Career Guide

ORTHOPEDICS
LAS VEGAS, NV

March 2019
WellSpan Health, a sophisticated medical community in south central Pennsylvania, is seeking a Physician Leader for our well-established Total Joint Program. This is an opportunity to join an innovative medical group, employing 1,500 providers.

- Must be Board Certified with fellowship training in Total Joint
- At least 5-7 years of experience is required & leadership skills preferred
- Surgeries are preformed at WellSpan Surgery & Rehab Hospital (WSRH)
  - New 73-bed specialty hospital
  - State-of-the-art facility with approx 2,000 admissions per year
- Patient satisfaction scores are in the top decile nationwide

Join a well-respected and physician-led medical group providing quality care. York, PA is a growing, family friendly community with abundant recreation, cultural activities, excellent schools with an affordable cost of living. Just a short drive from the Baltimore/D.C. and Philadelphia metro areas.

Join us, and achieve your career goals. To learn more, visit JoinWellSpan.org. Or contact, Ann Reid, Physician Recruiter, at 717-439-3671 or at areid2@wellspan.org.
Las Vegas is famed the world over for its 24-hour entertainment. Enjoy delectable eating in Sin City.


What do you need in order to Prepare for Retirement Short Term? Get answers here.

Read about ways to Earn Extra Money on the Side during your free time.
Las Vegas: Every Cuisine Under the Sun

Eat to your heart’s content in Sin City

Las Vegas is widely known for its 24-hour nightlife, countless casinos, entertainment, and a 4-mile long stretch called The Strip. Of equal fame however are the restaurants serving cuisine to tempt every taste bud. With so many mouth-watering food choices from around the world to whet your appetite, we hope you will enjoy checking out this sampling of Las Vegas restaurants when you are in town.

90 Ninety Bar & Grill
The restaurant is set in a large space with industrial décor and an outdoor patio facing east toward the Strip. The décor, repurposed from the old Stardust Casino, is wonderfully nostalgic. The menu is diverse enough to keep everyone in the family happy. For example, try the popular chicken nachos or the giant soft pretzel. On tap are 24 choices of beer and a house brew from Triple 7. 90 Ninety Bar & Grill also features two happy hours (food and drink $3-$8, 5-7pm and 9pm-close), a great place for a quick break.

9090 Alta Drive | Las Vegas, NV 89145 | 702-636-7111
suncoastcasino.com/dine/casual-dining/90-Ninety

Guy Fieri’s Vegas Kitchen & Bar
Located in the The LINQ Hotel & Casino and Owned by celebrity chef, Guy Fieri, this 6,500-square-foot space features a large outdoor patio and dining area with panoramic views of the Las Vegas Strip. The kitchen closely resembles Fieri’s cooking space at home. The restaurant highlights memorabilia from Fieri’s alma mater, University of Las Vegas, and his distinctive tattoos are also incorporated into the décor of the restaurant and bar, including the coasters, napkins and dishware. The restaurant is adjacent to the Carnaval Court and The LINQ’s main entrance. The inventive drink menu features 16 craft beers, a Sonoma County wine selection and a frozen tap system shot bar that creates a one-of-a-kind experience for guests. Instead of having shots strained or mixed with ice, the frozen tap system bar dispenses eight different shots straight out of an iced dispenser.

3535 S Las Vegas Blvd. | Las Vegas, NV 89109 | 702-794-3139
ceasars.com/linq/hotel/dining

Delmonico
Delmonico in The Venetian is the crown jewel of celebrity chef’s Emeril Lagasse’s four restaurants on the Strip. The steaks are inspired with a New Orleans Cajun kick. Try the wilted spinach and frisée salad along with the signature bacon & eggs with a fried poached egg and caramelized pecan bacon. If you enjoy fine dining, try Delmonico.

3355 S Las Vegas Blvd. | Las Vegas, NV 89109 | 702-414-3737
emerilsrestaurants.com/delmonico-steakhouse

Sparrow + Wolf
Sparrow + Wolf has a menu that offers a melting pot of different cultures and cuisines. The restaurant is an evolution of American Cuisine, a fusion of the old world meeting the new. The highly inventive menu changes every three weeks. From meats to vegetables, most of the food – from cheek bone marrow dumplings to lamb neck and lasagna – is cooked in a wood-fired oven. The dishes are perfect for sharing.

4480 Spring Mountain Rd. | Las Vegas, NV 89102 | 702-790-2147
sparrowandwolf.com
The Stove
With dedicated coffee and tea areas, The Stove offers a plant-filled space for breakfast, brunch and lunch. If you want a view of the Strip, you can go to the second level. If you prefer food that is light and without fuss, try the cereal milk yogurt or kale and berries. For those who are up late the night before, the PB & J Fried Egg Biscuit or the Hangover Corndog offer a delectable remedy to what ails you.
11261 S Eastern Ave #200 | Henderson, NV 89052 | 702-625-5216
thestovelv.com

Go Greek Yogurt
Craving yogurt? Go Greek Yogurt in the Venetian Hotel near the Atrium Waterfall offers a grab-and-go concept with minimally processed frozen Greek yogurt made from high-fat milk and ingredients flown in from the Mediterranean and other parts of Europe. The menu is neatly divided into sweet and savory options – the sweet has a variety of fresh fruits, while the savory includes what you’d typically find in a salad: pine nuts, tomatoes, spices, hemp seeds, and the like. There’s no other yogurt quite like this in Las Vegas.
3355 S Las Vegas Blvd. | Las Vegas, NV 89109 | 702-607-4496
gogreekyogurt.com

