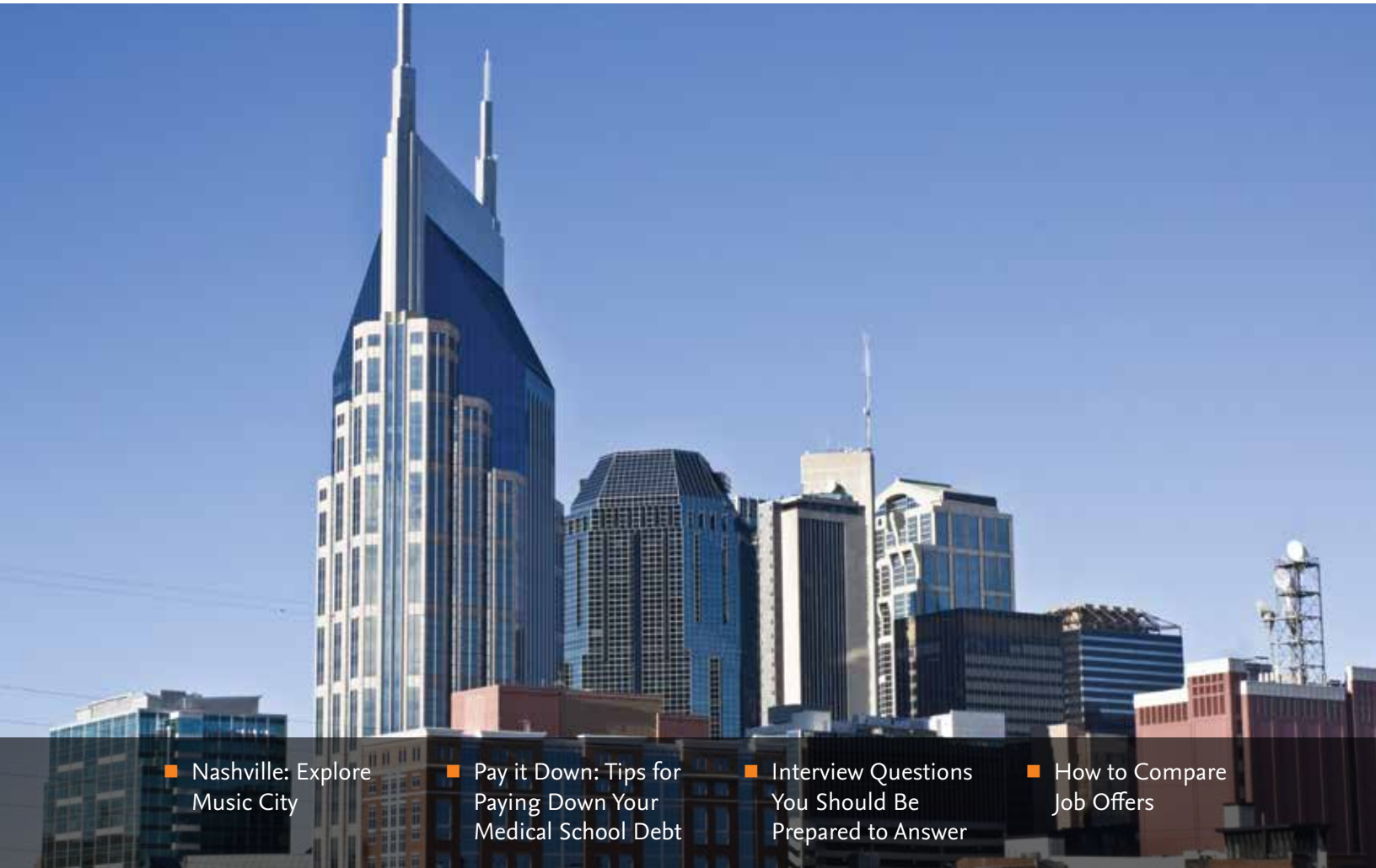


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■ Nashville: Explore Music City

■ Pay it Down: Tips for Paying Down Your Medical School Debt

■ Interview Questions You Should Be Prepared to Answer

■ How to Compare Job Offers

Career Guide

OBSTETRICS-GYNECOLOGY

NASHVILLE, TN

May 2019

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www.beebehealthcare.org/physician-opportunities
www.beebemedicalgroup.org

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mhill@beebehealthcare.org

Beebe Medical Group Administration
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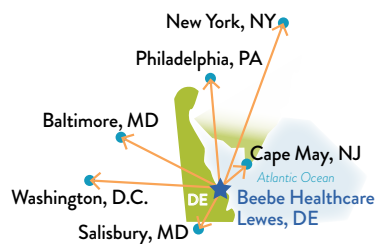
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Find answers inside - helpful **Tips for Paying Down Your Medical School Debt**



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Find out what **Interview Questions You Should Be Prepared to Answer.**

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Read on for helpful advice on **How to Compare Job Offers.**



Nashville: Explore Music City

Explore the history and culture of Nashville, Tennessee.

Welcome to Nashville! This city has something to offer for everyone in the family. Famous for its music, you will find live music events to enjoy around the city throughout the year. There are some wonderful historical sites and greens spaces to enjoy in Nashville as well. Culture spills onto the streets and into the restaurants and attractions where there's always something to see and do. We hope you will have a bit of fun as you experience our pick of family-friendly activities and excursions in and around Nashville, also known as Music City.

Country Music Hall of Fame

This downtown museum sheds light on Nashville's impressive musical heritage. With an extensive collection of memorabilia and a busy program of events, the Country Music Hall of Fame is well worth taking a wander around.

