Career Guide

DERMATOLOGY

American Academy of Dermatology (AAD) Summer Meeting
July 26 - July 29, 2018 - Chicago, IL
Dermatologist Opportunity at the Beach in Delaware

Ready to move to the beach? Beebe Healthcare has a Dermatologist opportunity in this family-oriented resort area with optimal work-life balance.

Beebe Healthcare is a progressive, not-for-profit community health system with a 210-bed hospital and numerous satellite facilities. A $180,000,00 expansion is underway, including a new Specialty Surgical Hospital next door to the dermatology practice. We’re located in Delaware’s south coastal area where the Atlantic Ocean meets the Delaware Bay. The area offers a challenging, rewarding medical career combined with an active lifestyle. Beebe is committed to attracting and retaining top clinical talent.

Beebe Healthcare is a non-smoking and fragrance free system.

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
www.beebehealthcare.org
www.beebemedicalgroup.org

Beebe Healthcare also has opportunities for Family Practice and Internal Medicine BE/BC physicians.

Dermatologist BE/BC
- General and surgical dermatology in an established practice with a large patient base; be busy right away.
- Mohs surgery an option
- Great office location and staff
- Employed by Beebe Medical Group, a large multi-specialty hospital network.
- Competitive salary with incentives and generous benefits package including relocation assistance, CME allowance and more

About Beebe Healthcare  BeebeHealthcare.org
- Beebe is progressive, with high patient satisfaction
- Cardiac surgery, interventional cardiology, cancer center with radiation, da Vinci Xi robot, 256-slice CT, 3.0T MRI, PET scan, 3D mammography, and hyperbaric chambers
- 400+ providers on staff, 48,000+ Emergency visits
- Margaret H. Rollins School of Nursing on site

About the Area
- Smart, safe and progressive, family-friendly Southern Delaware
- Exceptional quality of life
- Nationally ranked beaches and boardwalks by Parents Magazine, National Geographic, Travel and Leisure, and American Profiles
- Relaxed community where recreational opportunities include water sports, outdoor life, golf and cycling
- Cultural offerings range from Beach life and festivals to theater, fine art and superb dining
- Private, charter and public school options
- Low taxes and no sales tax; low cost of living

See Beebe Healthcare Physician Opportunities

One location in Lewes, a short drive from major East Coast destinations.

Creating the Next Generation of Care.
Contents

4
Chicago: A list of things to do in the Windy City.

10
The ABCs of How to Write a Resignation Letter.

16
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 and workshops (including homemade jam-making). 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 approximately 1,200 animals from around the world and offers visitors the unique opportunity to take 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. With over 350,000 square feet of permanent exhibitions waiting to be explored, 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
sheddacquarium.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 that 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

MyDermRecruiter knows Dermatology. We have proven ourselves as the #1 Dermatology Recruitment Firm in the Nation. Now, let us show you what our social media services can do for you!

We work hard to get your Google, Yelp and Facebook reviews through the roof! Contact us today for your FREE custom quote!
636.239.1787

Banner MD Anderson Cancer Center/Division of Internal Medicine is actively recruiting for a Staff BC/BE Dermatologist to join our melanoma program at the BMDACC/Banner Gateway Medical Center campus. The division includes clinicians from all of the non-oncologic internal medicine disciplines. This section will include two dermatologists whose primary focus will be on melanoma. This position is supported by a large philanthropic endowment. We are seeking applicants with an interest in skin cancers to include skin screenings and managing dermatological reactions from oncologic therapy. MOHS will NOT be required. This is a Monday through Friday position with no call.

The Dermatologist will collaborate with the sections of Hematology/Oncology and Surgery to provide outstanding research-driven, multidisciplinary care for patients with skin cancers with access to state-of-the-art technologies in a multidisciplinary cancer care environment. Opportunity exists to participate in clinical research.

Banner Health, a Top 10 Health System for clinical performance according to Thomson Reuters, has teamed up with MD Anderson Cancer Center, ranked number one by U.S. News and World Report in cancer care seven of the last nine years, to open the Banner MD Anderson Cancer Center. This center is the broadest extension of MD Anderson’s services outside of Houston and brings an unprecedented level of cancer care to the greater Phoenix area and entire southwest region.

