Career Guide

PHYSICAL MEDICINE & REHABILITATION
ORLANDO, FL

October 2018
Penn State Health Milton S. Hershey Medical Center is committed to the provision of comprehensive physical medicine and rehabilitation programs and services to maximize the health, function and quality of life to those we serve, ultimately returning those persons to their communities. Applications are now being accepted for the following positions:

**General Physiatrist** – This position involves primarily inpatient rehabilitation, with additional outpatient musculoskeletal clinics, procedures, EMGs and/or spasticity management depending on your interests. MD/DO required; must be BC/BE in PM&R.

**Outpatient Physiatrist** – Includes musculoskeletal clinics, interventional procedures, industrial medicine, EMGs and/or spasticity management. The successful candidate will be a full-time faculty member of the Penn State Health Department of Physical Medicine and Rehabilitation, with privileges at State College and the Penn State Health Hershey Medical Center. MD/DO required; must be BC/BE in PM&R.

**Pediatric Physiatrist** – Provide inpatient and outpatient pediatric rehabilitation care in our 10-bed specialized pediatric unit. Position includes coverage of our concussion clinic, neuromuscular disease clinic and spina bifida clinics. Candidates should be proficient with EMGs and/or spasticity management. MD/DO required; must be BC/BE in PM&R and Pediatric Medicine.

**Biomechanist** - This research-focused position comes with a substantial start-up package and includes access to our newly built 4500 square foot rehabilitation research laboratories, which include exercise, body composition, locomotor training and gait labs. MD/DO with BC/BE in PM&R or PhD required; proven record of research success.

Successful applicants for these positions will be expected to contribute to the mission areas of patient care, education and research. Penn State Health Rehabilitation Hospital offers flexible schedules, manageable call and a team-oriented approach to patient care. A competitive salary and an excellent benefits package await you!

Located in Hershey, Pennsylvania, we offer a great place to live, work, play and learn. Home of Hershey’s chocolate, the Hershey community is rich in history and is a short distance from major cities including Baltimore, New York City, Philadelphia, Pittsburgh and Washington DC. The local neighborhoods boast a reasonable cost of living whether you prefer a more suburban setting or thriving urban setting rich in theater, arts and culture. We are proud of our community involvement and encourage you to learn more about our organization by visiting our website at PennStateHershey.org.

For immediate consideration, please send curriculum vitae to:

Patty Shipton, FASPR, Physician Recruiter
Email: pshipton@pennstatehealth.psu.edu
Tel: 717-531-4703.

Penn State Health Milton S. Hershey Medical Center

The Penn State Health Milton S. Hershey Medical Center is committed to affirmative action, equal opportunity and the diversity of its workforce. EOE-AA-M/F/D/V. All individuals (including current employees) selected for a position will undergo a background check appropriate for the position’s responsibilities.
Orlando is known for its theme parks and then some. See what Orange County has to offer.

Find out Which Facilities Are Recruiting Physicians.

Read up on the ins and outs of Planning For Parental Leave.
Welcome to Orlando! While the city is most famous for its theme parks - thanks to the legendary imagination of Walt Disney - Orlando also offers many other family attractions. Let’s start our journey with a few must-see destinations before heading to the theme parks.

**Kennedy Space Center Visitor Complex**

On Florida’s Atlantic Coast, around an hour’s drive away from Orlando, the Kennedy Space Center Visitor Complex is a must-visit if you are traveling with space-mad kids. The exhibition halls are fascinating, but the possibility of meeting an astronaut delivers some real star-studded magic. Check the program for details.

Florida 32899 | 855.433.4210
kennedyspacecenter.com

**Dr. Phillips Center for the Performing Arts**

This city arts center attracts big-name comedy and musical acts, world-class theater and musical theater performances, as well as hosting local ballet and opera. It’s located in the upscale Dr. Phillips neighborhood, just a short drive from downtown. Check out the program and book your visit in advance.