222 5th Ave S, Nashville, TN 37203 | 615-416-2001
countrymusichalloffame.org

Grand Ole Opry

In 1974, the Grand Ole Opry moved out of the Ryman Theater to its first purpose-built home. Today, you can take tours and attend live music shows at the Grand Ole Opry House or its former home, the Ryman Auditorium. The Ryman was the home of Grand Ole Opry between 1934 and 1974 and still attracts big names for live musical performances. If the live acts at the birthplace of Country Music don't pique your interest, the food at the Ryman's Café Lula will. Stick around and take a guided backstage tour.

2804 Opryland Drive, Nashville, TN 37214 | 615-871-6779
opry.com

Johnny Cash Museum

The third musical highlight on your Nashville itinerary is the small museum that is home to the largest collection of Johnny Cash artefacts and memorabilia in the world. Located in downtown Nashville, the Johnny Cash Museum is a definite must if you are a fan of the man and his music.

119 3rd Ave S, Nashville, TN 37201 | 615-256-1777
johnnycashmuseum.com

The Gulch

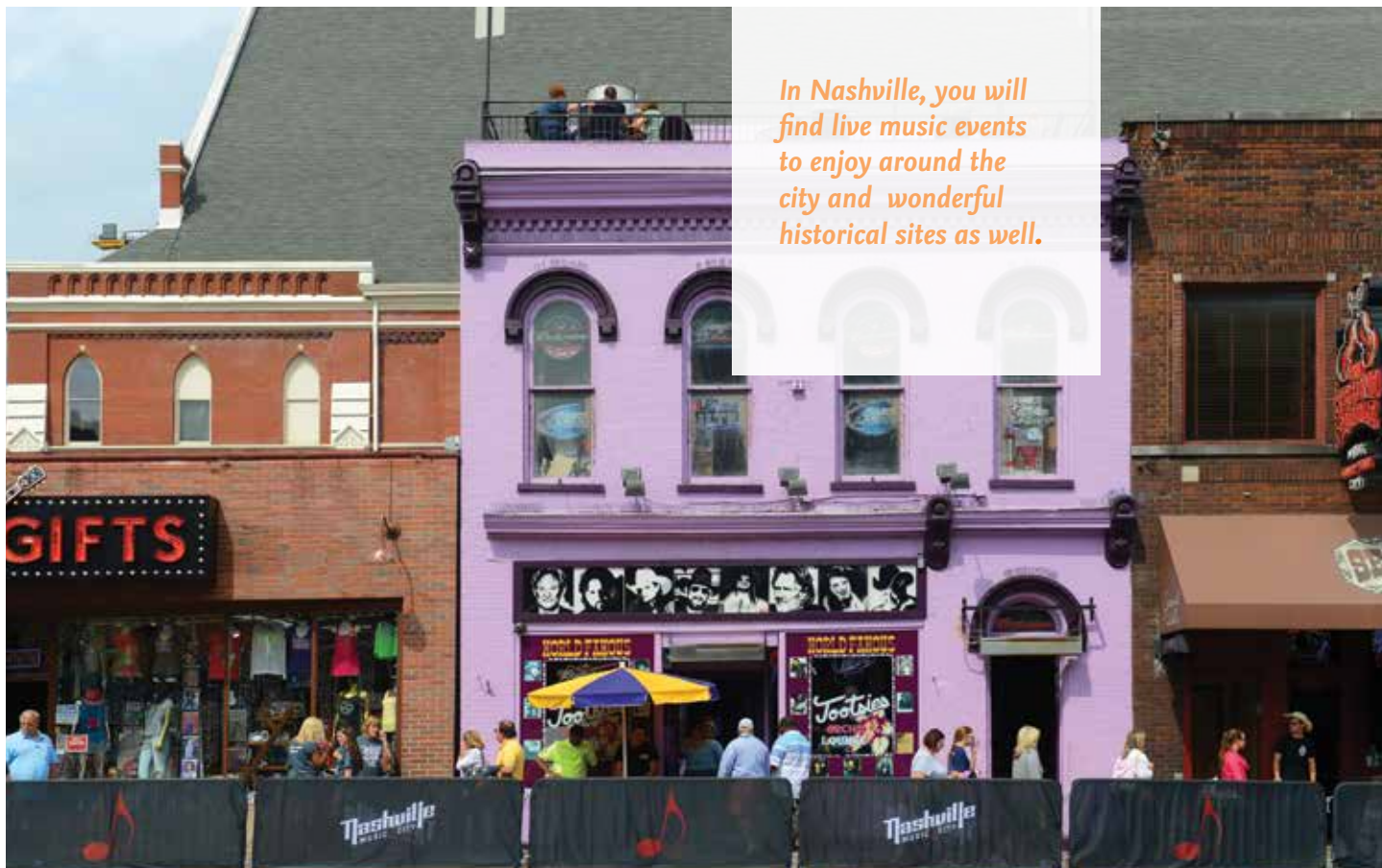
Take a walking tour of Nashville's industrial history in the Gulch District. Today, the warehouses have been renovated to house upscale restaurants, fashionable residential and office space and a vibrant nightlife, making it a great place to head for lunch or dinner.

visitmusiccity.com/visitors/neighborhoods/thegulch

James K Polk Cultural Center

Just opposite the Capitol building, the James K Polk Cultural Center is home to the Tennessee Performing Arts Center and the Tennessee State Museum. The Performing Arts Center hosts Broadway shows, musical stars and live theater and dance performances. The Tennessee State Museum is due to open in 2018 and will offer fascinating insight into life in Tennessee: inevitably music features prominently in the state's rich history, as does Tennessee's place Civil War history.

505 Deaderick St, Nashville, TN 37243 | 615-782-4040
tpac.org



In Nashville, you will find live music events to enjoy around the city and wonderful historical sites as well.