We offer a generous salary and benefits. Please submit your letter of interest and CV, for immediate consideration, to: doctors@bannerhealth.com. For questions, please contact Pam Disney, Sourcing Strategist, at: (602) 747-4397. Visit our website at: www.bannerhealth.com EOE/AA Banner Health supports a drug free work environment. Not a J1 opportunity.
Seeking Medical and/or Cosmetic Dermatologist

Well established, fast growing Medical, Surgical and Aesthetic Dermatology Practice located in Lafayette, La is seeking immediately a medical and/or cosmetic Dermatologist (From Residency to Experienced). With over 25 years of experience, Hubbell Dermatology and Aesthetics is a comprehensive, state of the art dermatology practice and associated Medical Spa with a loyal patient base. Position includes general medical dermatology as well as surgical and cosmetic dermatology if desired. Due to rapid growth in our loyal customer base, we are moving to a state of the art new building with the most advanced technologies and dermatological procedures, including full electronic dermatology practice management and EMR (Nextech dermatology specific EMR).

We have a wonderful and highly skilled administrative and support staff ready to welcome a new Dermatologist. We provide a family oriented culture to ensure a great work/life balance. Hubbell Dermatology offers a comprehensive compensation and benefit package paid malpractice, CME time and allowance and more.

Send your CV today! Interested candidates should submit their CV to Practice Manager, sarah@skinexpert.com or call 337-981-6065 for more information.

About Lafayette:
Lafayette resides in an area of Louisiana called Acadiana and is 4th largest city in the state. It is also ever changing and of the fastest growing! The city is family oriented and has a diverse and interesting college life. With over 20,000 students, the University of Louisiana at Lafayette is the second largest university in the state. The city is also known for a thriving arts community, a growing technology industry, music festivals (almost every weekend) and for their great Mardi Gras celebrations. Because of the year-long warm climate, and the abundance of outdoor activities, Lafayette is known as “the Sportsman’s Paradise.”

www.skinexpert.com 337.989.7272 • 337.981.6066 FAX

Join Dermatology at Carle

Carle is a vertically integrated health system providing world-class care to over 1.3 million people across east central Illinois and western Indiana. Carle Physician Group covers 80 specialties and sub-specialties. In 2017 our 413-bed hospital was named one of America’s 50 Best by Healthgrades and in 2018 Carle secured Great Place to Work® in Healthcare honors.

Join an established department that includes three BC Dermatologists, two experienced PAs, and a fellowship trained Mohs Surgeon. Our dermatology department has a large referral base and a ready-made practice.

Visit carleconnect.com/careers.
Experience the joy of practicing medicine at Guthrie in beautiful Corning, New York

- Participate in the building of a growing dermatology program that includes a Dermatopathologist and has access to a strong network of primary care physicians
- Services include patch testing for allergic contact dermatitis, investigation and treatment of common and rare skin diseases or tumors, local and systemic treatment of psoriasis, Psoralen-Ultraviolet (PUVA) therapy, UAB phototherapy
- Cosmetic and aesthetic services such as botox, dermal fillers, chemical peels, sclerotherapy, laser and light-based therapies
- Specialized equipment includes: Excimer Laser, Sciton Joule Laser, KTP Laser, Alexandrite Laser
- All phases of dermatology; all forms of cutaneous disease in adults and children.
- Mohs fellowship sponsorship available

If you subscribe to our values of Patient-centeredness, Teamwork and Excellence and would like to get the conversation started, please call Shannon Anderson at 570-887-6490, email shannon.anderson@guthrie.org or visit ichoseguthrie.org

Who is Dermatology Medical Partners?

We are a dermatology support organization committed to improving the lives of dermatologists, patients and staff by providing proven non-clinical business principles and support services in a collaborative and patient focused environment

Our Priorities
- Clinical Autonomy: respect for our dermatologists’ clinical experience and expertise
- Reputation & Culture: our people are our most important assets
- Stability & Risk Mitigation: experienced support personnel, significant resources and a conservative, long term approach
- Alignment & Opportunity: equity partnership plan rewards outstanding dermatologists for their loyalty and overall contributions