445 S Magnolia Ave, Orlando, FL 32801 | 407-839-0119
drphillipscenter.org

**Orlando Science Center**

This is a fabulous interactive and family-friendly science museum with diverse exhibits in a number of exhibition halls including Our Planet, DinoDigs, Kinetic Town and Nature Works. Well worth a visit if you are in town with the family.

777 E Princeton St, Orlando, FL 32803 | 407-514-2000
osc.org

**Rollins College**

This illustrious college in the upscale neighborhood of Winter Park attracts music-loving visitors to its campus each spring, thanks to the renowned annual Bach Festival. Also on campus is The Cornell Fine Arts Museum, one of the oldest and most distinguished art collections in Florida with more than 5,000 pieces of art.

1000 Holt Ave, Winter Park, FL 32789 | 407-646-2526
bachfestivalflorida.org
rollins.edu/cornell-fine-arts-museum/visit/index.html

**Mall at Millenia**

Orlando boasts an array of malls, but the cream of the crop is the upscale Mall at Millenia. Here, you’ll find high-end labels including Bulgari, Cartier, Chanel and Salvatore Ferragamo alongside favorites such as Urban Outfitters, Victoria’s Secret, Anthropologie and Abercrombie & Fitch. The anchor stores are Neiman Marcus, Bloomingdale’s and Macy’s and the many restaurants include The Cheesecake Factory, Brio Tuscan Grille, and the California Pizza Kitchen.

4200 Conroy Rd, Orlando, FL 32839 | mallatmillenia.com

**Lake Eola Park**

This 43-acre downtown park has an interesting program of activities. The park has an amazing lake with an 80-foot (24-meter) sinkhole, and hosts a popular Sunday morning farmers’ market as well as a variety of community events throughout the year. Enjoy a concert or a play in the amphitheatre, check out the view of the Orlando skyline, and on Sundays, you can stop by the Farmers’ Market.

Linton E. Allen Memorial Fountain in Lake Eola, seen on numerous postcards and cityscapes. The lakeside track is ideal

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CONTRIBUTOR: MELANIE GRANO

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Have an Orlando Adventure!

Discover why Orlando is more than just theme parks
for runners or a family stroll. Kids will love the swan-shaped paddle boats on the park’s lake, a relaxing but fun family activity.

512 E Washington St, Orlando, FL 32801
cityoforlando.net/parks/lake-eola-park

University of Central Florida Arboretum

With almost 600 plant species within 80-acres (32-hectares), this is a must-see attraction for plant lovers. The Arboretum, opened in 1983, boasts at least eight natural ecosystems. Visitors can admire the Swamp Habitat, walk or bike along the 9-acre (3.6-hectare) lake, or play a game of disc golf.

110 Apollo Cir, Orlando, FL 32816 | 407-823-3583
arboretum.ucf.edu

Winter Park

Whether you want to take a rejuvenating walk through the grounds or play an intense game of volleyball, Winter Park has something for everyone. Visit one of the many playgrounds, or browse for goodies at the Saturday Farmers Market. You can also enjoy the blooms at the Kraft Azalea Garden, or learn about the history of Winter Park at the Winter Park History Museum.

200 W New England Ave, Winter Park, FL 32789 | 407-599-3397
cityofwinterpark.org/departments/parks-recreation/farmers-market

Lake Louisa State Park

Florida has three national parks and 164 state parks, including the beautiful Lake Louisa State park, a mixed-terrain park just a short drive from downtown Orlando. The eponymous lake is designated an Outstanding Florida Water Way and offers canoeing, fishing, lake swimming and kayaking. On the shores of Lake Louisa, you’ll find picnicking facilities and a small playground. There are also a number of smaller lakes within the park boundaries, two of which offer additional opportunities for fishing and kayaking. Meanwhile, 16 miles of mixed-use trails and 4 miles of hiking trails provide opportunities for hiking, biking, nature watching and horseback riding.

