



■ San Diego: Explore
The Pacific Coast

■ Tackling Physician Burnout

■ Preparing For a
Career Break

Career Guide

HEMATOLOGY
SAN DIEGO, CA

December 2018

Hematology



Join Hartford HealthCare Cancer Institute

Hartford HealthCare Cancer Institute (HHC CI) is recruiting **oncologists** with specialty interest in **hematology** to Hartford Hospital, our flagship 867 bed teaching hospital. With a growing volume of malignant hematology patients, including over 30 newly diagnosed patients with adult acute leukemia each year, we are building a focused Hematology Service line.

The Cancer Institute is the charter member of the Memorial Sloan Kettering (MSK) Cancer Alliance whose mission is to accelerate the transfer of knowledge from academic medical centers to community healthcare delivery systems. A new Phase 1 Clinical Trials Unit at Hartford Hospital recently opened through the MSK collaboration. Together with MSK we have a shared care model for BMT patients with ground breaking initiatives in telemedicine, data interoperability and physician education that have improved the pre and post-transplant care of autologous, allogeneic and CAR-T cell transplant patients.

The Cancer Institute leads program development, clinical trials, quality improvement, prevention and survivorship activities across HHC through a multi-disciplinary disease management team model. The system serves 1 million patients and within HHC CI, 6,000 annual analytic cases are cared for by our 26 medical oncologists employed in the HHC Medical Group.

The Cancer Institute is an accredited Commission on Cancer Network site, has QOPI certified practice sites and is implementing an advanced oncology medical home model for delivery of patient-centric care. This is an outstanding opportunity for a compassionate hematologist-oncologist who is interested in joining a team of clinicians and administrators building a new model for cancer care delivery and clinical research.

At Hartford HealthCare, the most comprehensive, integrated health care system in CT, with six acute care hospitals, we know what matters most when it comes to building a fulfilling career. Located just two hours from Boston and New York City, we are in the heart of some of New England's most stunning communities offering your family nationally acclaimed school systems, a choice to live at the shore, in leafy suburbs or in vibrant urban areas.

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We are excited about all that is happening at HHC and invite you to learn even more about us at:
www.HartfordHealthCare.org/services/cancer-care.

If interested, please reach out to:
Mary Ann Tanguay, Physician Recruiter Hartford HealthCare
Maryann.tanguay@hhchealth.org Mobile: 860-716-9850

Career | Family | Patients | Lifestyle | Everything Matters

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San Diego: Explore the Pacific Coast

Explore the natural beauty and history of San Diego

When you think of California's beaches and warm climate, the Pacific Coast city of San Diego comes to mind. This eighth-largest US city has been called "the birthplace of California" and is fast becoming a healthcare development and biotechnology research center, thanks in part to the presence of the University of California, San Diego Medical Center.

Visitors, for their part, adore San Diego's mild year-round climate, world-famous attractions and friendly, easy-going downtown vibe. The following top five attractions will make your visit to San Diego feel like you've officially spent time in California.

La Jolla Shores & Sea Caves

La Jolla shores is a mile-long beach with soft sand, clean water and gentle waves, making it ideal for sun bathers and nascent surfers. It is consistently ranked one of the best family-friendly beaches in the United States with its grassy picnic areas, a cheerful playground and the nearby Kellogg Park. La Jolla shores also boasts fire pits and volleyball courts and offers a limited number of beach wheelchairs. Dogs are permitted before 9am and after 6pm (4pm winter months) daily.

La Jolla Sea Caves is an underwater marine preserve consisting of 7 sister caves formed from a 75-million-year-old sandstone cliff. This seaside cavern is replete with sightings of seals, sea lions, dolphins, pelicans, (gentle) leopard sharks and other wildlife. The caves are situated in one of the most beautiful settings, with picturesque Torrey Pines State Park's cliffs and La Jolla as its backdrops. Kayaking tours for cave exploration are available year-round for all skill levels, given optimal ocean conditions. La Jolla Coast Walk trail offers hiking from La Jolla Shores beach to La Jolla Cove.

