health system also is a major economic driver in Michigan.



The Department of Anesthesiology has a long history of excellence in patient safety, multidisciplinary team-focused patient care, as well as education and research. Its board-certified anesthesiologists are at the forefront of providing advanced technologies for safe delivery of anesthesia to patients, managing more than 50,000 surgical procedures and more than 10,000 Pain Center patient visits every year.

The Department includes more than 60 senior staff anesthesiologists as well as physicians-in-training (residents and fellows) and certified registered nurse anesthesiologists.

An attractive compensation and comprehensive benefits package is available including relocation package, loan forgiveness program, and mortgage assistance for those wishing to settle in Jackson.

Please contact Adam Ullman at aullman1@hfhs.org for more details



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Read up on the ins and outs of **Planning For Parental Leave.**

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 its cool summers, fog, eclectic architecture, and landmarks packed into just under 48 square miles.

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

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.
sftravel.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.

sftravel.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/

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 ■

Rare Private Practice with Work/Life Balance

A unique opportunity for an anesthesiologist to join a private practice in central Connecticut. We provide anesthesia at a well-positioned and stable level 3 community hospital and are committed to maintaining our independence. The practice consists of bread and butter cases with no trauma, hearts, heads or transplants. In addition, the practice provides anesthesia at multiple outpatient surgical centers. Candidate must be proficient in regional anesthesia or willing to learn and function well in rapid turnover ambulatory settings. Care model consists of 50% supervision of highly skilled CRNAs (with maximum ratio of 1:3) and 50% MD anesthesia. In house call averages 1:14 with post-call day off and 6 wknds/yr. Partnership is full and equal. Partners average a minimum of 8wks of vacation per year and have exceptional benefits and above average compensation. We have a position available now but can be flexible for the right candidate.

If interested please contact Debbie Fitzsimons at 860-347-0720
or dfitzsimons@anespc.com



Market Leader Pediatric Dental Anesthesia Associates is looking for a part time to full time board certified pediatric anesthesiologist for Massachusetts/Maine/New Hampshire to provide IV sedation in pediatric dental offices. Occasional travel up to 150 miles, no nights, no weekends, no call. Exceptional annual income potential. Flexible schedule available.

Contact Justin Horne for more details: pdaaec@gmail.com

University of Oklahoma - School of Medicine - Anesthesiology Department - Faculty Positions

The University of Oklahoma Department of Anesthesiology is actively recruiting for faculty members, all academic ranks, for the following subspecialty areas:

- Pediatric Anesthesiology
- Cardiac Anesthesiology
- Critical Care Anesthesiology



The successful candidate must hold an MD or DO degree, qualify for an Oklahoma medical license, and be either Board Certified or in the certification process with either ABA or AOA. Fellowship training is also required. Faculty will be involved in clinical care (inpatient, outpatient and non-OR anesthesia) as well as student and resident education and training. Clinical research is a possibility. Clinically, faculty will primarily supervise residents as well as medically direct nurse anesthetists.

The OU Health Sciences Center (OUHSC) is located in Oklahoma City (OKC), one of only a few comprehensive HSCs in the country. There are two hospitals on the HSC campus, OU Medical System (OUMS) and the VA Medical Center. OUMS is the state's only Level One trauma program. In addition, OUMS is also home to the only Children's Hospital in Oklahoma, as well as the only high-risk maternal-fetal medicine program in the state.

Please send your letter of interest and your CV to:
Jane C.K. Fitch, M.D., Professor and Chair
Department of Anesthesiology
The University of Oklahoma Health Sciences Center
PO Box 26901
Oklahoma City, Oklahoma 73126

The University of Oklahoma is an EO/AA Institution <http://www.ou.edu/eoo/>. Individuals with disabilities and protected veterans are encouraged to apply. The University of Oklahoma is also proud to offer tuition benefits for full-time employees' families. Please visit the following link to learn more about these benefits: <http://www.ou.edu/content/bursar/dependent-child-tuition-waiver.html>

Generalist Anesthesiologist at the University of Vermont Medical Center and the University of Vermont Larner College of Medicine

The Department of Anesthesiology at The Robert Larner, M.D. College of Medicine at The University of Vermont /University of Vermont Medical Center, in affiliation with the University of Vermont Medical Group, is seeking a Board certified or Board eligible Generalist Attending Anesthesiologist with an interest in supporting our teaching, research, clinical and administrative missions.