Centennial Park and the Parthenon

The Parthenon stands in the center of Centennial Park, a beautiful urban green space in the center of Nashville. An impressive replica of the original in Athens, it also boasts a 42-foot statue Athena and plaster replicas of the Parthenon marbles. As well as being an impressive focal point in the park, it is home to Nashville's art museum. The 132-acre park also encompasses a short walking trail, exercise trail, a band shell and Lake Watauga.

2500 West End Ave, Nashville, TN 37203 | 615-862-8431
nashville.gov

Andrew Jackson Hermitage

Visit Hermitage, the home and tomb of the Seventh President of the United States, General Andrew Jackson. You can tour the mansion, grounds and outbuildings for insight into the complex story of this President and life on his cotton plantation.

4580 Rachels Lane, Hermitage, TN 37076 | 615-889-2941
thehermitage.com

Jack Daniel's Distillery

One of Tennessee's most famous exports is Jack Daniel's, the whisky distilled in Lynchburg, a small town just an hour-and-a-half from Nashville. The guided tours, with optional tastings, are well worth the drive if you have the time and are fan of Jack

Daniel's bourbon.

133 Lynchburg Hwy, Lynchburg, TN 37352 | 931-759-6357
jackdaniels.com

Fort Nashborough

Located in Nashville's downtown Riverfront Park, by the banks of the Cumberland River, Fort Nashborough is a newly-built replica of the original fort constructed by the first settlers in the area. Built on important Native American tribal hunting grounds, the fort later came under attack by the local tribes until The Indian Wars ended August 20, 1794. Admission is free.

170 First Avenue North, Nashville, TN 37201
nashville.gov/Parks-and-Recreation/Historic-Sites/Fort-Nashborough.aspx

These are just a few of the attractions to explore while you are in Nashville, Music City! Whatever you decide to do during your time here, have fun! ■



RWJBarnabas Health is seeking OB/GYN physicians for Leadership Roles in NJ

RWJBarnabas Health is recruiting and seeking board-certified OB/GYN physicians for leadership roles in New Jersey. As the largest integrated health system in NJ, RWJBarnabas Health offers competitive compensation to physicians including strong base salaries plus additional compensation for call and quality-based bonus incentives. These roles are located in Northern NJ just minutes away from NYC with access to the NYC skyline, night life, fine dining, and waterfront views! Additionally, the locations allow for an easy commute into Manhattan via NJ transit and are also close in proximity to the famous Jersey Shore. Please see below for an overview of the two roles that we are actively recruiting for:

- **Chair of the Department of Obstetrics & Gynecology, Newark, NJ**
 - o The Chair of the Department of Obstetrics and Gynecology will provide leadership in clinical practice, education and research. Based at Newark Beth Israel Medical Center and with an academic appointment with Rutgers New Jersey Medical School, the Chair is also responsible for all teaching activities within the Department, in addition to providing leadership and vision for the future to cultivate an environment of strong collaboration, team-building, and multi-disciplinary approach to patient care.
- **Director of Laborist, Jersey City, NJ**
 - o RWJBarnabas Health and Jersey City Medical Center are seeking a full-time OB/GYN physician to lead as the new Director of Laborist in Jersey City, NJ. Physicians with strong obstetrics experience and who are comfortable leading a team are ideal. With a level III NICU with 45 beds helping to support both low and high-risk patients, this role allows for a tremendous amount of growth both at the hospital and in the surrounding city.

To learn about this and other positions, please contact Annelise Catanzaro, Director of Physician Recruitment at RWJBarnabas Health directly via e-mail:

*Catanzaro, Annelise
Annelise.Catanzaro@rwjbh.org
phone: (862) 217-1489.*

Thank you!



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Learn about Obstetrics & Gynecology Opportunities in Northern & Southern California and the Mid-Atlantic Region

ACOG 2019 Annual Meeting – Booth #614

Friday, May 3 – Sunday, May 5, 2019
Music City Center – Hall A1, Nashville, TN

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The Permanente Medical Group, Inc. – Northern California
Ebony Robinson | 510-625-6311 | Ebony.E.Robinson@kp.org

Southern California Permanente Medical Group
Teri Miglin | 626-405-5161 | Teri.X.Miglin@kp.org

Mid-Atlantic Permanente Medical Group
Colleen Powell | 240-997-1251 (call/text) | Colleen.E.Powell@kp.org

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443-481-5166



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Washington University School of Medicine in St Louis

LABORIST OPPORTUNITY WITHIN THE DIVISION OF MATERNAL-FETAL MEDICINE, IN THE DEPARTMENT OF OBSTETRICS & GYNECOLOGY

The MFM Division seeks an OB/GYN who excels at comprehensive intrapartum care, including labor management & deliveries, post-partum management and antepartum assessment.

The highly-motivated candidate should also possess excellent obstetric clinical & teaching skills, and feel comfortable practicing in an evidence-based academic environment with students, residents, fellows and colleagues.



Please direct inquiries to:

Molly J. Stout, MD, *Interim Chief, MFM and Ultrasound Divisions, OB/GYN*
mollystout@wustl.edu office: (314) 747-1380

Approximately 3,500 deliveries were performed last year at Barnes Jewish Hospital, the main teaching facility at Washington University. We have a **state-of-the-art prenatal diagnosis facility** that performs over **16,000 ultrasounds** a year and is staffed by **14 sonographers**. We also host a database that includes over 100,000 ultrasounds, providing abundant opportunities for clinical research. Pediatric and neonatal care is provided by the **St. Louis Children's Hospital**, one of the top children's hospitals in the country.

The inpatient obstetric service is staffed 24/7 by the Maternal-Fetal Medicine Division, which includes **3 full-time laborists** and **12 MFM attendings**. We are looking to add another full-time faculty laborist to this unique model. We also have **7 MFM fellows** and **36 OB/GYN residents**, who work with us closely in delivering excellent team-based care.