Esther’s Kitchen
In the Downtown Arts District, Esther’s Kitchen offers farm-to-table Italian food and is quickly becoming a favorite restaurant for locals and visitors alike. The fresh and dynamic menu changes with the season and features house-made breads and pastas. Prices are affordable and the food is delicious, which may be why this outlet draws such large crowds. For gourmands, the ricotta-filled agnolotti with pea pesto or the smoked pork and porcini pappardelle are definitely worth sampling. The restaurant is open for dinner seven days a week.
1130 S. Casino Center Blvd. | Las Vegas, NV 89104 | 702-570-7864
estherslv.com

Carson Kitchen
Recently retrofitted and expanded, Carson Kitchen (housed in the John E. Carson Hotel) has a unique menu featuring such unusual dishes as crispy chicken skins, bacon jam, and butter burgers. New menu additions include the “Everything Bagel” salmon flatbread, and Buffalo “wings” that are actually made of pork a mouth-watering creation from the kitchen.
124 S. 6th St, Suite 100 | Las Vegas, NV 89101 | 7702-473-9523
carsonkitchen.com

Kabuto
For Japanese food, Kabuto offers sushi flown in fresh from Japan.
in an understated dining room. Each piece of sushi is individually prepared with special care. The menu does not feature the usual rolls or box sushi meals. Instead, the team prepares food according to each customer's pace, appetite and mood, and will even carefully pair a sake (rice wine) with your food.

5040 W. Spring Mountain Rd. #4 | Las Vegas, Nevada 89146 | 702-676-1044

kabutolv.com

Lakeside Seafood Restaurant

The Lakeside Seafood Restaurant in the Wynn is a delightful spot for dining featuring a jazz brunch on Sundays. The outdoor patio overlooks the scenic Lake of Dreams, an open-air body of water that includes periodic music and light shows throughout the evening. Executive Chef David Walzog's specialties include “ocean-to-table” fresh fish caught in Hawaiian waters, an exotic variety of oven roasted lobster and crab, and prime aged steaks. This Forbes Travel Guide Four-Star Award-winning restaurant offers a unique energy that sets the stage for a menu that focuses on fresh, seasonally available main courses and a variety of expertly paired sides. The weekly city publication, Vegas Seven, regards Lakeside as, “one of the best places in the world for enjoying the bounty of the world’s oceans.”

3131 Las Vegas Blvd. South | Las Vegas, NV 89109 | 7702-770-7000

wynnlasvegas.com/Dining/FineDining/Lakeside

Echo & Rig

Touting itself as the best steakhouse off the Strip, Echo & Rig keeps prices low and the quality high. Located in Tivoli Village it features an in-house butcher shop, and a large open glass meat locker, near the front door of the restaurant so you can choose your own steak. With steaks ranging from $25 to $35, Echo & Rig is usually busy, so it may be best to reserve a table. If you want a view of the Tivoli Village shopping and dining plaza, request a seat on the second floor.

440 S. Rampart Blvd. | Las Vegas, NV 89145 | 702-489-3525

echoandrig.com/location/las-vegas

Block 16 Urban Dining Hall

Located in the Cosmopolitan Hotel, Block 16 Urban Dining Hall boasts multiple cuisines under one roof. Offering five dining concepts (with a sixth on the way), this large restaurant is named after the original Red Light district in Las Vegas and inspired by New York City's Urbanspace in Grand Central Terminal. What makes Block 16 a must-try is that it offers a wide variety of authentic regional favorites without trying to water down their other offerings. Check out the porchetta, cut to order at Lardo; the papaya salad mixed in a Thai clay pot at Pok Pok Wing; the hand-torched brûlée cinnamon roll at New Orleans’ District; or the Nashville hot chicken dunked in melted spices from Hattie B’s. There is also the hand-rolled sushi to order and sake by the can at Tekka.

3131 Las Vegas Blvd. South | Las Vegas, NV 89109 | 7702-770-7000

Block16 UrbanDiningHall.com
St. Luke’s University Health Network

St. Luke’s University Health Network, the region’s largest, most established health system, a major teaching hospital, and one of the nation’s 100 Top Hospitals is seeking a BC/BE Orthopedic Surgeon to join the region’s most robust orthopedic service line. We are a busy practice of 21 surgeons. Expect to be busy from day one!

In joining St. Luke’s University Health Network you’ll enjoy:
- Highly Competitive Base Salary with Incentive Plan
- Strong Support From Our Primary Care Physicians for Referrals
- Sign on bonus and relocation assistance
- Brand New Facility and Office
- Well-Established Reputation in the Area

About St. Luke’s University Health Network
Founded in 1872, St. Luke’s University Health Network (SLUHN) is a fully integrated, regional, non-profit network of 14,000 employees providing services at 10 hospitals and over 300 outpatient sites. With annual net revenue of $1.9 billion, the Network’s service area includes 10 counties: Lehigh, Northampton, Berks, Bucks, Carbon, Montgomery, Monroe and Schuylkill counties in Pennsylvania and Warren and Hunterdon counties in New Jersey.

The Greater Lehigh Valley Region & Surrounding Areas
The Lehigh Valley is set amid gentle hills and charming country sides. It is home to Allentown, Bethlehem and Easton, as well as dozens of small towns and picturesque boroughs. Steeped in pre-Colonial, Early American and industrial history, the region’s storied past became its uplifting present, providing a fun, safe, exciting and thriveing place to live, work and raise a family.