The department is seeking to hire an anesthesiologist with informatics experience as we make the transition to Epic. This person will be required to assist with the following activities:

- Translate practice information between clinical staff and programmers, coders, systems engineers, analysts, or User Interface designers.
- Development and implementation of clinical applications, EHR templates, flowsheets, databases, tables etc.
- Identify, analyze and interpret information systems data to improve clinical services.
- Testing software and upgrade packages prior to going into production.
- Apply knowledge of anesthesiology, information science, and informatics in collaboration with other health informatics specialists to clinical practice.
- Provide training to end users.
- Function as a liaison among the Department of Anesthesiology and Department of Information Services.
- Opportunity to be a part of Clinical Informatics Team.
- Opportunity to conduct database research as well as information systems development.

To see the full advertisement and apply please click on link, <http://www.uvmjobs.com>.

ANESTHESIOLOGISTS

Prince Edward Island, Canada's smallest province, located on the east coast is hiring ***anesthesiologists*** to join its health care team.

We offer:

- *return-in-service and moving grants*
- *competitive wages and benefits*
- *opportunities to teach medical residents with faculty appointment*

Prince Edward Island has:

- *safe and friendly communities*
- *some of the lowest housing costs in Canada*
- *abundant green space and tremendous water views*



contact:

healthrecruiter@gov.pe.ca • 902-368-6302
www.healthjobspei.ca



Interventional Pain Medicine Specialist Wanted In Las Vegas

A group practice in Las Vegas is seeking a well trained pain medicine specialist to join the practice. The candidate must have a fellowship in interventional pain medicine.

Following are characteristics of our practice:

- Fee for service with overhead sharing with group. Minimum income guarantee with fee for service from the beginning of practice.
- Office based pain management (100%). No hospital rounding or inpatient consults.
- No weekends or night call.
- Pain practice has a Medicare certified ambulatory surgery center.
- Practice has a main campus with several satellite clinics around the city of Las Vegas.
- Large referral base with excellent reputation. Well positioned to remain independent and fee for service in healthcare reform.
- Currently developing multi-specialty interdisciplinary pain center which would be unique in the region.
- Las Vegas is the entertainment capital of the world with an excellent climate and outdoor activities. There are several National Parks within a short driving distance. The airport has direct flights all over the United States and the World.
- Nevada has no state income tax.

Interested Candidates should send their CV to:

Attn: Daniel K. Kim, M.D.
 Email: snpc.sdsc@yahoo.com
 Fax: (702) 368-6010
 Contact Person: Sharon Campbell
 Tel: (702) 368-6000

PAG_{NY}

Physician Affiliate Group of New York, PC

ANESTHESIOLOGISTS

Full Time * Part Time * Per Diem

Physician Affiliate Group of New York (PAGNY) is proudly affiliated with NYC Health + Hospitals, which is the country's largest public hospital system. We currently have openings available for Board Certified/Board Eligible Anesthesiologists in both leadership and clinical roles, at the following locations within New York City.

- **Metropolitan Hospital Center**
Located in New York, NY and academically affiliated with New York Medical College
- **Coney Island Hospital**
Located in Southern Brooklyn, NY and academically affiliated with SUNY Downstate
- **Jacobi Medical Center**
Located in Bronx, NY and academically affiliated with Albert Einstein Medical College
- **Lincoln Medical Center**
Located in the Bronx, NY – affiliated with Weill Cornell
- **Harlem Hospital**
Located in NY – affiliated with Columbia University

In addition to offering competitive wages, attractive benefits packages, 401k plans and performance rewards, our professionals enjoy a sense of accomplishment brought on by a work environment that promotes collaborative learning and team-based effort.