ALBANY MEDICAL COLLEGE

47 New Scotland Avenue, Albany, New York 12208-3478

www.amc.edu

Chair, Department of Obstetrics and Gynecology Albany Medical College

Albany Medical College is seeking a physician leader to serve as Chair of the Department of Obstetrics and Gynecology. Candidates should possess an MD or MD/PhD degree, hold board certification and be eligible for licensure in medicine in the state of New York. The selected candidate will occupy the Chair of Obstetrics and Gynecology and will be the service chief at Albany Medical Center Hospital.

The Department of Obstetrics and Gynecology provides medical student teaching, residency and fellowship training, research and clinical services at Albany Medical Center Hospital. It also is developing an integrated approach to women's services across its system of two additional affiliated hospitals in northeastern New York.

The Department Chair leads a team of more than 25 obstetrics and gynecology faculty who participate in teaching and research programs and provide a broad spectrum of general and subspecialty obstetrical and gynecological services. Faculty work collaboratively with their colleagues in the Departments of Pediatrics, Surgery, Internal Medicine and others to provide the most advanced care in the 25-county Capital Region.

The department includes subspecialty divisions in all areas, including Maternal Fetal Medicine, Female Pelvic Medicine and Reconstructive Surgery, Gynecologic Oncology, and General Obstetrics and Gynecology. Albany Med is the only hospital in the region to be certified by the New York State Department of Health as a Perinatal Outreach Program. Albany Med also has the region's only level IV neonatal intensive care center, proudly serving the surrounding 25 counties.

Interested candidates should send their CV and the names of three references to:

Vincent P. Verdile, MD
The Lynne and Mark Groban MD '67 Distinguished Dean
Albany Medical College
47 New Scotland Avenue Albany, NY 12208
518-262-6008
verdilv@amc.edu

OB/GYN Physician

CENTRAL MINNESOTA – ST. CLOUD

Step into a successful OB/GYN practice with HealthPartners Central Minnesota Clinic (HPCMC) in St. Cloud/Sartell, MN. Our busy multi-specialty physician group has a full-time opportunity available for a BC or BE OB/GYN physician to join our team of three. Experience or interest in infertility, GYN surgery, resident teaching, and leadership is encouraged.

You'll enjoy an established patient base, 1:1 nursing support, and friendly, knowledgeable colleagues and staff – all in a beautiful clinic setting. You'll also deliver and operate at nearby St. Cloud Hospital, which houses a Level 3 NICU, a Perinatology service, and a Women & Children's unit.

St. Cloud/Sartell is a vibrant family-oriented community of 80,000 with top schools and universities, conveniently located just 60 minutes north of the Twin Cities of Minneapolis/St. Paul, MN. We provide a competitive salary and benefits package, paid malpractice coverage, and a generous moving allowance and hiring bonus. Apply online at healthpartners.com/careers or email your CV and cover letter to sandy.j.lachman@healthpartners.com. EOE



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As Southeastern Massachusetts' most comprehensive health care system, we offer a rewarding and supportive environment for our highly respected colleagues. We also offer excellent benefits, including 403b and 457b retirement packages. Discover the true spirit of collaboration. Apply online at careers.southshorehealth.org and search via Req. Number 60591.



EOE

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-signer 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. ■

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*.



Fairfield Medical Center seeks OB/GYN for two practice opportunities one with an established, progressive, 3-physician private practice providing obstetrical and gynecologic care and one with an employed practice with 1 physician. Practices are both conveniently located near the campus of Fairfield Medical Center in a new state of the art buildings. The practices deliver exclusively at FMC. Lancaster is conveniently located 30 minutes southeast of Columbus, Ohio and offers new schools and great neighborhoods. Work in a safe, family-oriented community with a superb quality of life.

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Fairfield Medical Center is a 222-bed independent community hospital located in the third fastest-growing county in Ohio, and is the largest employer in Fairfield County. Outside of the Columbus Metro area, we are the largest inpatient healthcare facility in the region, which extends south to the Ohio River. We offer state-of-the-art technology and our medical staff is comprised of highly trained specialists. Our Emergency Department treats approximately 55,000 patients per year.

For more information, please contact Physician Recruiter Amy Sampson-Swinehart at 740-687-8071 or at amys@fmchealth.org

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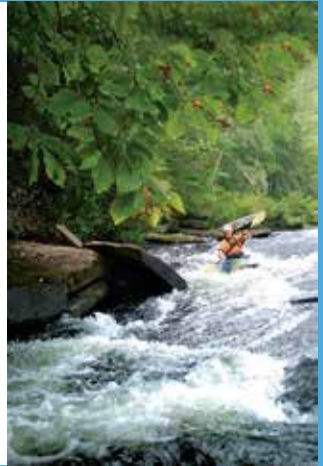
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Pardee Hospital
800 N. Justice Street
Hendersonville, NC 28791
Office (828) 694-7687 Fax (828) 694-7638
Lilly.bonetti@unchealth.unc.edu
www.pardeehospital.org



OB/GYN Physician
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Jamaica Hospital Medical Center, a major health care facility located in Queens, N.Y. is seeking a full-time Board Certified/Board Eligible General Ob/Gyn physician to join our team.

The Ob/Gyn department consists of a group highly experienced general OB/GYN physicians and specialists including MFM, REI, UroGyn, and Gyn/Onc. The attending physicians are supported by the residents, midwives, NP's and PA's. Our residency training program is fully accredited by ACGME.

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Premier OB/GYN practice available for purchase in Washington, DC. Boutique practice with active patient population of @ 8000 and legacy dating to 1979. Located in downtown District of Columbia (Female population of @ 317,501) with proximity to Virginia (Female population of @ 4,075,041) and Maryland (Female population of @ 3,079,989). Convenient office with parking and Metro access. Tasteful, modern office fully furnished and equipped including sonogram machine, computers, EHR, phones, LEEP machine, etc. convey along with seasoned competent staff. Loyal, educated, affluent patients. No insurance accepted.