The towns, boroughs and small communities that make up the Greater Lehigh Valley offer history, adventure and an atmosphere of discovery that would take you a lifetime to explore. And if you like “the city,” take a day trip to New York, Philadelphia or Washington, DC – yes, they’re that close and just waiting for you.

If you are interested in this opportunity please send your curriculum vitae to Drea Rosko, Physician Recruiter, PhysicianRecruitment@sluhn.org

---

Rome Memorial Hospital

Rome Memorial Hospital is seeking a Board Certified/Board Eligible Orthopedic Surgeon to take over an established hospital owned orthopedic practice in Rome, New York. Rome Memorial Hospital begun multi-million dollar renovations and expansions to serve the community of Rome and the surrounding area.

Practice Details:
- Monday - Friday clinic
- Blocked OR days
- Provide general orthopedic services
- Specialize in Total Joint or Sports Medicine
- Large support team
- Academic appointment - New York Medical College
- Ability to practice Clinical Research

Compensation Package:
- Guarantee Base Salary - Total comp earnings above MGMA 75th%
- RVU Bonus plan - uncapped
- Medical School Loan Repayment
- Residency/Fellowship Stipend
- Visa sponsorship Available

Rome Community:
Rome, NY offers a rich quality of life with employment opportunities, an education system that prepares students for college, and a hospital that offers state of the art care, all with convenient accessibility to the region’s offerings.

Nested in the middle of New York State, Rome is only a short distance from the high peaks of the Adirondacks, New York City, Boston, and the world famous Niagara Falls.

Interested candidates please contact:
Shelby Waltrip
315-236-4590
swaltrip@cejkasearch.com

Don’t stop advancing yourself or your career

The Resources page on myHealthTalent.com provides healthcare industry trends, hot topics in your specialty, career advancement tips and much more.

Visit blog.myhealthtalent.com, and bookmark this page as your career resource

myHealthTalent.com
Working in a hospital can be very attractive to many physicians: the regular guaranteed salary, the pension contributions, the holiday and sick pay all add up to a compelling package. However, a recent Medscape report found that self-employed physicians are more satisfied than employed physicians (63 percent vs 55 percent). It suggests that employed physicians dislike the lack of autonomy, the limited income potential and limited influence in decision-making.

By contrast, their self-employed counterparts in private practice, enjoy the flexibility and greater autonomy in decision-making, particularly concerning income potential. “Being a solo practitioner and trying to run an efficient practice allows me to not have to see the large numbers of patients on a daily basis that my employed colleagues are faced with,” says J. Scott Litton Jr, MD, a private practitioner. “Patients are scheduled for 15- and 20-minute slots and gaps are purposely left in my schedule to accommodate the same-day call-ins. While this can be a very stressful day-to-day workflow, it is nonetheless very rewarding at the end of the day.”

Greater satisfaction in private practice
Physicians working in private practice will typically draw a salary on a monthly or quarterly basis based on the practice income after all expenses – such as rent, staff and administrative costs – are paid. This gives a self-employed physician greater control over their income; they can choose to work longer hours to provide an evening or weekend service to their patients, for example. Writing for the American Academy of Family Physicians (AAFP), Peter Rippey, MD, makes the case that, “In private practice, I also get to decide what hours I work, what procedural services I provide, what my scope of practice is, when I take vacation and who I have assist me.” He also points out that private practice can help to plug holes in medical provision and provide an important service for patients. “Private practices are a vital means for health care access, especially in rural areas (where) the next closest option may be more than an hour away,” he says. However, Rippey also recognizes that “the uncertainty of the health care landscape as the Patient Protection and Affordable Care Act continues to be implemented – along with the challenges related to payment, electronic health records (EHRs), meaningful use and ICD-10 looming on the horizon – seems to have spurred a mass exodus from private practice to employed positions.” In fact, the AAFP states that more than 85 percent of new physicians are employed.

The significant capital required to set up in private practice and the lack of financial certainty, especially in the first few years, do act as considerable barriers to new physicians who would like the autonomy and flexibility private practice can deliver. Some experts estimate that set-up costs alone can total somewhere in the region of $70,000 to $100,000. The American Small Business Administration estimates that 50 percent of new businesses fold within the first five years, this represents a serious financial risk for the would-be self-employed physician.

The costs of private practice
Any physician that is considering investing in a private practice would be well advised to seek expert financial and legal advice at an early stage. The costs associated with setting up a private practice must include:

- Malpractice insurance
- Rent or mortgage for premises, as well as any redecorating costs
- Computer, records and accounting systems
• Basic office equipment and furnishings
• Sales and marketing costs, including signage and advertising
• Medical equipment and supplies, although the cost of this can be reduced by opting for “gently used” equipment until the practice is clearing a profit
• Staffing costs
• External consultancy costs, e.g. tax and legal advisors
• Tax liabilities
• Professional development and other professional and medical credentialing costs

By assessing and planning for these complex costs a physician running their own private practice needs to be well versed in finance, human resources and business administration – as well as their own medical specialty.

Being your own boss

If HR, marketing, finance, facility management, and revenue cycle management don’t hold much appeal to you as a physician, then private practice is probably not for you – unless you find yourself to be an experienced office manager.