Opportunities Available
- Competitive base salary with incentive upside
- Signing and/or relocation bonuses
- Full benefits: CME, medical/dental/vision, 401(k)
- Flexible schedule / quality of life
- Partnership opportunities

www.DermMedPartners.com

For additional information, please contact Mr. Terry Sulpizio TSulpizio@DermMedPartners.com – (813) 947 - 4090
The UCSF Fresno Medical Education Program and Central California Faculty Medical Group are recruiting for a Dermatologist at the Instructor, Assistant, Associate, or full Professor rank. Applicants must be Board eligible or Board certified in Dermatology. Responsibilities include patient care inpatient and outpatient and teaching house staff. Teaching includes Internal Medicine, Family Medicine and Emergency Medicine residents. Academic appointment at UCSF and compensation are commensurate with applicant’s credentials.

The program is based in Fresno, California, where residents enjoy a high standard of living combined with a low cost of living. The result is a quality of life uniquely Californian, yet surprisingly affordable. Limitless recreational opportunities and spectacular scenery is all accessible in a community with abundant affordable housing. While there is much to see and do in Fresno, the city is ideally located for fast, convenient getaways to the majestic Sierra (just 90 minutes away) as well as the scenic Central Coast, just two and one-half hours away. Fresno is the only major city in the country with close proximity to three national parks, including renowned Yosemite National Park.

Please apply online at https://aprecruit.ucsf.edu/apply/JPF01769

UC San Francisco seeks candidates whose experience, teaching, research, or community service has prepared them to contribute to our commitment to diversity and excellence.

The University of California is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age or protected veteran status.

Dermatologist for Sunny South Florida

Riverchase Dermatology and Cosmetic Surgery was established in 2000 and has since grown to a large MSO with 40 locations and 50 providers all across Southern Florida. We provide the most advanced dermatologic services and offer a comprehensive approach that includes every available treatment option for skin cancer, general dermatology and cosmetic services. Riverchase Dermatology is dedicated to excellence in every aspect of dermatologic medicine and patient care. The American Society of Dermatologic Surgery recognizes Riverchase Dermatology as a Top Screener and a Top Practice. We are expanding to improve the working environment for dermatologists.

- Maximize your productivity and income with a leadership team dedicated to your success.
- Gain access to state-of-the-art facilities & technology; sophisticated and proactive leadership, clinical best practices; support from experts in all domains – IT, HR, clinical, billing and coding, marketing, EMR and more.
- Relieve yourself of the administrative burdens of practice management in an ever-evolving healthcare regulatory environment and compliance requirements. Focus on providing a premier patient experience with confidence that you have the support of industry experts who will manage the day to day seamlessly.
- Reduce financial risk with the uncertainty of reimbursement.
- Enjoy benefits through group purchasing, professional contracts and sophisticated back office management.

South Florida’s tropical climate provides the opportunity for year round golf, tennis, boating, fishing and kayaking. Easy access to international airports and cruise ports for travel. Enjoy our white sand beaches and relaxed coastal lifestyle. Treat yourself to high-end shopping, world-class culture, sophisticated dining and natural Florida fun.

Soak up the South Florida sun in one of our many locations
- Tampa
- Sarasota
- Fort Myers
- Cape Coral
- Naples
- Boca Raton
- Ft. Lauderdale
- Miami
- West Palm Beach
- Marco Island

To learn about our opportunities, please contact:
Kimberly Salvail, DASPR
Vice President of Physician Recruitment
239-360-2792 or ksalvail@riverchasederm.com

UCSF FRESNO
DERMATOLOGY FACULTY OPPORTUNITY
Once you’ve decided to move on to another job or have decided to take a break, you will need to write a resignation letter. The official document you submit to your supervisors and Human Resources will set the tone for your remaining time at the office as well as your relationship with them moving forward.

Here are a few tips to guide you through the process.

Well-known HR services organization, Randstad, advises workers to keep their resignation letter brief though it should include the following:

• The name of the person you are addressing it to: your supervisor, line manager or the manager of the Human Resources department. This should go on the left above the salutation.
• Your contact information: This should go on the top right-hand corner of your letter.
• The first paragraph: include: the effective date of your resignation, and the date of your last day of work.
• Middle paragraph: Provide an explanation for your resignation - Keep it simple at this point.
• Final paragraph: Offer assistance with the handover process, and remain professional at all times.
• Professional close: Kind regards, or respectfully yours.
• Your name and signature.