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Name and Telephone of Primary Contact/Inquiries/Practice
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Join Our Team

Cleveland Clinic Union Hospital seeks board certified OB/GYNs to start a new group under the Union Physician Services multi-specialty group. Delivery volume is approximately 700 deliveries per year. No planned high-risk deliveries with most at 35 weeks or greater and a Level 1 Nursery. Rotation ER call assignment.

Union Physician Services offers full time employment with competitive salaries, generous sign-on bonus, student loan forgiveness, relocation allowance, health, dental and vision coverage as well as a 403b with a generous match. Additional resources and career development opportunities available through Cleveland Clinic Health System.

Union Hospital became the 11th regional hospital in Ohio in the Cleveland Clinic healthcare system in 2018, positioning itself to expand services for its community as part of one of the highest-rated healthcare systems in the world.

Founded as a community hospital in 1906 in Dover, Union Hospital serves Tuscarawas and surrounding counties in Eastern Ohio with a staff of more than 1,100 caregivers, and has more than 300 providers on its medical staff. The 100-bed hospital has several off-campus satellite services available, as well as operating a hospital-owned physician network with numerous offices and more than 30 providers. Visit us at unionhospital.org.

Interested candidates should apply online at clevelandclinic.org under Clinic Careers and then Physician Opportunities and search for Ob/Gyn.

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The Department of Obstetrics & Gynecology of the Jacobs School of Medicine and Biomedical Sciences at the University at Buffalo seeks a dynamic Division Director for the Generalist Division. This individual will lead the clinical, administrative, educational, and research goals of the generalist division. The position will hold a non-tenure-track faculty rank of Associate Professor or Professor, commensurate with qualifications and experience.

Duties and Responsibilities:

- In partnership with the Department Chair, Dr. Vanessa Barnabei, and the Director of Administrative Operations, manage the administrative, research, and clinical operations for the section.
- In partnership with the Department Chair, develop a comprehensive strategy and plan for the growth and development of the section's clinical, educational, and research activities.
- Develop and mentor Division faculty with emphasis on quality, effectiveness and efficiency.
- Participate in the clinical services initiatives of Great Lakes Health, our clinical/hospital partners.
- Promote scholarly activity and investigation within the Generalist Division and Department.
- Participate in the direct supervision and training of faculty, residents, and medical students.

Qualifications:

MD or equivalent degree required, plus board certification in general OB-GYN. Minimum of two years of experience in an administrative position required. The successful candidate will have a proven record of the leadership and clinical skills necessary to complement and expand the Department's academic mission.

Review of candidates will begin immediately; for fullest consideration, submit CV, cover letter, and the names of three references.

To apply: <http://www.ubjobs.buffalo.edu/postings/18352>
Contact Dr. Vanessa Barnabei, M.D., Ph.D. at (716-323-0615) for more details

The University at Buffalo, the State University of New York, is an Equal Opportunity, Affirmative Action employer. Minorities, women, veterans and individuals with disabilities are encouraged to apply. Buffalo, called "The City of Good Neighbors," is an extraordinary place to live and work. Area public schools are outstanding and housing is very affordable. Buffalo is a lively cultural center with excellent theater, museums, and an exceptional symphony. In addition, the surrounding area is rich in opportunities for sailing, boating, fishing, skiing and hiking.

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Academic MFM Opportunity Philadelphia, PA

The Department of Obstetrics, Gynecology and Reproductive Sciences at the Lewis Katz School of Medicine at Temple University announces the search for a MFM physician to join the section.

The selected individual will be a member of a clinical team of perinatologists who serve as consultants for all high risk obstetrical patients within the Temple University Health System and will conduct non-invasive and invasive fetal evaluations and studies. In addition, the selected individual will have an active clinical practice as well as having teaching responsibilities to medical students and residents (21 residents in PGY I, II, III and IV). Research and mentorship are part of this position.

Rank and salary will be commensurate with qualifications and experience.

Please address your application to:

Enrique Hernandez, MD, Chairman, Department of Obstetrics, Gynecology and Reproductive Sciences, C/O Julie Brissett, Assistant Director, Physician/Faculty Recruitment and Retention, Lewis Katz School of Medicine at Temple University, 3420 North Broad Street, Medical Research Building, Philadelphia, PA 19140, Email: julie.brissett@tuhs.temple.edu

Lewis Katz School of Medicine at Temple University is an Affirmative Action/Equal Opportunity Employer and strongly encourages applications from women, minorities, veterans, and persons with disabilities.

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HRHCare is seeking an OB/ GYN Physician to join our TEAM in Poughkeepsie!

Hudson River HealthCare provides the highest quality of comprehensive primary, preventative and behavioral health services to all who seek it, regardless of insurance status and ability to pay, especially for the underserved and vulnerable. Hudson River HealthCare ("HRHCare") is a Federally Qualified, Non-Profit Health Center serving communities in Suffolk, Rockland, Orange, Dutchess, Ulster, Sullivan, Columbia and Westchester County. HRHCare is currently seeking an OB/ GYN Physician to join our team in Poughkeepsie.

This opportunity will be a Community Health Center based full scope OB/ GYN role with academic Hospital affiliation and an anticipated Residency Program starting July 2019 as well as Medical School opening in 2020! Qualified candidates will be responsible for a 1:4 call schedule at expanding community hospital-Vassar Brothers Medical Center in Poughkeepsie, NY, with large expansion planned in the Community; stable practice in the Community for more than 15 years, bi-lingual Spanish preferred; very competitive compensation program with sign-on bonus and relocation stipend; located within 90 miles of New York City, excellent beach communities with an abundance of outdoor recreational activities; ideal living area for either single physician or growing family!