However, Mark A Rosen, MD, argues that, “if you are entrepreneurial and enjoy the business of medicine, including being a team player, taking risks, having a vision of the future and the marketplace, and negotiating with others, you will enjoy private practice. It isn’t easy, but some of us find it rewarding.”

Not only do self-employed physicians have greater decision-making freedom, they can swiftly respond to events, office dynamics, medical treatments and trends because they are less hampered by bureaucracy than large healthcare groups. This freedom might be realized in many ways: from sponsoring local sports teams, through to offering a sliding fee scale based on a patient’s ability to pay. Building up a strong relationship with the local community in this way then enables the physician to enjoy a high patient retention rate, boosting profits and morale. You are free to decide which direction you want to take your practice because you are the boss.

Sources
The Pros and Cons of Private Practice, J. Scott Litton Jr, MD Physicians Practice (January 27, 2012) - PhysiciansPractice.com
Employed vs Self-employed Physicians: Who’s Happier? These Are the Tradeoffs, Leigh Page Medscape Business of Medicine (June 14, 2016) - Medscape.com
Private Practice Has Its Rewards, Challenges, Peter Rippey MD American Academy of Family Physicians (March 3, 2014) - AAFP.org
Going solo: Start-up basics, Ken Terry Medical Economics (May 9, 2003) - MedicalEconomics.ModernMedicine.com
Private practice vs. salaried employment: A complicated decision, Orthopedics Today (January, 2011) - Healio.com

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.
Riverview Hospital Physicians Orthopedic & Sports Medicine Opportunity in Suburbs of Indianapolis Indiana

HIP & KNEE Orthopedic Surgeon Needed

Job Description:
- Board Eligible or Board Certified Orthopedic Surgeon Needed
- Ready-made practice with great primary referral base
- Fellowship in Hip & Knee, Adult Reconstructive, or Total Joint with a strong desire/passion for hip and knees
- Hospital Employed
- Suburbs of Indianapolis Metro Area
- No Major Trauma
- Call 1:4
- Competitive Salary, Bonuses, Retirement & Benefits

Hospital:
Great non-for-profit hospital with over 150+ beds. This hospital has comprehensive care in orthopedics, primary care, emergency medicine, oncology, women’s health and heart & vascular.

Community:
This suburban community just 15 minutes from Indianapolis boasts some of the best family friendly amenities around. The population of this mid-size suburb is 60,000+ within close distance to music, golf, shopping, historic sightseeing, parks, and a recreational lake. Excellent restaurants, and activities, as well as top schools both private and public in the area. Come live in one of the most sought-after suburbs of Indy. Indiana is a physician friendly state, one of the top 10 places for physicians to practice, with capped malpractice, low income tax, low cost of living, great hospitals and communities.

Stop by and meet Nikki Swiney, VP Ambulatory, Sports & Lab Services, at the Career Center all week during the conference. Nikki Swiney’s contact email NSwiney@riverview.org.

For more information please contact Nahry Minars at nminars@promedicalstaffing.com, or call 240-207-3659, and send CV’s to email address nminars@promedicalstaffing.com.

The West Virginia University School of Medicine, Department of Orthopaedics is seeking qualified applicants for a full-time Orthopaedic Foot & Ankle Surgeon at the main campus in Morgantown, WV. In addition to providing excellent patient care, this faculty member will be actively involved in teaching medical students and orthopaedic surgery residents. Opportunities also exist in clinical research.

WVU Medicine is West Virginia University’s affiliated health system, West Virginia’s largest private employer, and a national leader in patient safety and quality. WVU Medicine includes the physicians, specialists, and sub-specialists of the West Virginia University School of Medicine; four community hospitals; three critical access hospitals; and a children’s hospital, all anchored by a 690-bed academic medical center that offers tertiary and quaternary care.

Morgantown is consistently rated as one of the best small metropolitan areas in the country for both lifestyle and business climate with Division I Big 12 sports, diverse cultural and arts activities, world famous outdoor recreation, and excellent schools in a family-friendly environment. Yet, we are only 75 miles from Pittsburgh and a three hour drive to DC. We are an inclusive, educated small community with a strong local economy. You will be amazed at the high quality of life we have to offer here in beautiful north-central West Virginia.

For additional information, please contact Pam Furbee, Senior Physician Recruiter and Talent Advisor, at furbeep@wvumedicine.org.

University of Vermont Health Network Medical Group seeks orthopaedic surgeon to join the staff of Champlain Valley Physicians Hospital (CVPH). The University of Vermont Health Network is a six-hospital network serving patients and their families in Vermont and northern New York.

Join a group of 5 orthopaedists & quickly develop a full general orthopaedic surgery practice with opportunity to perform a large volume of total joint and arthroplasty. CVPH, located in Plattsburgh, New York is a 300-bed hospital with state-of-the-art OR facilities. Our community practices enjoy strong support from the UVM Department of Orthopaedic Surgery in Burlington, Vermont.

Interested candidates please contact:
Katie Hackett
314-236-4562
khackett@cejkasearch.com

https://medicine.hsc.wvu.edu/ortho/
http://wvumedicine.org/morgantowncareers
At myHealthTalent.com, your professional success is our personal mission.

Introducing the most individualized, optimized, and effective job search solution for medical professionals

Create an account and start connecting with top employers

Gain instant access to new career opportunities at leading medical institutions and practices

Subscribe to customized job alert emails to immediately receive information on new job postings in your specialty, setting, or location

Log in on any device, and peruse wherever and whenever you choose

Put your career in the hands of Elsevier, the world-leading provider of information solutions for medical professionals

Make your job search personal, professional, and powerful.