As if the abundant outdoor activities weren't enough, La Jolla also has a beautiful seaside village with opportunities for shopping and dining for every budget. You can easily make a day of the "Jewel City" and experience everything it has to offer.

[*lajollabythesea.com*](http://lajollabythesea.com)

Balboa Park

Named for the Spanish maritime explorer Vasco Nuñez de Balboa, Balboa Park is a 1,200-acre urban cultural park managed and maintained by the Parks and Recreation Department of San Diego. In addition to open space areas, gardens, walking paths and natural vegetation, there is also the world-famous San Diego Zoo. The Park also offers multiple attractions like art studios, carousel ride and a mini railroad. It is home to fifteen major museums such as Marston House, Centro Cultural de la Raza and Fleet Science Center. The Botanical Garden, California Native Plant Garden and Alcazar Garden are a few of the cultural attractions among Balboa Park's lush gardens. Performing Arts in the Park offer family fun with Marie Hitchcock Puppet Theater and dancing at Bon Temps Social Club.

[*balboapark.org*](http://balboapark.org)

Mission Beach/Coronado Beach

The classic boardwalk beach with almost two miles of ocean-front boardwalk, Mission Beach offers rental shops, miniature golf, bumper cars, rock climbing and an arcade. Belmont Park, an amusement park on the boardwalk featuring the Giant Dipper Roller Coaster is a main attraction for the millennial crowd with plenty of bars and a hot nightlife scene. Walking, jogging and biking are permitted on the boardwalk. Surfing, boogie boarding and kite-boarding are also popular activities.



Visitors adore San Diego's mild year-round climate, world-famous attractions and friendly, easy-going downtown vibe.

For a more romantic or family-friendly beach setting, Coronado's long sandy beaches are just the ticket. Consistently voted one of America's finest beaches, the sand literally sparkles thanks to mineral mica. Take a stroll along Orange Avenue's shops and restaurants with a backdrop of homes and mansions and the Hotel del Coronado (featured in Marilyn Monroe's 1958 film "Some Like It Hot"). Drive across the 200-foot tall Coronado Bridge and treat yourself to one of the best views in San Diego. Enjoy the tranquil waters of the San Diego Bay while enjoying views of San Diego.

sandiego.org/explore/things-to-do/beaches-bays.aspx

Gaslamp Quarter

The Gaslamp Quarter is a historic 16½ block district in Downtown San Diego near the Convention Center. The Gaslamps became a symbol of the district during its redevelopment in the 1980s despite their not being the main source of lighting. Formerly known as New Town, it is the site of numerous entertainment and nightlife venues, festivals and other events, including Mardi Gras, Taste of Gaslamp and Street Scene Music Festival. Much of the architecture of the district date back to the Victorian Era and are still used today by tenants who operate restaurants, shops and nightclubs.

In the heart of Gaslamp is Michael J. Wolfe Fine Arts. It has been the premiere location for original works and fine arts exhibits from international, national and up-and-coming local artists

for almost 20 years. Gaslamp District also has theatres offering entertainment from movies to musical acts and dining at restaurants ranging from hip to high end.

gaslamp.org

Torrey Pines State Reserve

Hiking trails, plants and animals abound in this geological wonder located in La Jolla. This Natural Preserve is 2,000 acres of the wildest land on the California Coast, with 1,500 acres remaining as it was before San Diego was even developed! It gives you an idea of how the Kumeyaay people, California's original inhabitants, lived on the unspoiled lands and how it must have looked to early settlers. Visitors the world over go to Torrey Pines to enjoy the breathtaking overlooks, to walk the trail or to generally be at one with nature.

Because Torrey Pines is a natural reserve, there are restrictions in place to protect the beaches, the lands, the plants and the animals that inhabit them. No food or drinks are permitted (no trash cans are provided to drive home this rule). No pets are allowed anywhere in the reserve. Groups of 25 or more visitors must obtain a permit to be on the land.

Visit the website for details on free public walking tours.

torreypine.org ■



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Contact: Dave Wohlfeil
414-937-6340 / david.wohlfeil@bcw.edu

BloodCenter of Wisconsin is now Versiti. Versiti is a 503c non-profit.