For immediate consideration, please email your CV to:
tristines@pagny.org or apply online at: www.pagny.org

Equal Opportunity Employer M/F/D/V

ANESTHESIOLOGISTS – UR MEDICINE/GOLISANO CHILDREN'S HOSPITAL

UR Medicine/Golisano Children's Hospital at Strong Memorial Hospital Department of Anesthesiology and Perioperative Medicine has the following opportunities:

CHIEF OF PEDIATRIC ANESTHESIOLOGY will be a BC Pediatric Anesthesiologist with fellowship training and significant experience as an academic anesthesiologist. Applicants should be eligible for appointment as Associate or full Professor at the University of Rochester, and have strong organizational and interpersonal skills that will enable him/her to be a successful leader. The Pediatric Anesthesia group is home to nine fellowship-trained pediatric anesthesiologists providing service for over 7000 pediatric surgical cases and 1800 pediatric procedures annually. The division has a successful fellowship with 1 position annually that has been filled with excellent candidates every year since accreditation.

PEDIATRIC CARDIAC ANESTHESIOLOGIST will be BC/BE Pediatric Cardiac Anesthesiologist with fellowship training in pediatric or cardiac anesthesiology or significant experience. Open to all ranks. The pediatric cardiac anesthesia group provides service for over 500 pediatric cardiac surgical and cath lab cases annually including complex single ventricles; approvals are in place to begin a VAD/transplant program. Opportunities exist to provide care outside the cardiac OR, particularly for general pediatric, cardiac, or general anesthesia cases based on experience and preferences. Call is primarily for pediatric cardiac cases.

The University of Rochester is an equal opportunity employer, offering a competitive compensation package with substantial benefits. Please visit our web site at www.urag.net. Send inquiries and CV with contact information for 3 references to: **Michael P. Eaton, MD; Denham S. Ward Professor and Chair, Dept. of Anesthesiology and Perioperative Medicine, 601 Elmwood Ave., Box 604, Rochester, NY 14642, Tel: 585-275-5639, e-mail: michael_eaton@urmc.rochester.edu**

MEDICINE of THE HIGHEST ORDER



Ad for Johns Hopkins Bayview Medical Center – CRNAs

Exceptional and exciting opportunity for full time CRNAs at Johns Hopkins Bayview Medical Center, Baltimore, MD. Johns Hopkins Bayview Medical Center is an exciting and dynamic teaching institution, Maryland's only accredited Burn Center and a Level 2 Trauma center.

Work side by side with highly experienced CRNAs and physicians while providing top level care in a case mix that includes orthopaedic, complex vascular and neurosurgery. Join a team who not only provides excellent patient care, but also engages in hospital wide initiatives to maintain quality patient care.

We offer a comprehensive salary program and excellent benefits including tuition remission, in a smoke/drug free workplace. Qualified applicants only please email CV's to: lwhetzel@jhmi.edu.

Johns Hopkins University is an equal opportunity/affirmative action employer committed to recruiting, supporting, and fostering a diverse community of outstanding faculty, staff, and students. All applicants who share this goal are encouraged to apply.

Johns Hopkins University is an equal opportunity employer and does not discriminate on the basis of race, color, gender, religion, age, sexual orientation, national or ethnic origin, disability, marital status, veteran status, or any other occupationally irrelevant criteria. The university promotes affirmative action for minorities, women, disabled persons, and veterans.



The West Virginia University Department of Anesthesiology, a collegial, growing, and dynamic academic department, is the largest anesthesia practice in the state and the only anesthesiology residency training program in West Virginia. The Department has more than 150 credentialed clinicians. Major divisions include cardiovascular, pediatric, neuro and ambulatory anesthesia, and pain medicine. The Department and Institution are growing and expect to add 12 more anesthesia clinicians during the next year.

WVU is a wonderful and exciting place to work and learn. J.W. Ruby Memorial Hospital is a 690-bed Level 1 Trauma Center and the premier regional referral center for West Virginia and parts of Pennsylvania and Maryland.

Our Department places strong emphasis on our fully accredited ACGME-approved residency program, which features innovative educational programs, comprehensive and personalized clinical training, and scholarly activity, with the goals of developing competent clinicians and effective leaders in all aspects of anesthesiology. We extensively use a highly-recognized, anesthesiologist-developed simulation center.