Log in now at myhealthtalent.com

New Healthcare Career Resource from Elsevier!
As a medical practitioner, once you decide to retire, there is a to-do list that you should follow to ensure a stress-free post-employment life. If retirement is right around the corner, these steps can help with your impending transition out of practice.

**Make Sure You Are Insured**

A physician restrictive covenant, also referred to as a “non-clt is good practice to review your insurance or indemnity arrangements on a regular basis as well as whenever your terms of employment change. Failure to inform your insurance provider of any change in your circumstances, including retirement, may invalidate your policy. Physicians will have one of two types of insurance:

1) **Occurrence Based Insurance**

Occurrence coverage (www.medpro.com) policy limits remain in place after the end of the policy period to pay claims arising from healthcare incidents occurring during the policy period. Occurrence coverage is triggered the moment treatment occurs, regardless of when an eventual claim is made. For example, if a claim is made today based on treatment rendered in 2014, the 2014 occurrence policy responds.

2) **Claims Made Insurance**

A Claims Made Insurance policy covers claims that arise out of damage or injury that took place during the policy period, regardless of when claims are made. When you cancel a Claims Made policy, coverage ceases for the past as well as the present and future unless tail coverage (www.acponline.org) is secured. This covers you during your retirement for any future claims that arise from the practice period in question. From the moment you start to plan for your retirement, discuss tail coverage options with your insurer.

Generally, insurers provide coverage at different prices and with different benefits. If you meet certain criteria, the insurer may provide you with tail coverage and credits for prepaid premiums or discounts. Bear in mind that switching insurers may result in losing your premiums. This is because equity built with one insurer does not transfer to another.

Also, consider your insurer’s financial stability. You are committing to that insurance company for your entire retirement; most tail coverage cannot be cancelled once the contract is bound. If the company becomes insolvent, you will no longer be insured and will be personally responsible for any claims that arise.

Consult your insurance provider to fully discuss your options.

**Your Medical License**

What to do with your medical license can be a complicated and difficult decision. It is also a decision that must be made well ahead of time. In some states, renewing a license can take up to 6 months.

Retirement doesn’t always mean the end of a medical career. If you would like to continue practicing in some way – including working as a locum tenens practitioner, or undertaking research related activity or medico-legal work – then you will need to retain your license. This means that you will still be subject to the same standards of professional competence as other registered practitioners. In most states, this is viewed as “Active Status.”
Active Status
This means that you can practice and prescribe medicine and are subject to the same restrictions and guidelines as practicing physicians. You will also have to continue to meet the state requirements. Again, this varies from state to state but usually includes completing the renewal process, continuing medical education and maintaining insurance.

Many practitioners may choose to maintain an “Active Status” if they think they would like to return to medicine in the near future and don’t want to go through the hassle of reactivation. Bear in mind that if you retire completely, it may be difficult to meet all the requirements needed for an active license to be issued to you again.

Inactive Status
This is the middle ground option offered by several states. This option means that you are exempt from having to meet education and training requirements. However, you are also not permitted to practice or prescribe medicine. You can apply to reactivate your license at any point.

Retired Status
Many medical boards such as Massachusetts, Texas, Washington and Florida permit you to apply for retired status. This means that you surrender your license and ability to practice or prescribe medicine and are no longer required to meet educational or other requirements. If you do not see yourself returning to medicine, this is the easiest option.

Lapsed License
This option is not ideal. If you do not complete your renewal application in time, your license will be considered lapsed. This is viewed as revocation and is treated similarly to suspension or revocation for a cause. Renewal of lapsed license is complicated and not guaranteed. If you are in doubt as to which option is best for you, seek advice from the medical board you are registered with.

Medical Contracts
Any people and organizations with whom you have contracted should be informed of your plans well ahead of time. Some may require that you serve a period of notice.

If you are employed by a hospital, medical practice etc. then your contract will probably have defined clauses regarding your retirement. In this case, review your contract before you inform your employers of your intentions. In particular, look at any clauses regarding timing requirements for the advanced written notice of your retirement. Check that your departure date does not result in penalties or unnecessary forfeitures. If you are unsure, consult a legal professional for guidance.

If you are in a partnership, you will need to inform your partner(s) of your plans. If you intend to return or continue working on a part-time basis, then it is best to negotiate this before you retire. Get all agreements in writing, and ideally have a signed and dated contract for returning to the partnership. You should also decide with your partners how you wish to handle dissolution accounts, notional rent payments and equity in the practice before you retire.

In general, many doctors and physicians will be party to at least one if not more contracts which will all come with their own
obligations. In addition to medical contracts, there may also be maintenance and service contracts, utility agreements and leases. As soon as possible after deciding that you want to retire, review all these contracts to determine the steps you will need to take, short-term and long-term.

For the most part, legal and financial consultants advise that you should do review all contracts at least one year before your retirement date. This will give you enough time to assess notice and termination provisions and how your rights are affected if any agreement is terminated prematurely. If you are unsure what action to take, consult a qualified legal professional.

Patient Records

Managing medical records properly is a time consuming but necessary task. Remember that you may also be required to keep records pertaining to your medical practice after you retire. These may include payroll records, personnel files, accounts payable invoices and credits. Any patient records may also have to be retained.