Here is an example:

First paragraph:
Dear [your supervisor’s name]

Please accept this letter as formal notification that I am resigning from my position as [position title] with [company name]. My last day will be [your last day - usually two weeks from the date you give notice].

Check your company policy or your employment contract to find out how many weeks’ notice you’ll need to give upon resignation. Some companies will terminate an employee immediately, so be prepared for this.

You should also consider including a positive statement about your employer and perhaps even thank them for the opportunities they gave you or wish them well for the future. Here, you can describe some of the key things you have learned and enjoyed on the job, even if you are thrilled to be leaving. Whatever your reasons for resigning, do your utmost to leave on good terms, and refrain from criticizing your employer.

Barbara Mitchell, human resources and management consultant and author of The Big Book of HR and The Essential Workplace Conflict Handbook advises, “Keep in mind that you still may need a reference from your current organization, even if you already have a new job. You also want to be paid for any accrued vacation time and any retirement funds you invested in the employer’s program. I wouldn’t expect an organization to be vindictive enough to try to keep your money, but why chance it?”

Be professional as your resignation letter will be kept on file and could be accessed for future reference. Remain polite and approach the resignation with the right etiquette. Remember...
that down the line, you may need these people for a reference (especially if you stay within the healthcare profession) and leaving things on a good note will leave a positive impression.

Middle paragraph:
I would like to thank you for the opportunity to work in this position for the past [amount of time you’ve been in the role]. I’ve learned so much and have greatly appreciated the opportunities I’ve had to [a few of your favorite job responsibilities]. My training in [area of expertise] was extremely thorough and contained lifelong lessons. I feel that my development as a healthcare professional has grown tremendously and I thank you for that.

Lastly, state your willingness to help out with the transition in your resignation letter. It’s not necessary to go into great detail, but a line or two stating that you will do your best to ensure a smooth transition will show your professionalism and sincerity.

Final paragraph & Close:
During my last two weeks, I’ll do everything possible to wrap up my duties, update all pertinent records and train other team members. Please let me know if there is anything else I can do to help smooth the transition.

I wish you and everyone in the company continued success, and I hope to stay in touch in the future.

Sincerely,

[Your name]

Make sure to follow company procedures during the resignation process. A well-written resignation letter will impress your boss and if you ever decide to return to your company, it’s good that your last correspondence on file is professionally written.

It is worthwhile to remember that even if you are on relaxed terms with your boss within your current company, make sure you maintain a formal tone and use professional language in your letter.

Sources
Write a Great Resignation Letter to Leave on Good Terms, Career Advice (Aug 9, 2017) - Ranstad USA
How to Give Feedback When You Leave a Job, Barbara Mitchell - Association Career HQ

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.
The Skin Cancer Center at the Oklahoma Cancer Specialists and Research Institute is seeking a Board Certified/Eligible Dermatologist to add to its practice of cutaneous oncology.

Expertise and interest in melanoma and Mohs surgery required.

The Oklahoma Cancer Specialists and Research Institute is a joint venture with St. John and Tulsa Cancer Institute. For more than 40 years, St. John and Tulsa Cancer Institute have provided the community with innovative cancer treatment in the comfort of local surroundings. Our oncology network offers services at five cancer centers throughout Oklahoma with board certified physicians specializing in Medical Oncology, Radiation Oncology, Gyn-Oncology, Onco-supportive Dermatology and Cutaneous Oncology/Mohs Surgery.

Excellent opportunity to join a patient centered practice in a collegial clinical atmosphere with academic and research opportunities as well. Housed in a state of the art facility.

Benefits include base salary guarantee with production bonus, health insurance, vacation/CME.

For further information contact:
Edward H. Yob, DO
Edward.yob@ocsri.org or Call 918-307-0215
Dermatologist, MD Full-Time
1.0 FTE Location: Renton, WA

UW Medicine | Valley Medical Center has received many awards including recognition as one of the Best Places to Work. Modern Healthcare has listed Valley Medical Center as one of the nation’s “Best Places to Work in Healthcare.” Seattle Business magazine names VMC the #1 Non-Profit in Washington for 2011, VMC’s tenth consecutive year winning a Best Workplace award.

