

- Let's Eat! Explore New Orleans Cuisine

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- How to Compare Job Offers

Career Guide

ENDOCRINOLOGY
NEW ORLEANS, LA

March 2019



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New Orleans is world famous for its festivities, friendly atmosphere and its French-inspired cuisine. *Bon Appétit!*

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Let's Eat! Explore New Orleans Cuisine

Enjoy the free or low cost splendor of our nation's capital.

When you think about New Orleans it's easy to conjure up images of soulful blues or live jazz music, and a mysterious voodoo vibe. Yes, New Orleans is all of that and more – rich in history, tradition, and remarkable architecture. New Orleans is also one of the most welcoming places to visit. In fact, the city's motto is "Laissez les bon temps rouler!" (Let the good times roll!)

Tourists and residents alike agree that the friendly, laid-back ambiance in New Orleans (affectionately called NOLA) is palpable. However, NOLA is most famous for its amazing food. Here are just a few of our top picks. *Bon appétit!*

Café du Monde

The original French Market coffee purveyor, has been roasting and serving coffee since 1862. Their chicory coffee recipe is world famous as are their beignets (pronounced ben-yays). Served as a trio, these square doughnuts are covered with a veritable cloud of powdered sugar (that can become airborne if you breathe too close to them). They claim the secret to their beignets is the cottonseed oil they use to fry them. Whatever the secret ingredient is, they are wonderfully fluffy and delicious! You can also buy their beignet mix and experiment at home to make these sweet treats.

The Café has eight locations and is open 24 hours a day, 364 days a year (closed for Christmas). Cash only.

800 Decatur Street | New Orleans, LA 70116 | 504-525-4544
www.cafedumonde.com

French Truck Coffee

You can't miss the bright yellow and blue building, but the limited seating isn't conducive to lingering. That's OK, because

you can watch them roasting their beans through the window! Grab a (cold brew) coffee and your day will be off to an amazing start. Small selection of local pastries as food options, but the coffee is the real focus here.

1200 Magazine Street | New Orleans, LA 70130 | 504-525-4544
www.frenchtruckcoffee.com

Stumptown Coffee

Known as one of the preeminent coffee roasters based in Portland, Oregon, these coffee connoisseurs have established their first beachhead south of the Mason-Dixon line in the Ace Hotel.

