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■ Denver: Dine in The Mile High City

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# Career Guide

PHYSICIAN ASSISTANT  
DENVER, CO

May 2019



## PHYSICIAN ASSISTANT PROGRAM

Are you ready to move into a position of leadership in PA education? With established clinical partners who guarantee our clinical rotations, an experienced faculty and **continuing ARC-PA accreditation through 2027**, this is an excellent opportunity for a PA educator who is ready to take the next step and become a Program Director!

The University of Wisconsin La Crosse Physician Assistant (PA) Program in partnership with Gundersen Health System, Marshfield Clinic Health System and the Mayo Clinic Health System invites interested PAs and physicians to apply for the position of Program Director. We are a well-established program with a small class size and 100% PANCE pass rate for the past eleven years. The quad-partnership provides for excellent clinical training provided by the Gundersen Health System, Marshfield Clinic Health System and Mayo Clinic Health System. The PA Program is one of six fully accredited graduate and undergraduate programs in the Health Professions Department.

The Program Director position is either Assistant/Associate Professor (tenure track) or Clinical Assistant/Associate Professor (Instructional Academic Staff). Candidates with a PhD (or equivalent) will be considered for a tenure-track appointment.

Primary responsibilities of the Program Director include managing the day-to-day operations of the program, managing the program finances, facilitating program assessment and strategic planning, providing positive representation for the program in a variety of settings (university, professional, community), and maintaining excellent relationships with our clinical partners. The position also includes teaching in areas of clinical expertise and program need, scholarship, and professional development.

Candidates for the position must have a minimum of a master's degree in PA studies (or equivalent) with current NCCPA certification and eligibility for WI licensure or have an MD or DO degree, board certification with eligibility for WI licensure. A minimum of 2 academic years of higher education experience in a PA program or similar health professional graduate-level program is required. Additional requirements include a minimum of 1 year of full-time clinical work experience (or equivalent), excellent communication and interpersonal skills, and the ability to work well within a collaborative multi-institutional program. Applicants must have knowledge of current issues affecting PA education and practice. Clinical work experience with a PA is required for physician candidates. Candidates (doctoral degree or equivalent) seeking a tenure-track appointment must possess the ability to establish and sustain a program of independent scholarship.

Other desirable qualities of applicants include a history of demonstrated effective leadership in PA education and/or the PA profession, previous administrative and organizational experience (clinical and/or higher education), experience with the ARC-PA accreditation process, clinical experience beyond the required 1 year, higher education experience beyond the required 2 years and PA education experience encompassing student education, advising, curriculum design and program evaluation.

The successful applicant will also demonstrate a commitment to multiculturalism, diversity, inclusive excellence, and an ability to work with students and colleagues from diverse backgrounds.

**Appointment:** Full-time (1.0 FTE), Annual appointment and salary. **Starting Date:** May 15, 2019. **Application Deadline:** Applications will continue to be accepted until the position is filled.

**Questions:** Please email or call Pat Campbell, PA-C, Chair Search and Screen Committee, 4051 Health Science Center, University of Wisconsin-La Crosse, 1725 State Street, La Crosse, WI 54601, pcampbell@uwlax.edu (email) 608.785.5067 (office) 608.785.8460 (fax).

**Note:** Electronic submission of application materials is required. For additional information about this position and to apply, please visit <https://employment.uwlax.edu>

Employment will require a criminal background check. A pending criminal charge or conviction will not necessarily disqualify an applicant. In compliance with the Wisconsin Fair Employment Act, UW-La Crosse does not discriminate on the basis of arrest or conviction record.



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# Denver: Dine in The Mile High City

Enjoy some of the best restaurants Denver has to offer.

Denver is a sprawling metropolis that sits on the western edge of the High Plains. Once upon a time, Denver was a cow town. Now the city boasts a diverse economic foundation, encompassing transportation, energy, telecommunications, mining and technology. Denver's economy is booming, which means the city's residents like to dine out. And that means excellent restaurants. Here is a list of some of the best restaurants in The Mile-High City.

## The Preservery

Adler Planetarium is a public museum dedicated to astronomy. Located in the RiNo (River North Art District), a charming and hip industrial district, The Preservery stands out because of its innovative and delicious dishes combined with a unique ambience. For starters, there is no tipping, as the tip is included in the price. There is live music that ranges from jazz, to R&B and even classical. The Preserve's menu features eclectic dishes like edible flowers, onion jam, vegan salads, wagyu, octopus and desserts that confectioners dream of.