We are a network of 40 community and migrant health centers located in Peekskill, Beacon, Poughkeepsie, Amenia, Dover Plains, Pine Plains, Hudson, Middletown, New Paltz, Goshen, Greenport, Haverstraw, Spring Valley, Nyack, Monticello, Walden and Yonkers, Amityville, Southampton, Wyandanch, Shirley, Patchogue, Coram, Huntington, Brentwood, Riverhead, and the five boroughs. Annually, we serve over 185,000 patients and over 500,000 encounters.

We offer a competitive benefits package, which includes medical, dental, Life and AD&D insurance, ongoing training opportunities and a wellness program.

Interested candidates please submit your resume to:

Danielle Daly
ddaly@HRHCARE.ORG



OB/GYN Physicians Texas and Louisiana

CHRISTUS Health is searching for OB/GYN physicians to join practices in locations in Texas as well as in Louisiana

We offer:

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- Relocation Assistance
- Comprehensive Benefits package
- Work/life balance

CHRISTUS Health is an international Catholic, faith-based, not-for-profit health system comprising almost 350 services and facilities, including more than 60 hospitals and long-term care facilities, 175 clinics and outpatient centers and dozens of other health ministries and ventures. CHRISTUS Health serves the need of underserved communities in seven (7) U.S. states, Chile, Colombia and six states in Mexico. Our vision is to Extend the Healing Ministry of Jesus Christ.

To learn more about these exciting opportunities, please contact Brandy Early via email brandy.early@christushealth.org



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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.

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 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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EOE/AA

For more information, please contact our Provider Recruiter:

Allison.Beamer@AtriumHealth.org
(704) 631-1123
JoinAtriumHealth.org



OB/GYN Physician Exeter, New Hampshire - Full Time

Busy, well established, respected private practice of full time Obstetrician Gynecologists is searching for the right candidate to fill the position of a departing physician. The 5 physician owned group additionally supports 3 midwives in an adjunct practice with a focus on individualized care. Two strong nurse practitioners complete the practice structure.

We are a patient oriented, physician directed group dedicated to the provision of high quality obstetrical and gynecologic care to our patients. We value the importance of work-life balance in a shared practice environment.

This practice offers equal OB and GYN work that includes office procedures and in office ultrasound. We are offering a full time position with a 4 day work week. Call is 1:5/6 (cross cover another private OB/GYN). This position also offers a competitive salary, full benefits, paid vacation and CME time with the ultimate goal of full partnership.

Work in collaboration with hospital owned providers, hospitalists, and specialists in a community based 100-bed hospital with a recently renovated and modernized labor and delivery facility offering 16 suites as well as a state of the art surgery unit which is soon to be welcoming robotic surgery.

Situated in New Hampshire's beautiful Seacoast area close to mountains, lakes, ocean, as well as nearby cultural attractions offered by Boston.

The community boasts excellent public and private schools, is safe and family friendly.

**Send CV and Letter of Interest via email to:
spierson@ehr.org and cturer@ehr.org**



OB/GYN in Beautiful Western, NC

Caldwell UNC HealthCare is the choice for health care in Caldwell County. The Emergency Department sees approximately 30,000 visits a year. The recently remodeled Family Birth Place has modern design and amenities. Caldwell Physician Network provides the majority of primary care and select specialty care to our market from eleven separate medical park locations throughout the county. Our 110-bed licensed acute care hospital is a member of the UNC Health Care System.

Laurel Park Women's Health is a growing practice with two newly renovated practice locations with experienced providers. We are seeking a personable and engaging, team focused OB/GYN to join our team and grow women's services in our area.

Position Information:

- Full-time
- 1:3 or better with 1st call shared by midwives
- Hospital Birthing Center fully renovated within the past 4 years paired with an experienced team of caring staff
- 906 College Ave SW, Lenoir, NC 28645

Benefits:

- Medical, dental, vision, disability, group life, employee assistance program (EAP), flexible spending account, and 403b
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To be considered, please email your CV to
jennifer.lebeau@unchealth.unc.edu or call 336-259-6501



Obstetrician/Gynecologist Marquette, Michigan

OB-GYN Associates of Marquette, Michigan is seeking an OB/GYN to join our private practice. We offer employment with excellent benefits and an on-call schedule currently shared by five physicians with just over 400 deliveries a year. Duke LifePoint Marquette will open a new 222-bed hospital in April 2019 that offers advanced and innovative facilities. Partnership available in one to two years. Join a busy practice in an area in Michigan where there are no managed care contracts and there are tort reforms to aid in malpractice liability issues.

We are located in a prosperous, growing, close-knit, historical community. The endless recreational activities include golfing, fishing, boating, downhill and cross-country skiing, hiking, biking, and many more as we enjoy four beautiful seasons. Marquette is the home of Sawyer International Airport and Northern Michigan University (home of the United States Olympic Education Center). We also have local theaters, art galleries, museums, and performing arts as well as shopping malls, numerous ethnically diverse and unique shops and restaurants. There are many employment opportunities for spouses and wonderful school systems with many sports, arts, and cultural programs for children. This area is an excellent place to raise a family!

If you are interested in joining a well respected, highly recommended practice in one of the most beautiful areas in Michigan, please contact

Breanna M. Pond, M.D. or Practice Manager Carrie Dewyer.
OB/GYN ASSOCIATES OF MARQUETTE
1414 W. FAIR AVENUE, SUITE 390
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OB/GYN physician position available in North Central New Jersey Looking for a BE/BC OB/GYN in New Jersey to join our private practice group

Advanced Women's Care of Springfield is a 3 physician, 1 CNM midwife general OB/GYN community practice located in the desirable residential suburban area 20 minutes outside of NYC. We are looking for a parttime or fulltime BE/BC OB/GYN interested in joining our group, where we have been serving the local community for 25 years.