600 Carondelet Street | New Orleans, LA 70130 | 504-941-9191
www.acehotel.com/neworleans

Hotel Monteleone

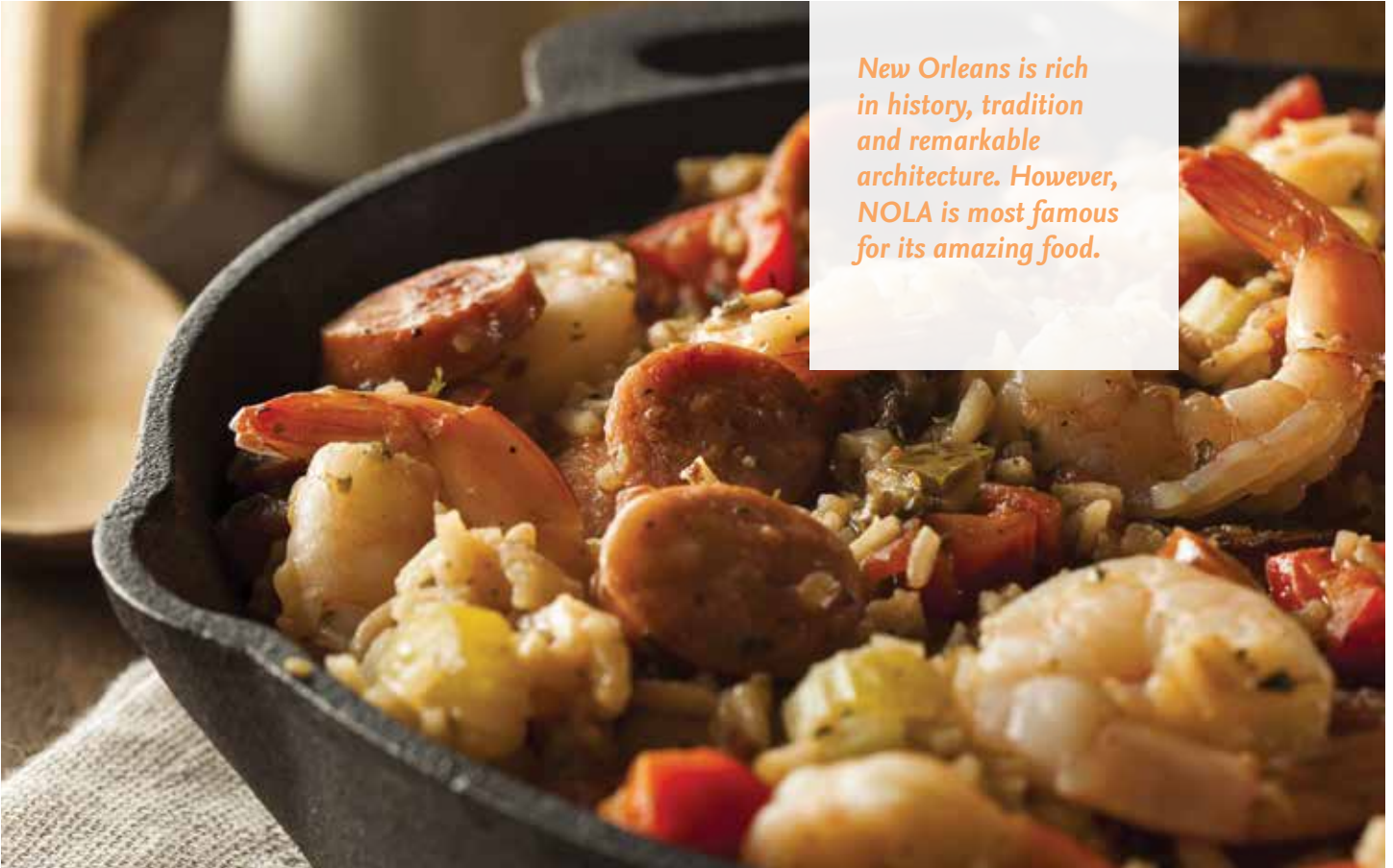
This venerable hotel's Carousel Bar is credited with inventing the Vieux Carre cocktail. Even if you don't want to experiment with any of the local specialty drinks, just go for the fun of it – the bar rotates and is a fantastic place to people-watch!

214 Royal Street | New Orleans, LA 70117 | 866-338-4684
www.hotelmonteleone.com

The Praline Connection

What started out as a home food delivery service for working women who were too busy to cook, The Praline Connection Restaurant is beloved for serving some of NOLA's best Cajun/Creole style food. If you are with a group, order the Connection Platter (crawfish, catfish, chicken livers, chicken wings, okra, and pickles). Two sizes – serves 4 or 8. And the delicious pralines (a New Orleans specialty) have inspired a separate candy shop.

542 Frenchmen Street | New Orleans, LA 70116 | 504-943-3934
www.pralineconnection.com



New Orleans is rich in history, tradition and remarkable architecture. However, NOLA is most famous for its amazing food.

Brennan's New Orleans

An upscale dining experience for those who want Creole cuisine, fine breakfast fare and sinfully delicious desserts (try the Bananas Foster, flambéed tableside). Located in the French Quarter, this restaurant attracts locals and tourists alike. The building has a pink facade, eight dining rooms, a private wine room and a courtyard with an elegant setting especially suited for special occasions.

417 Royal Street | New Orleans, LA 70130 | 504-525-9711
www.brennansneworleans.com

Restaurant R'évolution

Another premier dining spot, Restaurant R'évolution is situated in the Royal Sonesta Hotel on Bourbon Street. This is a must-try stop for foodies. The menu is innovative, imaginative and impressive, with a price tag to match. Cajun/Creole dishes are given a modern twist and include Crawfish Stuffed Flounder Napoleon and the Gulf Shrimp and Grits. R'évolution offers a tasting menu where you can sample a bit of this and that. The bar is known for hand crafting a great Sazerac (New Orleans version of a Cognac or whisky cocktail).