Review your electronic medical records (E.M.R.) Retention Strategy and decide what you need to do with patients’ records upon your retirement.

The four key factors to consider include:

1) Do you intend to continue practicing part time?
2) Will the practice continue after your retirement?
3) Where you are based
4) Your role in the healthcare system

If you are an employee, then your employer will oversee the management of your patients’ medical records and notify them of your retirement. However, if you are in private practice and transferring records to another physician, it is advised that you consult with an experienced healthcare attorney to ensure that the arrangement complies with both state and federal laws. If you are in private practice, discuss ongoing care with patients and agree on a plan for future care. When appropriate, you will need to obtain informed consent to pass patients’ records to the doctor who will be caring for them.

Any agreement should allow the receiving physician the right to access the records in the future or to receive copies on request as well as the right to be notified if the receiving physician retires or plans to dispose of the records. This is also the time to transfer legacy medical records in your possession into an archive. Electronic medical records can be stored securely in vendor managed clouds. These allow for third party access saving you the trouble of spending your retirement responding to record access requests. Other records such as business and employee information can also be safely stored in this manner.

The length of time for which you are required to retain medical records varies between states and countries. For example, the state of Massachusetts Board of Registration in Medicine requires that patient records be retained for at least seven years. The length of time records must be kept for also varies depending on the practice, for example, pediatric practices will need to maintain patient records for far longer. How the records must be stored and the degree of access patients and others can be granted also varies between states.

If your retirement means the closure of your medical practice, then you should obtain legal advice. A qualified legal professional will be able to make sure that all relevant parties are notified in a timely manner and that E.M.R. retention and destruction laws are complied with. Your medical malpractice insurer may also have requirements for the storage and retention of records.

Informing Patients

When informing patients of your retirement date, also include the relevant information about their medical records so that their next physician can access them. Give the post office a forwarding address should a patient or another party need to contact you after you retire. If you are unsure about what to do with medical records in your possession, seek advice from your state medical board.

Retirement is a new chapter in your life and should be viewed as an empowering opportunity to bring in the return on investment generated by a successful career. It should be a prospect that gets you excited and an opportunity to do the things you’ve always wanted to do. Having the right and positive attitude is key. Retiring from medicine deserves careful thought and planning. Most people only get one chance to do it right, so finding and taking good advice is worthwhile.

Sources

Proper Planning of Physician Retirement & Medical Malpractice Insurance, Hal Williams, Gallagher Malpractice (April 24 2014) - GallagherMalpractice.com

4 Must Dos Before A Physician Retires, American Medical Association, AMA-assn.org

The 10 Biggest Legal Mistakes Older Physicians Make In Retirement, James M. Daniel, Jr., Esq., and Kimberly H. Gillespie, Esq., SEAK (September 15 2014) - Seak.com

I’m Retiring: What Do I Do About My Medical License? Massachusetts Medical Society (April 20 2011) - MassMed.org

Is Retirement Calling You? A Few Things To Consider, Angela Boateng Esq., Pennsylvania Medical Society, PaMedSoc.org


US Medical Regulatory Trends and Actions, Federation of State Medical Boards (2016) - FSMB.org

Claims Made Policy, International Risk Management Institute, IRMI.com

Occurrence Based Coverage, MedPro Group, MedPro.com
North Dakota – This major not-for-profit Health System is a fully integrated healthcare system serving northwest/central North Dakota and Eastern Montana. With a tertiary care hospital of 251 beds, close to a dozen rural health clinics and a long-term care facility, this healthcare system provides a full complement of healthcare services to the region.

- Hospital Employed – Full benefits
- Lower Extremities & Total Joint Specialist
- Base salary - $750,000
- Sign on bonus - $50,000
- Retention bonus - $100,000

If you’re looking for great quality of life within a city with excellent family values, this city has it all. Please call Robert Overfield at 800-839-4728 or email your CV to overfield@beck-field.com

San Antonio, Texas – General Orthopaedic Surgeon

** Note: I also have a position for a General Orthopaedic Surgeon for San Antonio, Texas

Springfield Clinic seeks an exceptional board-certified/board eligible (BC/BE) General Orthopedic Surgeon to join this high volume practice in Jacksonville, Illinois. With more than 400 physicians and advanced practitioners, practicing in 80 medical specialties and sub-specialties, Springfield Clinic serves a population of nearly one million patients throughout the central Illinois region.

** Practice Highlights

- $750,000+ income potential with partnership
- 2-year Income Guarantee - $500,000
- $50,000 Signing Bonus
- Ortho 1st Clinic (walk-in) Ortho Clinic
- Advance Practice Provider – 5 days/week non-operative coverage
- OR access is accessible and available, with an Orthopedic-trained OR team

Contact Joe Schnell if interested:

Joe Schnell
314-236-4586
JSchnell@cejkasearch.com

DuPage Medical Group (DMG) located in the CHICAGO Western Suburbs is growing! DMG seeks Orthopaedic Surgeons for multiple locations. Open opportunities include:

- Orthopaedic Adult Reconstruction
- Orthopaedic Foot & Ankle
- Orthopaedic Sports Medicine

** Opportunity highlights

- Work with a collegial and friendly group of physicians, staff and leadership team!
- Competitive compensation package which offers a 2-year base guarantee
- Stipend/Signing bonus available to qualified candidates and upon successful completion of training
- Shareholder eligibility after 2 years production/patient satisfaction bonus
- Relocation assistance and much much more!