Current Opportunities:

- General Anesthesiologist
- Cardiovascular Anesthesiologist
- Neuro Anesthesiologist
- Charge Anesthesiologist

Learn more:

Robert E. Johnstone, Chair, Department of Anesthesiology

johnstone@wvumedicine.org

Kari Roupe, Physician Recruitment

kari.roupe@wvumedicine.org

Apply online – www.wvumedicine.org/careers

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

Becoming a Physician Advisor at Your Hospital



As hospitals strive to remain profitable and competitive in today's health care environment, the addition of a Physician Advisor (PA) to the administrative staff is viewed as not only good for business but also as good for patients.

Once a role typically filled by physicians who were nearing retirement, the Physician Advisor has evolved into a position that is part compliance expert, part patient care coordinator, and part hospital administrator. The PA's role is to perform in an advisory capacity with:

- Utilization of Hospital Resources (Level of Care and Length of Stay)
- Documentation and Compliance
- Clinical Review of Patients
- Medical Necessity Protocol
- Care/Case Management with Physicians and Staff
- Quality of Care Provided
- Referrals to Alternative Facilities (Physical Therapy, Hospice, etc.)
- Insurance Claims (Appeals of Denials)
- Informing Physicians About Regulatory Changes
- Informing Staff About ICD Code Changes and Interpretation
- Patient Satisfaction


- **Physician Peer Review**

The Affordable Care Act outlines specific guidelines for the unique role of a PA as the job is complex and exists to serve both the provider (hospital) and the patient. This pivotal position serves as a bridge between the hospital's clinical staff and the administrative staff and works to improve communication on all levels. As a result of this increased interaction between physicians, staff, and patients, the patients receive better care.

With the ever-changing compliance environment, a PA must stay informed and current about every aspect of patient care from quality of care to medical necessity guidelines. The PA serves as a liaison to ensure that the patient receives appropriate care and that all medical services rendered are correctly submitted for reimbursement. When necessary, the PA coordinates the appeal process if an insurance claim is denied.

What Knowledge and Expertise Do You Need?

A medical degree and experience in utilization management is the ideal background for a PA. Degrees in Internal Medical, Family Practice, or Emergency Medicine are particularly useful due to the broad background provided by these specialty areas. Naturally, other specialty areas of medicine can also provide the appropriate background to perform well as a PA. Success as a PA is always



“The Affordable Care Act outlines specific guidelines for the unique role of a PA as the job is complex and exists to serve both the provider (hospital) and the patient.”

dependent on the unique combination of training, experience, and temperament of any given individual.

Medical knowledge is integral to the PA’s role in peer review activities as well as in the process of appealing health insurance claim denials. Because the PA coordinates and supervises a wide range of activities with the hospital’s medical and administrative staff as well as with patients, their families, and health insurance carriers, excellent communication skills are a necessity.

Temperament Is Key

Is a PA role right for you? Even if you have a stellar background in medicine and can point to years of success as a physician, a PA position may still not be a good fit for you. The successful PA brings a broad medical knowledge to the job as well as a comprehensive understanding of utilization management and necessity of care protocols, an interest in keeping current with compliance and insurance regulations, and a passion to deliver quality care to patients. But there is still one key ingredient that can’t be taught in any medical school or hospital setting – temperament. Do you have the communication skills of a seasoned diplomat to help you navigate the choppy waters when you must make a recommendation or suggestion that is contrary to what a physician has ordered or what the

staff is accustomed to providing in a similar case? Always maintaining that delicate balance between advisor and advocate is the mark of a successful and valuable PA.

In addition to the daily interactions with physicians, patients, patients’ families, and hospital staff, a PA also has to commit to a heavy load of committee work and meetings on topics such as “Quality of Care,” “Safety,” and “ICD 10 Updates.” Attending (or running) these topic-specific meetings and/or workshops is integral to the successful performance of a PA’s duties.