777 Bienville Street | New Orleans, LA 70130 | 504-533-2277
www.revolutionnola.com

J's Seafood Dock

This no-frills neighborhood market catches, shucks, and serves

your oysters fresh from the sea! They also do a great crawfish boil. J's Seafood Dock is open only for lunch and the earlier you go, the better the selection. Once it's caught, cooked, and served, that's it for the day.

1100 N Peters Street | New Orleans, LA 70116 | 504-523-5757

The Munch Factory

This newest addition to the Smithsonian family opened This casual but innovative restaurant has recently moved to a new, larger location in the Lower Garden District and as it continues to expand its space and its menu, it offers some of the best Cajun/Creole food in NOLA. Their bread pudding in particular receives raves so definitely save room for dessert!

1901 Sophie Wright Place | New Orleans, LA 70130 | 504-324-5372
www.themunchfactory.net

Café Amelie

The lush courtyard of Café Amelie has been described as one of the most enchanting places to dine in NOLA. The Old-World courtyard with its lovely fountain and verdant plantings sets the stage for a romantic brunch, lunch, or dinner and is a serene oasis just steps away from the bustling French Quarter activity.

912 Royal Street | New Orleans, LA 70116 | 504-412-0198
www.cafeamelie.com ■

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Ryan Berreth
Physician Recruitment Manager
Ryan.berreth@childrensmn.org
952-992-5317



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or call 781-338-7505

www.tuftsmcccommunitycare.org

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Pay It Down: Tips for Paying Down Your Medical School Debt

The average medical school student graduates with medical school debt of more than \$183,000. Over ten years, at an average rate of 6% interest, this debt can total upwards of \$295,000. Add this debt to the costs of malpractice insurance and running a private medical practice, not to speak of the cost of living and any outstanding undergraduate debt. Factor in the decline in medical reimbursements and you can see that medical school debt can be quite a burden for a physician just starting out. The Association of American Medical Colleges (AAMC) reports the average starting salary for a first-year resident was just over \$52,000 a year in 2015.

Paying down this kind of debt can be difficult, but not impossible. There are several options for you to save money and make a dent in your student debt load. To pay down debt quickly and efficiently, here are some practical steps that medical professionals can take.

Use Your Bonus to Make a Lump Sum Payment

Making a lump sum payment on student loan principal is a highly effective strategy for immediately reducing interest on the loan. Physicians can negotiate a signing bonus into their employment contract. According to Modern Medicine Network, signing bonuses are becoming standard practice given the current shortage of physicians. Bonuses can be anywhere from \$20,000 to as high as \$200,000 in special cases, according to Dallas-based Medicus Firm. Signing bonuses have gone to 74-88% of physicians, with most physicians receiving a five-figure bonus. If you can negotiate a large signing bonus, using it can go a long way to knocking down your overall student loan debt and the interest you will owe over time.

Example: Applying a \$25,000 bonus to a \$183,000 loan principle can reduce interest paid over time by \$19,200.


Think About Refinancing Your Student Loan

Physicians who have good credit and a secure job should consider the savings benefits of refinancing student loan debt. Benefits of refinancing include lower monthly payments, savings on interest payments and paying off your student loan debt faster. Also, any co-signee can be removed once the loan is with a new lender. Refinancing only makes sense if the interest rate offered is much lower than your student loan interest rate because it can amount to significant savings over the life of the loan. You'll lose the benefits of your federal student loans, like the ability to defer payments if for some reason, you find yourself without employment. You would also not be eligible for Loan Forgiveness or for Income-Based Repayment plans.

Example: Refinancing a \$183,000 loan from a 6% federal loan to a 2.5% private loan can amount to savings of more than \$68,000 in interest fees over 10 years.