BUILDING A STRONG PROVIDER TEAM

Rush is a Chicago-based academic health system whose mission is to improve the health of the patients and the diverse communities it serves with nationally recognized health care, education and research, as well as a commitment to community partnerships.

The Rush University Cancer Center comprises all of the cancer-related clinical, research and educational efforts at Rush, crossing 20 departments, divisions and sections; inpatient and outpatient areas; professional clinical activities; and the colleges of Rush University. The Cancer Center integrates the latest advances in cancer research by building a strong cancer research program focused on basic and translational investigation. We are also developing new educational opportunities to train future oncology physicians and scientists. The Cancer Center provides a true comprehensive and interdisciplinary approach to cancer, incorporating members from the four colleges of Rush University and 28 academic departments.

We are accepting applications for the following positions:

- King Endowed Professor of Cancer Research
- Benign Hematologist
- Hematologist/Oncologist - Bone Marrow Transplant and Cell Therapy
- Stem Cell Processing Lab Director

We are also recruiting for a number of medical oncology positions including Lung, Breast, Genitourinary, Melanoma, as well as Psychosocial Medicine.

For more information, visit joinrush.org or e-mail faculty_recruitment@rush.edu

Tackling Physician Burnout

Burnout is the state of mental and physical exhaustion caused by one's professional life. The term was first used by the psychologist Herbert Freudenberger, the author of *Burnout: The High Cost of Achievement* to describe the consequences of people in high-stress careers with set ideals. Freudenberger noted that burnout was particularly prevalent in 'helping' professions like healthcare. In fact, burnout is on the rise in the medical industry. According to the Medscape Physician Lifestyle Report 2017, 51% of the participants (over 14,000 participants) reported suffering from burnout. That's up from 46% in 2015 and 40% in 2013.

Burnout also appears to be more common in women than in men. Approximately 55% of women in the 2017 study reported burnout compared to 45% of men. Conversely, 45% of men and 39% of women reported being happy at work.

Why Physicians Suffer Burnout

Healthcare is a high-stress industry, making it ripe for burnout. There are a number of things that can cause burnout:

- Long, demanding hours
- Pressure from patients or colleagues
- Employer issues
- Work overload
- Too many administrative challenges

Problems outside of work can also lead to burnout. Marital issues, family problems, and financial worries are all major contributors. Understanding how at risk you are for burnout as a physician is important. Once you know what can trigger

it, you can begin to develop preventive coping mechanisms to head it off at the pass.