Interested candidates please contact:

Sandra Chavez
314.236.4570
schavez@cejkasearch.com

myHealthTalent.com 15
With the trend towards short-term employment on the rise, physicians have more choices to earn additional income. The old standards of working longer hours or growing one’s practice are giving way to the stronger desire for work-life balance. Physician burn-out has also created a desire for physicians to recharge their batteries with varied and intellectually challenging assignments. According to Medscape, engaging in additional work that differs from day-to-day activities has been reported to help fend off burn-out and increase overall professional satisfaction. Earning additional income is not always the primary reason to pursue part-time employment, but it is always helpful to make extra money without impacting your day job. To follow are 6 part-time opportunities available to an entrepreneurial physician.

**Use Your Writing Skills**

There is almost no limit to how much a physician can make as a successful writer. Physician authors of text books can earn up to a 15% royalty, depending on the number of sales. Technical writing can pay as much as $100 per hour. With the right job, talented physicians working solely as technical medical writers can earn as much, if not more than, physicians in clinical practice. Writing can also create opportunities in teaching, consulting and speaking, earning physicians with proven writing skills upwards of $500 per hour. Additionally, for those who are more passionate about writing, self-publishing a book can create a passive income stream, keeping more of the proceeds in their pocket. For inspiration, Tess Gerritsen, MD (author of the Rizzoli & Isles novels and subsequent TV show) is a successful fiction writer, earning seven figures annually.

**Become a Supervisor for a Practice**

There are many independent practices and retail clinics headed up by nurse practitioners or physician assistants that legally require a supervising doctor on staff. The work includes reviewing charts, attending meetings with the practitioner and being available to answer questions as they arise. Calls or emails can range from 10-15 per month according to Fitzgerald Health Education Associates, a test review course provider in North Andover, Massachusetts. Physicians can earn $10,000 to $15,000 per year as a supervisor, and the work can be done in their free time.

**Provide Online Consultations**

The virtual consultation has become a popular income stream for physicians. Companies like American Well and TelaDoc lease their software to doctors who are doing consultations from the comfort of their home to current and new patients. If state laws permit, online consultation is an easy way to earn extra income because there is no overhead of travel or office space and no need to perform procedures. Also, availability to patients across the country as opposed to just your state or local area, make the potential for growth unlimited. Physicians can even write short term prescriptions as needed and fax or send them directly to the patient’s local pharmacy. The average price of a 15-minute virtual consultation can range from about $15 to $50.

**Become a Medical Expert**

Work as a medical expert can range from reviewing cases to appearing in court as a witness for an attorney. Working behind the scenes reviewing cases can pay $100-$300 an hour and doesn’t require a court appearance, where the possibility
of grueling cross-examinations can be unnerving. This can involve evaluating whether a claim has merit or writing reports that are used to adjust or settle cases. Appearing in court as an expert witness requires a strong constitution and an established area of expertise. Steve Babitsky of SEAK Inc., an expert witness training company in Falmouth Massachusetts, advises physicians interested in pursuing this path to create a website and develop a niche. Another route would be to work directly for a service that supplies expert witnesses, like SEAK or TASA Group.

Bear in mind that expert witness work is part-time work in the strictest sense to maintain the physician’s legitimacy as an expert. As a result, most lawyers prefer employing a medical expert with legal work limited to 3%-5% of their overall income. Earnings can average $2,000 to $5,000 per case.

Work for a Nursing Home
Physicians caring for nursing home patients usually work part-time to remain focused on quality of care. Dealing with elderly and infirm patients requires deep compassion and infinite patience, which can be difficult for a doctor in a full-time position with several facilities to visit. Reuben Tovar, MD a medical director for 2 nursing home facilities in Austin TX, advises physicians to consider serving as a medical director for these facilities. The job of medical director for a nursing home averages $70,000-$80,000 per year and requires at least 20 hours of work per month, according to Simply Hired. This does not include an additional 10 hours per month seeing patients in the facility, which can be done in one day. Medical directors must be empathetic, reliable and specialize in older patients.

The ability to easily interface with staff and family members is also a prerequisite for a good medical director. Physicians who want to pursue the medical director-route can attend classes approved by the American Medical Directors Association (AMDA) to obtain certification.

Make House Calls
The idea sounds old-fashioned and conjures the image of the bespectacled town physician, black bag in hand, calling on his or her local bedridden patients. However, working for a company or as a freelancer can be a great job for a physician who is not interested in running a brick-and-mortar private practice, or for a new resident or a semi-retired physician winding down his or her private practice. More insurers are nudging physicians toward home visits to reduce hospital admissions. Physicians can earn up to $70 per visit through companies like Doctors Making Housecalls or Inn House Doctor, and almost twice as much freelancing. Making house calls is ideal for physicians with means to get around quickly and easily and with patients nearby.

Once you decide to become a member of the gig economy, you’ll need visit sites like Freelance MD to investigate what is available in your area. Lastly, keep an open mind - you may determine you’ve found your true calling and decide to turn your new gig into full-time career.

ABOUT THE AUTHOR
Tamara Thomas is an entrepreneur and published author.
St. Luke’s University Health Network

St. Luke’s University Health Network, the region’s largest, most established health system, a major teaching hospital, and one of the nation’s 100 Top Hospitals is seeking a BC/BE Orthopedic Surgeon to join the region’s most robust orthopedic service line. This physician will practice primarily out of our new campus in Monroe County, PA. We are a busy practice of 21 surgeons. Expect to be busy from day one!