Switch to a Manageable Payment Plan

Repayment programs are an ideal option for physicians who don't make a lot of money and carry a large amount of debt. A monthly payment of over \$2000 a month can be quite a stretch for a new physician. The programs allow loan payments to remain in proportion to discretionary income. Payment options such as Income Based Repayment (IBR) or the Pay As You Earn (PAYE) are popular because they help keep monthly payments affordable. Under PAYE, monthly payments for first year resident could be as low as \$290 a month, according to the AAMC.



Paying down medical school debt can be difficult, but not impossible. There are several options for you to save money and make a dent in your student debt load.

There are four federal income based repayment plans: Income Based Repayment (payments capped at 10-15% of your discretionary income), Income Contingent Repayment (partial financial hardship assistance if the loan payments exceed 15% of discretionary income), Pay as Your Earn (limits payments to 10% of discretionary income if you qualify), and Revised Pay as you Earn (like ICR, plus eligible for undergraduate loan forgiveness after 20 years of eligible payments). Having a more manageable repayment plan can be welcome relief to a new physician making a modest income.

Note: Under the REPAYE plan, any interest not covered by your monthly payment on subsidized loans will be paid by the Department of Education for up to three years.

Paying down medical student loan debt can be a challenging task. The good news is that physicians are currently in such high demand that there are numerous options available to help make paying down student loan debt a reality. For a comprehensive guide to your student loan debt reduction options, StudentLoanHero.com is a great resource to start your search. ■



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Competitive salary / Comprehensive benefits package / Paid relocation

Adult and Pediatric Endocrinology Opportunities Greenville, SC

Qualified candidates should submit a letter of interest and CV to:

Tina Owens
In-House Physician Recruiter
towens2@ghs.org
864-797-6240.



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Interested candidates may contact: Dan Schuller, M.D. Professor and Chair, Department of Internal Medicine-Transmountain Texas Tech University Health Sciences Center El Paso Dan.schuller@ttuhsc.edu 915.215.8471

More information on TTUHSC El Paso - Transmountain may be found at:
<http://elpaso.ttuhsc.edu/transmountain/default.aspx>

TTUHSC El Paso is an EEO/AA employer. The Texas Tech University System and its components will not discriminate in our employment practices based on an applicant's race, ethnicity, color, religion, sex, national origin, age, disability, genetic information or status as a protected veteran.

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- Our Endocrinology practice is committed to providing the highest quality for our patients.
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- Must have or be eligible for a Michigan medical and DEA license
- Must be board certified, or board eligible

OTHER QUALIFICATIONS

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- Results Orientations (bias for action)
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Please visit: <https://www.beaumont.org/docs/default-source/fact-sheets/beaumont-hospital-royal-oak-fact-sheet.pdf?sfvrsn=4>

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- Above average compensation package that includes income guarantee and production bonuses
- Other incentives: potential for residency stipend, loan repayment of up to \$200,000 and sign-on bonus options
- J1 and H1-B visa possibilities
- We pride ourselves on excellence: Aspirus Wausau Hospital recently received recognition as one of the 100 Best Hospitals in America for 2016

We invite you to explore what sets us apart at AspirusProviderOpps.org

If interested in learning more, please contact Jamie Dahl at Jamie.Dahl@aspirus.org or 800-792-8728

Interview Questions You Should Be Prepared to Answer

When medical institutions and facilities look to hire physicians, they are looking not just to fill a position but for a leader who can respond well to stress, work well with others and communicate effectively with patients and foster a patient-centric environment.

For physicians looking for or intending to look for a job, the outlook is bright. According to the Bureau of Labor Statistics, the employment of physicians and surgeons is projected to grow 14 percent from 2014 to 2024, much faster than the average for all occupations. The job market is bullish because of the increased demand for healthcare services by the growing and aging population.

This means that your job prospects for 2017 and beyond are excellent as hospitals and group practices are recruiting physicians with a sense of urgency. However, nailing the interview requires preparation and thought.

Beyond the usual questions such as how do you think you will be able to contribute to the organization and what you are looking for in your next job, physician recruiters will ask questions that provide insight into a candidate's past behavior. This increasingly popular technique is known as behavioral interviewing and is based on the principle that past behavior can predict future behavior.