7305 US Highway 27, Clermont, FL 34714 | 352-394-3969
floridastateparks.org/park/Lake-Louisa

Theme parks

You can spend weeks in Orlando’s theme parks, especially at The Disney World Resort encompassing six parks; four theme parks and two water parks as well as a newly revamped shopping and dining area. For those who are cinema lovers and Harry Potter fans, Universal parks, Universal Studios Florida and Universal’s Islands of Adventure are a treat. The Universal water park is Orlando’s newest and most fabulous attraction.

disneyworld.disney.go.com | 407-939-5277

We hope we’ve given you a little inspiration for great family days out in the Orlando area. Wherever you choose to spend your time, have fun!
**VANDERBILT UNIVERSITY**

**MEDICAL CENTER**

**DEPARTMENT OF PHYSICAL MEDICINE AND REHABILITATION**

The Department of Physical Medicine and Rehabilitation at Vanderbilt University Medical Center is becoming a world-renowned program by empowering faculty to: deliver innovative patient care at a quaternary academic medical center, conduct groundbreaking and collaborative research with significant federal grant funding, and train the next generation of health care providers and leaders. Our energetic team is rapidly growing. We are seeking multiple motivated board certified/eligible physiatrists for several new full-time academic positions including:

- Brain Injury Medicine
- Neurologic Rehabilitation
- General Rehabilitation (including Inpatient, Consultations, Outpatient Services)
- Outpatient Spine/MSK Medicine
- Pediatric Rehabilitation Medicine
- Specialty Rehabilitation Care (including Cardiopulmonary and Cancer Rehabilitation)

Program/medical director positions are available for qualified applicants. We offer an outstanding collaborative clinical and research environment with competitive benefits and salary in an entrepreneurial atmosphere in the heart of Nashville, Tennessee, a growing and vibrant city.

Academic rank will be commensurate with experience. Ideal candidates will exhibit exceptional clinical and academic skills with a special interest in developing new and augmenting existing clinical services, contributing to outstanding training programs, and participating in research. Strong communication skills, enthusiasm, and a commitment to excellence are necessary.

Please contact and/or send your curriculum vitae to:

D.J. Kennedy, M.D.
Professor and Chair
Department of Physical Medicine and Rehabilitation
David.J.kennedy@vumc.org
615-322-7578

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**NewYork-Presbyterian**

The Department of Rehabilitation and Regenerative Medicine at Columbia University and the Department of Rehabilitation Medicine at Weill Cornell Medicine are seeking board certified or board eligible physiatrists to join our growing faculty of more than 30 physicians at NewYork-Presbyterian Hospital. We are currently seeking candidates in the following areas:

- Interventional Spine Care
- Pediatric Rehabilitation
- Clinical Research in Neurological Rehabilitation

Interested candidates should contact:

Joel Stein, MD
Simon Baruch Professor and Chair
(212) 305-4818
js1165@columbia.edu

Columbia University Medical Center and Weill Cornell Medical College are equal employment opportunity employers and has an enduring commitment to support equality of education and employment opportunities, and diversity development.

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**The GW Medical Faculty Associates**

The Division of Physical Medicine and Rehabilitation at The George Washington University Medical Faculty Associates, an independent non-profit clinical practice group affiliated with The George Washington University, is seeking faculty members for Instructor or Assistant Professor Levels. The position has clinical and teaching responsibilities. Those with interest in research are encouraged to apply. The George Washington University Hospital is a level I trauma center with an acute inpatient rehabilitation unit and consults service. The position presents the opportunity to support the consult service, the Acute Rehabilitation unit and to grow an outpatient practice. Individuals with fellowship experience in traumatic brain injury are urged to apply.

**Basic Qualifications:** Applicants should have demonstrated experience in excellent clinical care, and clinical teaching. Applicants must have Board certification. Applicants must be eligible for licensure in the District of Columbia.

Salary and faculty rank will be commensurate with experience. Review of applications is immediate and will continue until the position is filled.