We are affiliated with a state of the art hospital with a Level 2A NICU with full 24 hour/day MFM and Gynecologic Oncology coverage while offering a community feel for the patients.

Considering lifestyle an important factor in our practice, we are part of a 1 in 6 weekend call and offer 1 weekday off each week.

As part of Lifeline Medical Associates, a 125 practitioner, single specialty OB/GYN group in New Jersey, we are able to offer a personal private practice office experience to our patients while having access to the highest standard of care resources.

This is a fantastic opportunity for the right candidate, and we welcome your questions and inquiries regarding this position.

Direct Contact Information:

Dr Jennifer Lublin phone 908-723-3015
 email Lublinj@gmail.com

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OB/GYN Physician Opportunity

Franklin Community Health Network is seeking a Board Certified/Board Eligible OB/GYN physician to join their hospital-employed practice located in Farmington, Maine.

The successful candidate will join a team of three physicians and a Certified Nurse Midwife, sharing a 1 in 4 call schedule. This well-established practice offers a progressive laborist model. Candidates will have the opportunity to work in a very collegial atmosphere at Franklin Health Women's Care. The practice has a 4 day work week with a mix of office and OR time in collaboration with an experienced team of physicians and highly skilled clinical staff.

Franklin Memorial Hospital is a 65-bed, acute care community hospital with a 50-member medical staff, with patient volume drawing from a wide geographic region with 40,000 people. Deliveries are performed in a modern hospital birthing unit, and the hospital is equipped with the latest ultrasound and spiral CT Scan machines as well as state-of-the-art operative laparoscopy equipment. Many procedures are performed in the office, which is connected to the hospital. These procedures include vaginal ultrasound, video colposcopy, LEEP, NSTs, and urodynamics. The hospital's 50-member medical staff affords excellent colleague interaction and close referral relationships.

This position offers teaching opportunities of medical students, as Franklin Memorial Hospital, a member of MaineHealth, is one of the teaching sites for the Maine Medical Center – Tufts University Medical School program.

Franklin Memorial Hospital offers a highly competitive compensation package, comprehensive benefits, a sign-on bonus and student loan repayment. New physicians, staff and their families at Franklin Memorial Hospital can enjoy an added benefit of a paid ski pass at nearby Sugarloaf Mountain, offering world-class skiing and home to Olympic Gold medalist Seth Wescott.

Greater Franklin County is tucked in the beautiful western mountain foothills of Maine. One of the most spectacular places in New England, Greater Franklin County is a charming four-season region offering numerous opportunities for its 40,000 residents, including a nationally-acclaimed health care system, the pristine Rangeley lakes region, panoramic views and bustling downtowns with a distinct local flavor and the home of the University of Maine at Farmington. The area offers some of the most breathtaking natural beauty and outdoor recreation found anywhere in a safe community environment.

Come practice in a location that provides unsurpassed natural beauty, safe communities, excellent schools and nearly unlimited four-season outdoor recreation.

For more information please contact Donna Lafean, Provider Recruiter, MaineHealth/Franklin Community Health Center at (207) 779-2185 or dlafean@mmc.org.

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AUSTIN

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★ Established OBGYN practice in the south Austin/Kyle area. This busy four physician practice has an immediate need to add one physician in 2019 and a second physician in 2020. The practice is adjacent to Seton Medical Center Hays- a Level 2 Trauma Care Center providing high-quality, cost-effective care with a range of inpatient and outpatient medical, surgical, obstetric and rehabilitation services.

Applicants should send CV and a statement of professional interests to:
Lauren Carlyle, Physician Recruiter at LCarlyle@ascension.org

AtlantiCare, a Malcolm Baldrige National Quality Award recipient and the leading health system in southeastern New Jersey, is seeking a Nurse Midwife to join our growing Magnet® team.

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We believe strong relationships build healthy communities.

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Please send CV to Abigail.Ametrano@AtlantiCare.org for consideration.

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- Only 4 call days per month!

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Requirements:

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- Current licensure as a registered nurse in the State of New Jersey
- Certificate in Nurse Midwifery from a school approved by the ACNM

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- Laborist
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OB/GYN Physician Opportunity, Near Boston, MA

One thing sets North Shore Physicians Group apart—our team based model of care which is founded on the principle that physicians, nurses, and other providers working together will provide higher quality and a better patient experience. Today, that team focus drives our OB/GYN physicians to be leaders of quality of care, patient safety and process improvement initiatives throughout NSPG.

While practicing as an OB/GYN physician at NSPG you will also enjoy:

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- working at North Shore Medical Center's Birthplace in Salem, MA (about 15 miles north of Boston), one of the top hospitals in Boston which offers complete family-focused care to assist patients with the entire birth and recovery process
- the benefits of NSPG's and NSMC's membership in the Partners Healthcare System founded by Massachusetts General Hospital and Brigham and Women's Hospital including a system-wide electronic medical record
- collaborating with exceptional nursing partners in the outpatient and inpatient settings
- in house neonatologists staffing NSMC's state-of-the-art Level II B Special Care Nursery and in house MGH anesthesiologists 24 hours per day/7 days per week
- the opportunity to perform surgery as part of NSMC's Center of Excellence in Minimally Invasive Gynecologic Surgery including robotic surgery
- OB Hospitalist coverage 6 nights per week and 40 Sundays per year
- a culture focused on communication and growth
- leadership that values your input and understands the importance of work/life balance
- excellent compensation and comprehensive benefits (including malpractice insurance with tail coverage and retirement plan)
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Imagine the great things we can achieve together!