This is an exciting and growing area of medicine – one that has a direct effect on a hospital’s bottom line. As a PA, you can not only ensure that your hospital receives every reimbursement dollar that is appropriate from insurance, but you also assist in helping the hospital achieve increased patient satisfaction and better health outcomes for its service area.

Sources:

American College of Physician Advisors

National Association of Physician Advisors

Why you should consider UCAA.

Quality of life:

Growing micropolitan: top 15 in the USA.

Noted as one of the top places to retire in the USA.

Tennessee tech university. 12,500 students.

Noted as best value university in Tennessee.

Multiple cultural opportunities. Plays, orchestra, division 1 sports, etc.

Unlimited renowned outdoor recreation: 10 state and national parks within 1-1/5 hours, including the great smokies and big south fork national recreational area

3 world class lakes within 30 mins. Center hill and dale hollow featured on national tv.

Nashville international airport is 70 miles away. No intercity driving to fly away. Regional airport with jet length runway.

32,512 population. Big enough to have multiple retail and recreation opportunities, but small enough for short commutes and a sense of family.

Nationally recognized waterfalls. 3 within 45 mins

Financial.

Competitive salary with generous retirement.

Low cost of living. Typically 15-20% less than Nashville and Knoxville.

No state income tax.

Local taxes are in the lower 1/3rd of comparable micropolitians in Tennessee.

Local, city owned hospital. No corporate decisions made. Crmc is managed by an administration that answers to a board of citizens.

Go to: visitcookeville.com and cookevillechamber.com for more information.

ANESTHESIOLOGIST – HIGHLAND HOSPITAL

UR Medicine/Highland Hospital is a regional leader in specialties such as bariatric surgery, total joint replacement, geriatric fracture care, gynecologic oncology, prostate cancer treatment, women's health services, and maternity located in upstate NY. Recognized as the leading community hospital in the Rochester region providing the best outcomes in clinical quality and patient safety, we seek a qualified BC/BE anesthesiologist to meet growing demand in our operating rooms. Majority doing own cases, CRNAs present only on OB, occasional resident teaching. The University of Rochester is an equal opportunity employer, offering a competitive compensation package with substantial benefits.

A low cost of living and 5 of the top 100 U.S. high schools make Rochester an excellent place to raise a family. The surrounding Finger Lakes region offers 4-season recreational opportunities, scenic beauty and internationally recognized classical and jazz music, dance, and theater.

Please visit web site at www.urag.net. Send inquiries & CV with 3 references to: Michael P. Eaton, MD, Chair; 601 Elmwood Ave., Box 604, Rochester, NY 14642; email: michael_eaton@urmc.rochester.edu



Ad for Johns Hopkins Bayview Medical Center – Attendings

Exceptional and exciting opportunity for full time anesthesiologists at Johns Hopkins Bayview Medical Center, Baltimore Maryland.

Johns Hopkins Bayview Medical Center, is an exciting and dynamic hospital with interesting case, residents, fellows and so much more. Flexible hours, 4 day weeks (184 day per year) with flexibility in determining what days worked. Opportunity to increase salary by adding one day per week = 5 days per week. Coverage model shared between twenty physicians provides unique life-work balance.

Dynamic acute pain regional service and cases of all interests to include complex vascular, thoracic, orthopedic, neurosurgery, and obstetric cases. Home to Maryland's only accredited regional burn center, and a designated level II trauma center as well as endoscopy suite and interventional radiology.

Endless cultural opportunities among patients and colleagues. Opportunities include supervision of CRNAs, working with Johns Hopkins residents and medical students while engaging in teaching.

Both Board certified physicians with a wealth of experience, or new graduates who are eager to be part of a highly experienced institution...we are interested in hearing from you!

We offer a comprehensive salary program and excellent benefits including tuition remission/grant, in a smoke/drug free workplace. Qualified applicants only please email CV's to: lwhetzel@jhmi.edu.