**Application Procedure:** To be considered, applicants should complete an online faculty application at [http://www.gwu.jobs/postings/32051](http://www.gwu.jobs/postings/32051) and upload a letter of interest specifying the field and a CV. Please send three letters of recommendation to:

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PHYSICAL MEDICINE & REHABILITATION Career Guide
Pediatric Physiatrist Position, St. Charles Rehabilitation, Suffolk County Long Island, NY

We seek a BE/BC Pediatric Physiatrist to join our outstanding medical staff.

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ksammut@cejkassearch.com

Please refer to #161955 when responding.
Physicians are in high demand. The U.S. Bureau of Labor Statistics reported that jobs for doctors will grow 24 percent between 2010 and 2020. In fact, the Association of American Medical Colleges (AAMC) has suggested that the country will lack between 40,800 and 104,999 doctors by 2030. As a result, today’s physicians will continue to have exceptional career choices if they plan early and wisely.

Moving towards Employment

One of the most significant trends in recent years has been the fast-moving trend away from the traditional private, independent practice model, and towards increasing levels of employment by large healthcare groups (e.g., Ascension Health, Community Health Systems). Residents entering the profession today are far more likely to gain employment than they would have just a few years ago.

Part of this trend can be explained by the changes to the way physicians are paid for the work they do, which have served to make self-employment less profitable. Physicians are trading the autonomy of the private practice model for the certainty of a pay check. However, the commercial growth strategies of the large healthcare groups are also fueling this trend: hospital ownership of physician practices increased by 86% in just three years as hospitals acquired 31,000 physician practices in the USA between 2012 and 2015.

In 2012, one in seven medical practices was owned by a hospital; by 2015, that ratio was one in four. This trend is inevitably following through into the types of recruitment opportunities: recruitment agency Merritt Hawkins reports that in 2016/17, 43% of its physician search assignments were for hospitals, and 27% for groups. What’s more, 90 percent of its searches were for the employment model rather than the private practice model.

Hospitals and Veterans Affairs Hospitals

Demand for primary care physicians and the acquisition strategies of the large hospitals and groups coalesced to create a growing opportunity for hospitalists. Because no residencies exist in hospitalist programs yet, routes into this role are dominated by general internal medicine.

As healthcare providers focus increasingly on population health management, it is likely that the demand for primary care physicians will continue to rise.

Psychiatry must play an important role in successful population health management, so demand is expected to rise in this field too. As in many fields, the aging workforce is also driving demand – almost half of existing psychiatrists are expected to retire within the next five years.

Already, almost 77% of U.S. counties report a severe psychiatrist shortage, but Veterans Affairs (VA) hospitals, in particular, are eager to recruit.

Although VA hospitals represent a relatively small part of the overall healthcare provider landscape, recent national concern over long wait times at VA facilities have driven recruitment activity for these centers – and hundreds of physician recruitment opportunities exist for those facilities.

Striking a Better Work-Life Balance

Because of the shortage of physicians across the board, and most acutely in primary care, professional recruiters are also
reporting a rise in the number of temporary contracts and opportunities.

In its 2017 Survey of Temporary Physician Staffing Trends, healthcare staffing firm Staff Care reports that, of those healthcare facility managers surveyed, 94% had used locum physicians sometime during the last 12 months – up from 91% in 2014, and from 74% in 2012.

As the difficulty to fill physician positions becomes more acute, it is likely that hospitals and other healthcare providers will be increasingly forced to look to temporary staffing solutions to fill the gaps – offering opportunities to physicians who prefer to take a more flexible approach to working life.

Physicians today are in a great position with many career opportunities and competitive salaries. Whether the choice is for full-time or part-time employment, the current demand for talent is such that employment is only a matter of choosing where to begin.