A physician recruiter from CompHealth.com, a healthcare staffing agency, outlines what he looks for when he brings on a new physician.

"In an ideal situation, quality is number one. I'm looking for a doctor with a strong skill set, but he (or she) also needs to communicate effectively with staff and with patients," he said.

"Today's healthcare consumers are savvy. They want more than just a physician with good clinical skills. They want somebody who is going to listen to them, take care of them and truly understand who they are."

In fact, according to the Association of Staff Physician Recruiters (ASPR), nearly 60% of in-house physician recruiters are using behavioral interview questions to determine factors such as:

- Your leadership skills
- How you handle stress in a fast-paced environment
- Your level of empathy
- Communication skills
- Problem-solving skills
- Your level of (patient) focus

To help you nail that interview, to follow are some of the top questions encountered by candidates for physician positions. This list is not exhaustive, but is a good place to start. If two candidates have matching qualifications, the one who will get the job will almost invariably be the one who displays not just strong clinical skills, but also high emotional intelligence - which is the ability to understand your own emotions as well as discern others' emotions - and then use that information to guide your thoughts and actions.

Here's a tip: what you say and how you say it will give interviewers an indication of how you will behave on the job.



“Physician recruiters will ask questions that provide insight into a candidate’s past behavior, a technique known as behavioral interviewing.”

Behavioral Questions

1. How do you react under pressure or in an emergency?

Spend some time to think about your answer. A good way to answer this would be to show that in emergency situations, your priority is the care of the patient.

2. Describe a time when you had a dispute with a colleague and how you handled it.

Answer this by painting the scenario and detailing the background; the action that you would take; and the outcome of the situation.

3. Have you ever had conflict with a supervisor? Describe the situation and how you handled it.

There is no textbook answer to this question. Drawing from your history will show recruiters how you would truly behave in such a situation.

The next four questions have no right or wrong answers.

When you get open-ended questions, do include examples in your responses. Providing details and responses will enable the interviewer to see if you are a right ‘match’ for the job.

4. What is the biggest mistake you’ve ever made on the job, and what did you learn from it?

5. Describe a time when you were faced with a stressful situation and you demonstrated your coping skills.

6. Give a specific example of a time when you had to conform to a policy that you did not agree with.

7. What do you do if you disagree with a patient?

Standard Questions

In addition to the above behavioral questions, give some thought to these standard questions:

What are your strengths?

This may not be a deciding factor, as most applicants have something good to say about themselves. So, say something direct like: I have a strong work ethic, passion, compassion and can work well with others; or I am great with kids.

What are your weaknesses?

Talk about a weakness that is tolerable: something that would not seem negative to the employer. An example would be that you are an overachiever, always working too hard. Add as well, that you are continuously working to better yourself.

Another tactic is to talk about the skills you have improved upon in your previous job. Outline your initial level of functioning and how you have improved in that time. This shows the interviewer that you can take the necessary steps to improve yourself.

A word of caution - Make sure not to talk about your improving on a skill that is related to the job you are interviewing for. You don’t want the interviewer to question your ability.

(continued on page 14)

How to Compare Job Offers

When you've worked so hard for so long to get to the stage where you are ready to start full-time employment as a physician, getting a job offer can feel like your crowning achievement. Getting two or three offers can make you feel on top of the world. But before you can celebrate, you have one final, tough decision to make—which job offer to accept. It's not always easy or obvious, but by using this article as a guide, we hope you will be able to make the right decision to suit your situation.

How Does the Pay Stack Up?

While you have most likely accumulated a large amount of student debt, salary will always be a big consideration when it comes to choosing between jobs.

Salary isn't always straightforward to compare, particularly when employers can pay physicians in four ways: a straight salary (fee for service), pay for performance, a bundled payment model, and a comprehensive care model.

Understand the difference between all four and, if you have a preferred model, consider asking the employer if the model is flexible. If it isn't, this might be one way of choosing between different job offers, particularly if the total compensation package between the jobs is similar.