In joining St. Luke’s University Health Network you’ll enjoy:
- Highly Competitive Base Salary with Incentive Plan
- Strong Support From Our Primary Care Physicians for Referrals
- Sign on bonus and relocation assistance
- Brand New Facility and Office
- Well-Established Reputation in the Area

About St. Luke’s University Health Network
Founded in 1872, St. Luke’s University Health Network (SLUHN) is a fully integrated, regional, non-profit network of 14,000 employees providing services at 10 hospitals and over 300 outpatient sites. With annual net revenue of $1.9 billion, the Network’s service area includes 10 counties: Lehigh, Northampton, Berks, Bucks, Carbon, Montgomery, Monroe and Schuylkill counties in Pennsylvania and Warren and Hunterdon counties in New Jersey.

An outdoor lifestyle
In addition to extremely supportive administration and high level of morale among medical staff, there are significant advantages to the locale. The office and hospital are located in the beautiful Pocono Mountains, one of the most popular areas for outdoor activities such as skiing, hiking and white water rafting. You can live in the heart of the Pocono Mountains or easily do a short commute from the Lehigh Valley. In addition, there is easy access to New York and Philadelphia for day trips or weekend getaways.

If you are interested in this opportunity please send your curriculum vitae to:
Drea Rosko
Physician Recruiter
PhysicianRecruitment@sluhn.org

Spectrum Health seeks Orthopedic Surgeon for our growing Western Michigan region at either Spectrum Health Ludington Hospital or Gerber Memorial Hospital. Enjoy a general orthopedic surgery practice with high volume of total joint as well as all of the resources and referral base offered from the larger Spectrum Health system!

Spectrum Health Medical Group offers a comprehensive and competitive compensation package including excellent earning potential, starting bonus, relocation allowance, 30 days paid time off plus 6 additional paid holidays.

Interested candidates please contact:
Katie Hackett
314-236-4582
khackett@cejkasearch.com

Spine Orthopaedic Surgery Position

Southeastern, PA One hour from Baltimore and two hours to Philadelphia

Outstanding salary and income potential (MGMA 90%)

20 Orthopaedic Surgeons
4 Physiatrists
1 Rheumatologist
3 Internists
15 Advanced Practitioners

Beautiful physician owned state-of-the-art Orthopaedic Hospital is located in York, PA

Contact Ken Sammut – 888-372-9415
Renowned Expertise Meets Famous Quality of Life

Northeast Florida’s renowned leader in orthopedic care, rehabilitation and sports medicine is seeking a **Foot and Ankle Surgeon** to join the distinguished team of experts at the Jacksonville Orthopaedic Institute.

Candidates must be board certified/board eligible, fellowship-trained and eligible for Florida state licensure.

**Renowned Expertise**

Jacksonville Orthopaedic Institute is the region’s largest and most comprehensive provider of orthopedic care. Featuring 34 board-certified physicians, seven clinics and 10 rehabilitation locations, JOI provides the full spectrum of surgical and nonsurgical treatment options ranging from pain management and physical therapy to minimally invasive approaches and highly-complex surgical techniques.

JOI is proud to be the official sports medicine provider of the Jacksonville Jaguars, the Jacksonville Armada and the Jacksonville Sharks in addition to many of the area’s universities and high schools. JOI physicians and athletic trainers are always “on the field” to provide care for the full range of sports medicine patients from the weekend warrior to the NFL professional.

Jacksonville Orthopaedic Institute is affiliated with Baptist Health, Northeast Florida’s largest and most preferred provider. Specialty physicians enjoy the ability to build thriving and robust practices as part of the strongest physician network in the region, including more than 250 primary care providers at the core of the health system.

**World Famous Quality of Life**

- Northeast Florida is alive with over 1,100 miles of beaches and waterways, 80,000 acres of parks and trails, a strong and prosperous economy, multiple professional sports teams, championship tennis clubs, renowned golf courses, diverse heritage and vast cultural experiences
- The area serves as home to some of the Sunshine State’s best cost of living and the nation’s most sought after quality of life
- Immediately within reach are world famous destinations, attractions, theme parks, entertainment and recreation
- Recently ranked by Forbes Magazine as the second most desirable city for relocation in the United States, Jacksonville is a modern and vibrant destination surrounded by the very best that Florida has to offer

Please contact Arin Catalan at 904.202.5321 or email your CV to Arin.Catalan@bmcjax.com
Billings Clinic is nationally recognized for clinical excellence and is a proud member of the Mayo Clinic Care Network. Billings, Montana, is a friendly college community located near the magnificent Rocky Mountains with great schools, safe neighborhoods and abundant family activities. Exciting outdoor recreation is just minutes from home. 300 days of sunshine every year!

Physician-Led Medicine in Montana

Orthopedic Surgery

Seeking a BE/BC Total Joint Orthopedist to join our progressive Orthopedic practice with dynamic, team-oriented physicians. Work in state-of-the-art facilities equipped with a new surgery center and subspecialty support.

- Onsite PT/OT and Radiology
- Level II Trauma Center
- Evidence-based, standardized approach
- Physician-led, multispecialty group
- Magnet® recognition – nursing’s highest honor
- “America’s Best Town”

Contact: Rochelle Woods • 1-888-554-5922
physicianrecruiter@billingsclinic.org
billingsclinic.com