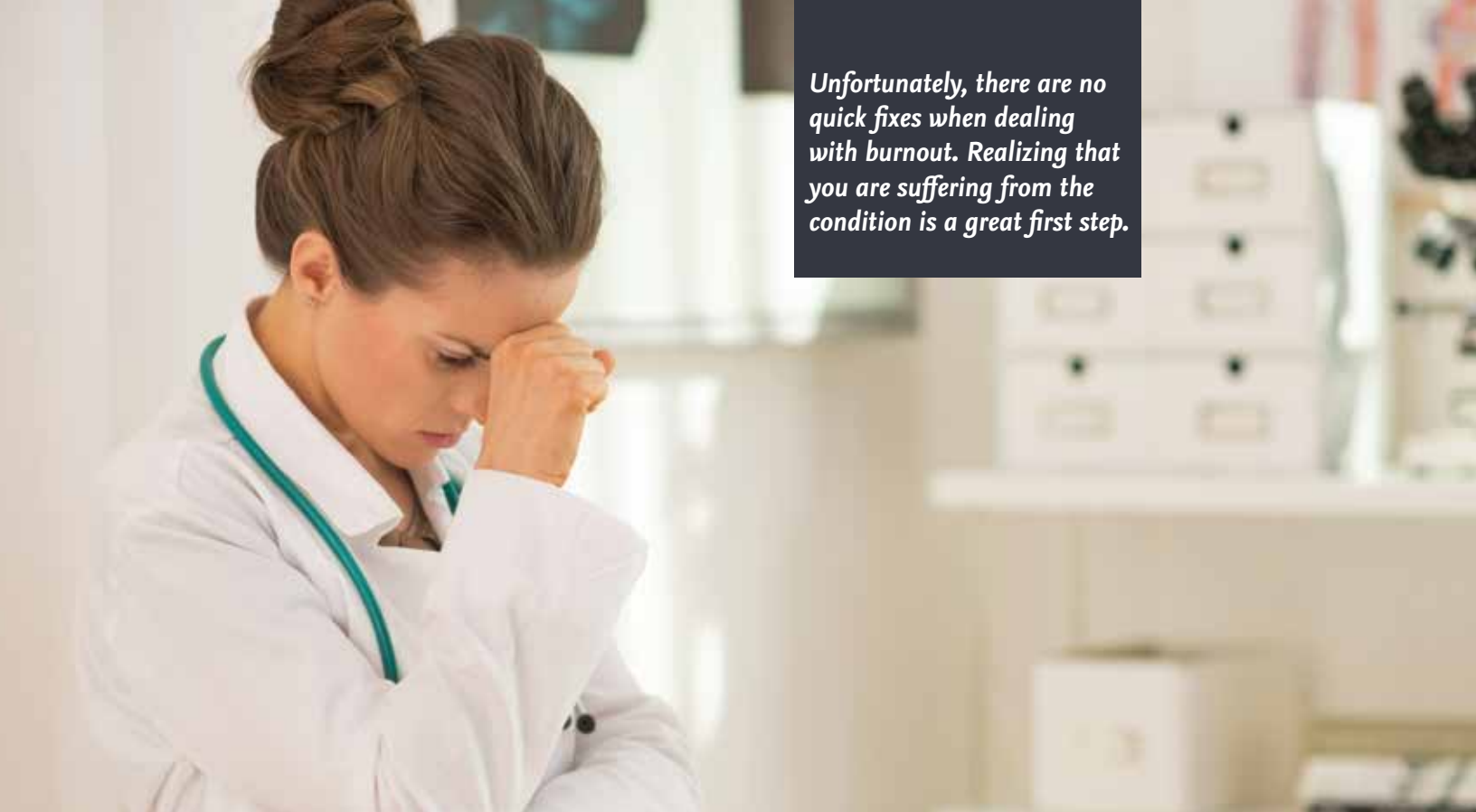
How to Identify and Avoid Physician Burnout

Unfortunately, there are no quick fixes when dealing with burnout. Realizing that you are suffering from the condition is a great first step, however. The following steps won't all work for you, but one or two could provide the solution you need to get rid of burnout.

See your doctor It may seem counter-intuitive to visit another medical professional given your training, but a physician trained in Stress Management can offer a different perspective and identify issues that may be aggravating the issue. Existing medical conditions, nutritional imbalances, and lack of sleep can all play a part and add to the feeling of burnout.

Be aware of your feelings When you're feeling burned out, it can be difficult to determine exactly how you feel and what is wrong, which can add to your stress levels. Being present in the moment is a great way to zero in on exactly how you feel as you are feeling it, so you can isolate any triggers that might not previously have been obvious to you. Doing this frequently throughout the day, even if it's just for a couple of seconds, can help you understand how you feel and why. Once you know how you feel - whether you are stressed, angry, tense, or tired - and why you feel this way, you can take steps to fix it.

Exercise more Exercise can be a great stress reliever. If you feel like you are suffering from symptoms of burnout and you don't have an exercise plan, consider incorporating it into your daily routine. Health professionals have some of the busiest



Unfortunately, there are no quick fixes when dealing with burnout. Realizing that you are suffering from the condition is a great first step.

lives of any profession, but even 10 minutes of jumping rope or yoga stretches in the morning can help you focus.

Talk to people Reaching out to friends, family and even colleagues can be a great way to relieve stress. Even if you only tell someone how you are feeling at that very moment, saying it out loud can help you understand how you feel. Speaking to other professionals can help you understand that other may feel the way you do. Knowing that you are not alone can be a big help.