If your future pay is performance-based, you should also explore not just which metrics will be used to determine compensation, but how well equipped the organization is to help physicians achieve their targets.

Try not to get too fixated on the guaranteed salary amount. While this is important for the first few years of your role, particularly if you have a dependent family, Tom Dobosenski, president of the American Medical Group Association

consulting practice, believes that it is much more important to consider what happens to the compensation structure when the guarantee stops. This typically happens around year three.

Nevertheless, it's important to understand whether your initial pay is comparable to industry averages. For this, consult the Medical Group Management Association Compensation Survey.

Where Will You Be Living?

The geographic location of the job is, unsurprisingly, one of the top considerations for junior physicians. Where you live has a huge impact on your life, your future, and your happiness. While some may enjoy the challenge of relocating to a new city, others will want to stay close to their family. The cost of living can differ hugely between states, thereby having an impact on your compensation, and even the basis of your work.

Where you work has an impact on how you work. Particularly if you are one of the few medical school graduates planning to work in the countryside. The differences can be huge. While urban work will provide you with greater support, a chance to specialize and a higher salary, practicing in a rural environment may offer greater opportunity to become a central figure in the community and take on broader, more diverse work. The kind of physician you become will, in part, be shaped by where you live.

When you take into account where you live, a larger salary doesn't necessarily mean more money to spend. If compensation is a huge driving factor for you, take time to consider how where you are going to be living will affect that. A slightly smaller salary may go a lot further in a state with a low cost of living compared to a higher salary in a larger state like



Choosing between job offers isn't easy, but it's a good problem to have when you've dedicated more than a decade of your life to reach this stage in your career.

New York or California. Sperling's Best Places offers insight into how far your salary is likely to go.

Do You Fit the Culture?

You may think that the type of work and your remuneration package are the most important factors to consider when choosing between job offers. While these are incredibly important and go a long way in determining your future happiness, of equal importance is the way in which you fit into the hiring organization. Does your personality fit their culture? Research by Cejka Search showed that poor cultural fit is the main cause of voluntary physician turnover. Which goes to show that even if you love the work, it's important that you feel at home within the organization, too.

If you've completed a residency or interned at one of the organizations offering you a full-time job, you will probably know if you were a good fit. Did you enjoy collaborating with other staff members? Did you look forward to going to work every morning? Did you socialize with staff members outside of work hours? If you can't see yourself working at the organization for the next five years of your life, it might not be the right choice for you.

If you haven't worked at one or a few of the organizations offering you a role, take some time to investigate the culture of the organization. Use your school's alumni network, as well as other connections you have made within the industry to find someone working within the organization.

Consider the Fine Print

A job offer is more than just an invitation to work at a particular practice for a particular salary. There is also a contract involved and comparing contracts should be a final step in your decision. This can be particularly decisive if you have narrowed it down to two or three job offers. While not immediately relevant, the fine print of a contract—things like the malpractice tail coverage and non-compete clauses—can be incredibly important years down the line. Don't get trapped into believing that non-competes aren't enforceable. They are legally binding in the vast majority of states. As a result, you should be wary of any contract that has a particularly restrictive non-compete clause. When it comes to malpractice, it is important to understand which party is responsible for Tail coverage and under what circumstances. Finally, make sure you are comfortable with the amount of notice that both parties have to give when the contract is terminated. While you may want to move onto a new opportunity quickly, you'll also want time to find a new job if the organization closes down your practice area or makes redundancies.

Choosing between job offers isn't easy, but it's a good problem to have. When you've dedicated a decade or more of your life to reach this stage in your career, it is worth spending time deliberating a decision that will have a huge impact on your future. Think about your short-term and long-term goals, use the advice in this article and talk to your mentor, professional network, friends and family. The right choice will become clear soon enough. ■

(continued from page 11)

Why did you choose to become a physician?

Don't make the mistake of stating money as a key motivation; no one wants to hire a physician motivated solely by the dollar. Be genuine when you say something like "I have respect for human life; that is why I want to dedicate my life to the care and service of people."