3040 Blake Street, Denver, CO 80205 | 303-298-6821

<http://thepreservery.com>

## The Way Back

Some people describe The Way Back as a restaurant; other people describe it as a bar that serves food. However you choose to define it, The Way Back metes out innovative cocktails, along with standard cocktails concocted correctly and with panache, and an enchanting wine list that caters to any palate. On the food side, The Way Back's menu isn't as extensive as other restaurants, but the offerings are peerless,

including vegetable appetizers that go far beyond carrots sticks, celery and dip. And there's roasted chicken, which on the surface sounds banal, but the chef must wave a magic wand over it because it's the best chicken you'll ever taste.

3963 Tennison Street, Denver, CO 80212 | 970-682-6888

<http://thewaybackdenver.com>

## Avelina

Avelina holds sway as one of Denver's top restaurants. Set in the center of the downtown area, Avelina's ambience rests on soft lighting, tasteful music, chenille and Italian leather-covered seating. The menu revolves around modern American and Mediterranean dishes prepared with a slightly exotic flair. For example, short ribs glazed in Yuzu and chili; or perhaps flatbread with lamb spiced Moroccan style, served with cauliflower buds roasted to perfection. Another favorite is warm artichokes with shiitakes.

1550 17th Street, Denver, CO 80202 | 720-904-6711

<http://www.avelinadenver.com>

## Coperta

Ideally located near Benedict Fountain Park, Coperta specializes in authentic Italian cuisine that has made it something of a destination spot. The restaurant is open for breakfast, lunch and dinner. Coperta's menu offers enticing dishes like pollo allo diavolo, which is chile-marinated chicken charred over wood; and the bucatini all'amatriciana is to die for, arriving with guanciale and polenta dipped in butter and whey, and then cooked just right. For something a little more filling, try the cavatelli immersed in a thick meat



*Denver boasts a diverse economic foundation, encompassing transportation, energy, telecommunications, mining and technology.*

ragu. Coperta's breakfasts feature Italian roasted coffee and delicate pastries. Lunch fare includes soups, salads and panini.  
400 East 20th Avenue, Denver, CO 80203 | 720-749-4666

<http://copertadenver.com>

### **12@Madison**

12@MADISON opened in early 2016. And it's been a hit with diners since day one. The menu offers entrees spanning from light to heavy, including soups and salads, vegetables, seafood and chicken on the light end. The heavy end entails offerings like beef and desserts. The restaurant eschews popular catchwords and tags, opting instead for meticulously prepared dishes, along with spectacular presentation. Popular dishes such as veal sweetbreads and ricotta gnudi keep patrons coming back again and again.

1160 Madison Street, Denver, CO 80206 | 720-216-0190

<https://www.12atmadison.com>

### **Matsuhisa**

Located in Cherry Creek, one of downtown Denver's ritzier neighborhoods, Matsuhisa amalgamates traditional Japanese dishes with innovative touches that provide diners with the ultimate culinary experience. Each dish looks like a work of art, embracing both texture and color. The interior is strikingly lavish, yet not overstated. Be sure to

make reservations well in advance, as the place is booked to the max because the food is so good. This is definitely a destination spot you should add to your list.

98 Steele Street, Denver, CO 80206 | 303-329-6628

<https://www.matsuhisarestaurants.com/home/denver>

### **Mister Tuna**

Although the name of the restaurant makes it sound like a fish shack, Mister Tuna, with its gold and black décor, revolves around a diverse menu that includes Vietnamese, Indian and Hawaiian inspiration. Mister Tuna's seafood goes beyond superlative: ahi poke served with avocado; corvina with wheat berries and kampachi seasoned with chili, cilantro, mint and basil. Other favorites are Thai carrot-herb salad, pork with mustard and even grilled pizzas.

3033 Brighton Boulevard, Denver, CO 80216 | 303-831-8862

<https://www.mistertuna.com>

### **Mizu Izakaya**

In Japan, an izakaya is a bar that serves appetizers with beer or other drinks. Mizu does have a sushi bar, a concession to popular taste, because traditional Japanese izakayas don't normally include sushi. Other patron favorites include fish or meat grilled on binchotan charcoals, foie gras and tofu

that rivals soft-serve ice cream from Dairy Queen. The tofu is chilled and showered with a sweet and salty sauce.