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

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

A Call for 12 Weeks Paid Leave

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

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

Policies & Planning

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

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

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

The Problems of Partnership

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

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

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

A Mixed Bag for Residents

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

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

Managing the Economics of Parental Leave

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

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

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

Sources
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How Physicians Can Plan For Maternity Leave, Linda Kossoff; March 6, 2017 - enttoday.org
Department of Physical Medicine and Rehabilitation Employment Opportunities

We are seeking board-certified/board-eligible physical medicine and rehabilitation physicians to join our academic group for the following positions:

**General Rehab Physician**  
(Position # 002628)  
Provides care in inpatient and outpatient setting.

**Pediatric Rehab Physician**  
(Position # 967518)  
Provides care on the inpatient CARF-accredited unit, consult service and outpatient. Clinics include pediatric rehab, spasticity, traumatic brain injury, and baclofen. Joint appointment with Department of Pediatrics would be expected.

**Musculoskeletal Physician**  
(Position # 002598)  
Provides spine and musculoskeletal medicine at the Vidant Neurosurgery Center.

**Cancer Rehab Opportunity**  
Position being developed. New $170 million cancer tower.

**Instructions for Applying**

Begin at ECU’s employment opportunities website, [ecu.peopleadmin.com](http://ecu.peopleadmin.com).

1. From the website above, click “Faculty Position.”
2. Type in “Position #” and click search.
3. Click “View Details,” and click “Apply for Job.”

**About the Department**

The Department of Physical Medicine and Rehabilitation at the Brody School of Medicine, East Carolina University, serves the rehabilitation needs of the 1.3 million people in a 29-county region of eastern North Carolina and is located within the Vidant Rehabilitation Center at Vidant Medical Center, with spinal cord, brain injury, general rehab and pediatric rehabilitation units.

The center’s 57-bed inpatient unit is one of few rehabilitation facilities in the United States accredited by the Committee on Accreditation of Rehabilitation Facilities (CARF) in 11 or more specialty areas. The center is also one of the five centers of excellence at Vidant. Vidant Medical Center is a JCAHO-accredited Level I Trauma center with 974 beds and is one of seven hospitals owned by Vidant Health.

The Brody School of Medicine at East Carolina University is affiliated with Vidant Medical Center (formerly Pitt County Memorial Hospital). Vidant Medical Center is the flagship hospital for Vidant Health and serves as the teaching hospital for the Brody School of Medicine at East Carolina University.

**For more information, please contact Daniel Moore, MD, department chair, at moored@ecu.edu or 252-847-4310. The department’s website is [www.ecu.edu/rehab](http://www.ecu.edu/rehab).**
St. Peter’s Health Partners is seeking an additional Physical Medicine & Rehabilitation physician for Sunnyview Rehabilitation Hospital in Schenectady, NY. This is an exciting opportunity to join a highly respected and nationally recognized team of caregivers at a state-of-the-art facility. Enjoy excellent colleagues, strong system practice support, and a physician-friendly environment.

Sunnyview Rehabilitation Hospital, is a 115-bed, CARF-accredited hospital specializing in physical rehabilitation. More than 15,000 individuals come to Sunnyview annually from across NY’s Capital Region and beyond. Each one has a dedicated team of physicians, nurses, therapists, and specialists, all focused on one goal - taking back what was stolen by a stroke, traumatic injury, or disabling illness. Sunnyview offers programs in neuro-rehab, spinal cord injury, brain injury, and ventilator-weaning programs, aquatic therapy, orthopedic rehab, hearing services, cardiopulmonary rehab, and wellness programs.

This position will provide inpatient acute rehab care for patients following orthopedic injuries, amputation, and stroke, and provide outpatient follow-up for these populations. Additionally, the physician will perform EMGs and treat routine outpatients with musculoskeletal issues like lower back and/or neck pain, and myofascial pain.

REQUIREMENTS:
• Board Certified/Eligible in Physical Medicine & Rehab.
• 2-5 years of experience is preferred. New and recent residency graduates are encouraged to apply.

To learn more or apply, please contact providerrecruitment@sphp.com

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