Why are you leaving your current job?

Again, it is going to be difficult for you to know the best answer to such a question, let alone one that would impress the interviewer. You should say things like wanting more varied duties and responsibilities or more opportunities for continuing education. Do not ever to bad-mouth your current or most recent past employer.

What are your achievements so far?

List the awards you have achieved so far: Include scholarships. Highlight any seminars that you have organized or been invited to speak at. If you are a member of any professional medical association or society, highlighting these would show your dedication to the profession.

Expect Unexpected Questions

According to Bob Levoy, a well-known author of seven books on human resources and practice management topics, "The purpose of these [unexpected] questions is to ascertain if job applicants are as capable and sincere as they say they are. They're all open-ended, allowing candidates to divulge as much or as little as they want."

How a candidate answers such questions provides recruiters an inside look at the candidate to determine if he/she will be a good fit for the job.

For example:

When we call your references, what are we likely to hear?

It is best here to detail both the positive and the negative.

Do you have any malpractice history?

Sometimes, candidates are stunned when asked this question. Remember to be up front. If you are dishonest, the truth can come back to haunt you at some point.

Paul Hannig, PhD, a psychotherapist with more than 40 years of interview training and experience says, "Expect anything and everything. There may be surprises. Prepare for unanticipated questions. The interviewers know what answers they want and the candidate may not be able to anticipate the hidden agenda of the interviewers. They will ask you questions about yourself, your philosophy, experience, and aspirations." Express your commitment to your profession and show your passion for the work. Be prepared to answer all questions about yourself. Appear open and authentic. A good sense of humor and a smile goes a long way."

Good Luck! ■

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Assistant or Associate Professor WOT Metabolism, Endocrinology and Nutrition

University of Washington
Department of Medicine
Division of Metabolism, Endocrinology and Nutrition

Position Description

The Division of Metabolism, Endocrinology and Nutrition, Department of Medicine, University of Washington is accepting applications for a full-time faculty member at the level of Assistant or Associate Professor, WOT (without tenure due to funding), commensurate with experience. This academic position will focus on research in the area of diabetes, which will complement ongoing research in diabetes at the UW Medicine Diabetes Institute at South Lake Union.

University of Washington faculty engage in teaching, research and service. The new hire will also contribute to clinical teaching through resident and fellow education, and provide clinical service in the Endocrinology clinic and/or inpatient consultation service. This is a 12-month service period position.

This position is anticipated to start on September 1, 2019 or after.

Qualifications

Although funding for this position comes from clinical and intramural sources, a successful individual must have demonstrated ability to fund and lead an independent research program. Applicants should have a background in basic, translational or clinical research in the area of diabetes.

Applicants must have an MD (or foreign equivalent), board certification in Internal Medicine (or foreign equivalent), and experience working in an academic medical center. In order to be eligible for University sponsorship for an H-1B visa, graduates of foreign (non-U.S.) medical schools must show successful completion of all three steps of the U.S. Medical Licensing Exam (USMLE), or equivalent as determined by the Secretary of Health and Human Services.

Instructions

Interested candidates should submit a cover letter and curriculum vitae via Interfolio:

<https://apply.interfolio.com/59524>. Please address your cover letter to the chair of the search committee, Dr. Rebecca Hull. If you have any questions, please send an email to Kim Mabee, Hiring Division Contact at kmabee@uw.edu.

Equal Employment Opportunity Statement

University of Washington is an affirmative action and equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, creed, religion, national origin, sex, sexual orientation, marital status, pregnancy, genetic information, gender identity or expression, age, disability, or protected veteran status.

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The University of Washington is committed to building diversity among its faculty, librarian, staff, and student communities, and articulates that commitment in the UW Diversity Blueprint (<http://www.washington.edu/diversity/diversity-blueprint/>). Additionally, the University's Faculty Code recognizes faculty efforts in research, teaching and/or service that address diversity and equal opportunity as important contributions to a faculty member's academic profile and responsibilities (<https://www.washington.edu/admin/rules/policies/FCG/FCCH24.html#2432>).