Interested candidates should send their CV to:
Louis Caligiuri, Director, Physician Services at
lcagliari@partners.org



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Duties include:

- Provides patient education and counsel appropriate to the medical needs of the patient.
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 - Communicates with other physicians about patient treatments/therapy.
 - High risk OB with signification medical acuity
 - Full MIGS including Robotics
 - Hysteroscopy, Ablution, Colposcopy
 - Refers patients to appropriate specialists as necessary:
- Resources and Hospital Support: Primary Care, Urology, MFM, GYNONC – readily accessible

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with Rotating Evening and Weekend Call

Salary: First TWO (2) years income guarantee



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Frisbie Memorial Hospital serves the health care needs of the greater Rochester and beautiful Seacoast Region of New Hampshire.

Busy and growing practice of full-time Obstetrician Gynecologists is searching for the right candidate to fill the position of a departing physician. The practice consists of four physicians, one weeknight laborist, and one nurse practitioner.

Call is 1:4 for weekday (7 am-5pm) call Monday thru Thursday with a 1:4 weekend call of Friday thru Monday am. Our weeknight laborist takes call Monday thru Thursday evenings. Phone triage on evenings and weekends handled by our afterhours triage team.

We are a patient oriented, collaborative group dedicated to providing compassionate and high quality obstetrical and gynecologic care. This practice offers a balance between OB and GYN work that includes office procedures, in office ultrasound, and up to date laparoscopic capabilities. We have a full-time perinatal care manager to assist our patient population. This is a full-time position with a 4-day work week. This position also offers a competitive salary, full benefits, paid vacation and CME time. We value the importance of work-life balance in a shared practice environment.

Our OB/GYN providers work in collaboration with primary care providers, hospitalists, and specialists in a community based 84 -bed hospital with a recently renovated and modernized labor and delivery unit. The labor and delivery unit offers suites as well as an Operating Room on our unit.

Situated in New Hampshire's beautiful Seacoast area close to mountains, lakes, ocean, as well as nearby cultural attractions offered by Portsmouth, Boston, and Portland, Maine. The surrounding community boasts excellent public and private schools, as well as safe and family friendly suburbs. And, no state Income or Sales tax!

Frisbie offers a competitive salary and benefits package.

For inquiries or to apply, please contact:

Sharon Dionne, CMSR, CPC

Provider Recruiter

Frisbie Memorial Hospital

Phone: (603) 994-7609

Email: s.dionne@fmhospital.com

All inquiries will remain confidential.

▶ FrisbieCareers.com



Frisbie Memorial Hospital is an Equal Opportunity Employer

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. ■

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- Excellent work-life balance and flexible schedule
- Provide high-level leadership to our existing teams in California (Merced, Lancaster, Stockton) and Illinois (Berwyn)
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- Dual opportunity to serve as program facility medical director (Merced)
- Free CME and leadership training courses created and provided by TeamHealth Institute
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For more information, contact Senior Clinical Recruiter **Heather Scott** at **954.835.2844** or **Heather_Scott@teamhealth.com**.

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We are seeking an experienced OB/GYN physician to fill this full-time outpatient role. Here you will practice within modern facilities in a collaborative team environment where all providers are connected through Epic—our fully-integrated EMR system. This busy practice offers a full patient load and has advanced capabilities within the practice, including the da Vinci® Robotic Platform system.

OB/GYN Physician—Waterbury, Connecticut

This is excellent opportunity to join an established team of five full-time physicians, a physician assistant, nutritionist and certified nurse midwife in this full-spectrum women's health practice. There is minimal shared call and additional support from a newly established laborist program at Saint Mary's Hospital. The successful candidate should share our focus of collaboration and personalized care and have proven clinical experience working with gynecological issues and reproductive health.

OB/GYN Hospitalist—Hartford, Connecticut

This is your opportunity to demonstrate strong clinical skills as you provide care for women in labor and delivery, an office setting and the operating room of our teaching hospital. This position seeks to satisfy your career aspirations while being mindful of your time and well-being. This is a comprehensive shift position with the goal of promoting patient safety and minimizing provider fatigue with a one-of-a-kind work schedule.

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For more information, please call Daniele Howe, Senior Physician and Advanced Practitioner Recruitment Specialist, at 413-523-0824 today. Or email your CV and letter of interest to daniele.howe@sphs.com.

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- We are pleased to perform minimally invasive and robotic assisted surgery options for our patients, as well as having a board certified Uro/Gynecologist on staff.
- We proudly deliver at Desert Regional Medical Center in Palm Springs, which hosts a level III NICU, 24 hour in house anesthesia and full time MFM group.
- We currently are delivering approximately 90 babies per month between 5 doctors, creating a 1:5 call schedule to allow for adequate family and personal time, which we think is critically important.
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We are looking for a qualified who may be an experienced physician, or someone preparing to complete their Residency Program. Due to the vast experience of the current group, this may be an ideal situation for a newer graduate to get the support they need when starting out.



Community, Facility and Organization:

Beautiful Palm Springs California provides a warm sunny climate year round. The desert provides ample activities but is also close in proximity to some of the most beautiful southern California beaches as well as snow and hiking in the nearby mountains. The Palm Springs area, also referred to as the Coachella Valley, enjoys many great concerts including the annual festivities at Stagecoach and Coachella Valley Music Festival. It is located less than 2 hours from sunny southern California beaches and less than 90 minutes from snow skiing in the winter at Big Bear Lake. The desert has excellent schools as well as activities for singles. With extremely reasonable cost of housing compared to the larger surrounding cities and little to no traffic the Coachella Valley is one of the fastest growing communities and most desirable places to live in Southern California.

Contact: Awhc.drjfergon@gmail.com for more details



The Department of Obstetrics and Gynecology at Penn State University College of Medicine, Milton S. Hershey Medical Center is an educational, research, and healthcare center that provides a wide variety of general women's health care; gynecologic care; infertility, prenatal, and genetic counseling; obstetrics care; women's gynecologic cancer care and research education in women's health.

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FOR MORE INFORMATION, PLEASE CONTACT:

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