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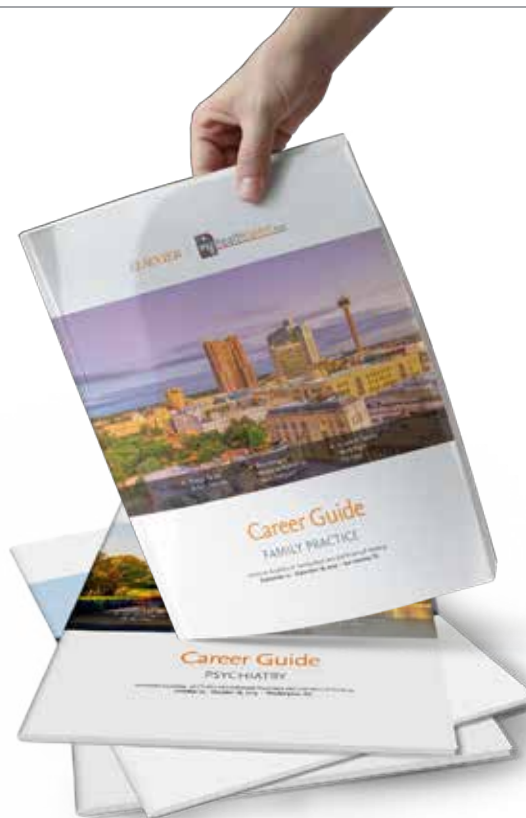
Career Guide

A powerful and effective recruitment solution that reaches top healthcare talent through the industry's key society conferences and myHealthTalent.com.

Reach both active and passive job seekers to fill your position quickly and effectively.

Contact

Phil Prigal
p.prigal@elsevier.com
347-556-0473
to reserve your space!



Help us change the delivery of healthcare.

Anesthesiologist Multiple NJ Locations

AtlantiCare, a member of Geisinger, a Malcolm Baldrige National Quality Award recipient and the largest healthcare system in southeastern New Jersey, is seeking to add another exceptional BC/BE General Anesthesiologist to its established and collegial anesthesiology group. Recent residents and graduates are encouraged to apply.

In this role, you will be part of a very balanced practice, providing a broad mix of surgical, orthopaedic, neurosurgical and obstetric cases, as well as occasional trauma. This role does not require transplant, cardiac or chronic pain anesthesia services. Here you will provide supervision to an exceptional group of highly trained CRNAs at AtlantiCare's two hospital campuses and state-of-the-art surgery centers. The work schedule is primarily weekdays with a reasonable 1:7 weekend call schedule.

Join AtlantiCare. Enjoy the freedom to take your career in any direction and make a contribution that could change healthcare.

To learn more about this opportunity and submit a CV online, visit www.atlanticarecareers.org/anesth/ACG

Or contact Christine Carson
Director, Provider Recruitment
609-383-6462
Christine.Carson@atlanticare.org

AtlantiCare
A member of Geisinger

EOE, M/F/D/V

INSPIRE. DREAM. ACHIEVE.

Scope Anesthesia of North Carolina

Scope Anesthesia of North Carolina is assembling a group of best-in-class anesthesiologists solely dedicated to delivering high quality, cost effective, and compassionate perioperative care to the individuals, families, and facilities we serve by forming dedicated partnerships with highly skilled CRNAs, surgeons, nurses, and healthcare administrators.

Physician-owned and operated, Scope Anesthesia of NC is managed by a team of experienced professionals who understand how to navigate clinical practices through the operational challenges and complexities facing today's anesthesiologists.

Rewarding careers and leadership opportunities abound for specialized anesthesiologists with a variety of skills and interests and a focus on work-life balance.

Interested providers are encouraged to review our current open positions on gaswork.com or visit www.ScopeAnesthesia.com.

Planning For Parental Leave

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 afford to take and compare this against the amount of leave 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 postpartum 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



Assess your family finances to understand how many weeks of unpaid leave you can afford to take and compare this against the amount of leave you are entitled to take.

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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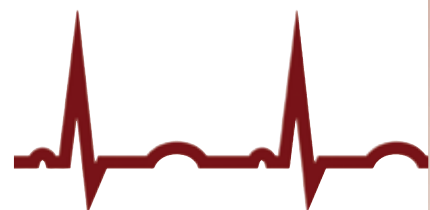
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