Get away from it all If you're burned out at work, trying to power through it is not the answer. Instead, take a break and try to get away from it all. It doesn't have to be for a week; a weekend can work, too. A change of scenery could be just the thing you need to recharge your battery.

Be open to new opportunities Quitting your job may seem like the most straightforward solution, but there's no guarantee that you won't feel exactly the same way in your new job. Before considering quitting, implement some of the strategies above that can help you relieve stress and achieve a better work-life balance. If you still feel burned out after a couple of months of implementing these coping techniques, then you should take a closer look at your hours and responsibilities and consider other career options that will work best for you (ex: locum tenens work; seeing less patients; relocating to a rural setting).

Remember, it's normal to feel stressed in any profession. But when feeling fed up becomes the norm, it's time to take steps to deal with burnout before it affects your entire life. ■

Doctor, can you be credentialed quickly and easily?

A complete professional profile makes that possible and will also help physician recruiters identify you for open positions.

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to update your professional data
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HEMATOLOGY/ONCOLOGY

Small Town Doctor, Big Time Impact

MidMichigan Health is seeking a BC/BE hematologist/oncologist to join our work family in beautiful Alpena, MI! This is an excellent opportunity to work within a physician-led organization that has a formal mentorship program. Practice in a supportive work environment in a state of the art facility.

MidMichigan Health is a non-profit health system, headquartered in Midland, Michigan, affiliated with Michigan Medicine, the health care division of the University of Michigan. MidMichigan Health covers a 23-county region with medical centers in Midland, Alpena, Alma, Clare, Gladwin, Mt. Pleasant and West Branch. In addition to its Medical Centers, MidMichigan Health also offers both home health care and physician services, and has a strong commitment to medical education.



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MidMichigan Medical Center – Alpena

*Alpena, MI—Located on the banks of Lake Huron, an outdoor enthusiast's paradise!

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- Malpractice Insurance w/Tail



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recruitment@midmichigan.org or (989) 839-1456



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Jeffrey Vacirca MD, CEO

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Robert Nicoletti, Chief Human Resources Officer

Email: rnicoletti@nycancer.com

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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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2. a period of
or appear

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

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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Open Faculty Positions

| Department | Job ID |
|--|---|
| Heme, Plasma Cell Disorders/Myeloma | http://ap.washington.edu/ahr/academic-jobs/position/aa28110/ |
| Heme, Myeloid Malignancies | https://apply.interfolio.com/52513 |
| Bone Marrow Transplant Physician/Scientist (lab-based), Pediatric Hematology/Oncology | https://apply.interfolio.com/51944 |
| Pediatrics Hematology/Oncology and Bone Marrow Transplantation, Clinician/Scholar | https://apply.interfolio.com/43710 |
| Immunotherapy | https://apply.interfolio.com/50891 |

Open Advanced Practice Provider Positions

| Department | Job ID |
|--|------------------------------|
| Advanced Practice Provider - Renal Melanoma | Job ID 12396 |
| Advanced Practice Provider - Psychiatry | Job ID 12188 |
| Advanced Practice Provider - Pediatric BMT | Job ID 12180 |
| Advanced Practice Provider - Breast Oncology | Job ID 12100 |
| Advanced Practice Provider - GI Oncology | Job ID 11961 |
| Advanced Practice Provider - Radiation Oncology | Job ID 11161 |
| Advanced Practice Provider - Heme-Heme Malignancy | Job ID 12504 |
| Advanced Practice Provider - Intake Office at SCCA | Job ID 12419 |

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Oncology/Hematology

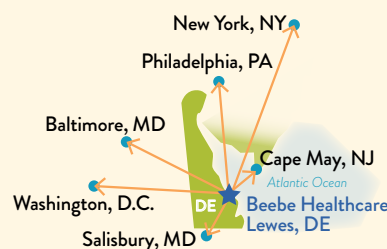
- Experienced, Board Certified in areas of expertise
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- Competitive compensation and generous benefits package

About Beebe Healthcare BeebeHealthcare.org

- Progressive, high quality care, and patient satisfaction
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South Coastal Delaware Location

- Exceptional quality of life
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