Qualifications:
BE/BC in Dermatology

We are currently hiring for a full-time (1.0 FTE) Dermatologist with a desire to build a practice working in a collaborative, collegial, work environment. Our practice includes three board-certified General Dermatologists. We have our own pathology lab as well as in-house Dermatopathologists for rapid turnaround of biopsy and surgical result. Call expectation is minimal. Team based model approach to patient-centered care. 4 day work week.

Ability to obtain a medical professional license in the State of WA.
Ability to obtain a DEA with full prescriptive authority needed for specific practice

Valley Medical Center offers much more than a comprehensive, competitive compensation and benefits. There is also the lifestyle benefit that comes with finding yourself in the heart of the Pacific Northwest. Surrounded by the vibrancy and sophistication of one of the country’s most livable cities, finding the perfect urban or outdoor pursuit will instinctively and pleasurably become second nature. The location in Suburban Seattle (Renton) allows you to enjoy a great northwestern lifestyle without the high prices and traffic found in the heart of the metro.

- 10 minutes from SeaTac International Airport
- 16 minutes from downtown Seattle and Bellevue
- Magnificent views of Cascades and Mt Rainier
- On Lake Washington with the Cedar River running through the city
- On the shore of Lake Washington in the heart of Puget Sound
- No state income tax
- Home of Seattle Seahawks, Amazon, IKEA, Microsoft and Boeing

Please apply by submitting your CV and Cover letter to Alan Munro, Physician Recruiter at alan_munro@valleymed.org

At Reliant, the only rash decision you’ll have to make is medical!

We know that the quality of your practice is just as important as the quality of care you provide – and the best practices are the ones that support you in providing that care at the peak of your license. Our transformative, award-winning team based care model is doing just that.

Reliant Medical Group is seeking a BC/BE General Dermatologist to join our expanding multi-specialty practice in Central Massachusetts.

Choosing the right Dermatology practice can be tough... at Reliant, our Dermatologists:

- Collaborate with an interdisciplinary care team across all specialties
- Use treatment modalities that include TELEDERM® services, Mohs Surgery and narrow band UVB and BLU-U Therapy
- Are part of a collegial, well-established group practice with a large referral base
- Participate in student and resident teaching; with Research opportunities available
- Enjoy competitive compensation and a variety of benefits/incentives

To learn more, visit www.practiceatreliant.org/Derm or send your CV to: melissa.miller@reliantmedicalgroup.org
Dermatologist
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 Dermatologist to join our staff.

Pertinent Highlights Include:
- 3 Dermatologists and 3 Advanced Practice Clinicians (APC)
- Instant Referral Base provided by over 300 Network Clinicians
- Full Support Staff
- Beautiful Clinic location with easy parking, 4 miles from Primary Hospital
- Medical Student Interaction
- 180 Bed Primary Hospital with Level II Trauma Center
- DANY Grant Eligible

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

Bassett Medical Center provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, creed, sex (including pregnancy, childbirth, or related condition), age, national origin or ancestry, citizenship, disability, marital status, sexual orientation, gender identity or expression (including transgender status), genetic predisposition or carrier status, military or veteran status, familial status, status a victim of domestic violence, or any other status protected by law.
If you are attending the AAD Summer Meeting and would be interested in speaking to us about a career with Dartmouth-Hitchcock, please contact our recruiter (Andrea Leland - andrea.l.leland@hitchcock.org) so we can schedule a time to talk. The Chairman of our Search Committee (Dr. Robert Willer) will also be available to speak to candidates.

Learn more and apply at: DHproviders.org

Dartmouth-Hitchcock is currently seeking full-time, board eligible/board certified General Dermatologists to join us in Southern, NH in our Concord, Manchester, Nashua and Keene offices. These opportunities are in multi-service clinics which manage a broad spectrum of dermatological care including cosmetics and laser treatments and provide flexible scheduling with minimal call responsibilities. Additionally, candidates can expect competitive compensation and benefit package which includes relocation and New Hampshire also has NO SALES OR INCOME TAX.

This is an incredible 4-season area close to the Green and White Mountains where you can kayak, canoe, downhill ski, snowshoe and hike. The opportunities are endless AND we have close proximity to destinations such as Boston, Montreal, New York and our amazing seacoast. The opportunities – both career and personal – truly make New Hampshire the ideal place to work and play.
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
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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