1560 Boulder Street, Denver, CO 80211 | 720-372-7100

<http://www.mizudenver.com/>

### El Five

Located on the fifth floor of a building in the Lower Highlands (LoHi) area of Denver, El Five's cuisine carries a definite Spanish-Middle Eastern vibe. Along with spectacular views visible through the wall of glass, there's also a balcony for the more quixotic. The décor shimmers with bright festive colors that complement the panoramic views of the Mile-High City. El Five's menu features appetizers (tapas) and paellas, a Valencian rice dish seasoned with saffron and rosemary, graced with artichokes. The wine list is extensive and relevant, and if you want something with a little more kick, the bar concocts imaginative cocktails.

2930 Umatilla, Fifth Floor, Denver, CO 80211 | 303-524-9193

<https://www.elfivedenver.com>

### White Pie

When you enter the White Pie, you feel like you've been transported to Connecticut, the home of thin-crust pizza cooked over oak coals. In addition, there is a wonderful selection of salads, pastas and salumi, along with the drink of your choice: beer, wine and correctly mixed cocktails. Bleached wood, brick walls and marble tabletops provide the interior with a northeastern feel. During the warmer months, you can eat your pie on the patio.

1702 Humboldt Street, Denver, CO 80218 | 303-862-5323

<http://www.whitepiedenver.com>

### Concourse Restaurant Moderne

Featuring modern American cuisine, the Concourse Restaurant is located in Stapleton, the site of the old airport in Denver, from which the Concourse borrowed its distinctive décor, featuring horizontal lines and lustrous tiled flooring. During the day, the Concourse's menu offers designer coffees, skillet-fried eggs and fresh exotic fruit bowls. As evening approaches, the menu changes, presenting a selection of handmade pastas served in light creamy sauces. Naturally, cocktails, wine and beer are available.

10195 E. 29th Drive, Denver, CO 80238 | 720-550-6934

<http://www.concoursedenver.com>

### Fish N Beer

Don't let the name of this restaurant mislead you. Fish N Beer's kitchen puts time and effort into each of its culinary

creations: deep-fried smelt and blowfish tails that melt in your mouth; or salmon or sea bass grilled over fiery coals of oak. Other taste treats include glazed salmon, a dip made of smoked fish and tonnato.

3510 Larimer Street, Denver, CO 80205 | 303-248-3497

<http://fishnbeerdenver.com>

### Cattivella Wood Fired Italian

Offering Italian cuisine, Cattivella's interior revolves around a large, open kitchen that allows patrons to sit at the counter and watch as their food is prepared. Natural light fills the dining area, decorated in a chic progressive design that provides a highly-stylized ambience. The menu features salumi, delicately crusted pizzas, a vast array of sublime pastas and a variety of meats sliced on a huge butcher's block. The wine and cocktail bar resides in an expansive dining room with views of the chef's counter and the Butcher's Corner. Cattivella is located in Stapleton.

10195 E. 29th Drive, #110, Denver, CO 80238 | 303-645-3779

<http://www.cattivelladenver.com/> ■



### Indiana University Health

**Opportunity Title:** Nurse Practitioner or Physician Assistant - Cardiothoracic Surgery

Join our team at Bloomington Hospital in the collegiate town of Bloomington, IN! We are seeking an experienced Nurse Practitioner or Physician Assistant to collaborate with our highly skilled CT Surgery team.

- Must have CT Surgery and Vein Harvesting experience
- Full Time, Days, No Call, 90% outpatient role
- Competitive compensation package with benefits (PTO, 401k, Medical/Dental/Vision)

**Selling points:** The surgery practice is an integral part of the cardiology service line, with the goal that the cardiologists and surgeons would work together under the same umbrella, guiding the growth of the program in the region. A new planned hospital space with attached ambulatory center and medical office building will be a unique opportunity to help develop the cardiology program in conjunction with future collaboration between IU Health and Indiana University School of Medicine.

**About the city:** Bloomington, Indiana is a very progressive college town with the perfect blend of charm and culture. A community that prides itself not only on education and diversity, but Bloomington has a robust arts and cultural scene including an officially designated cultural arts district

#### Contact information:

Karen Rieger - Advanced Provider Recruiter  
Phone: (317) 963-2485 | [krieger1@iuhealth.org](mailto:krieger1@iuhealth.org)



# Why You Should Take That Interview



As salaries continue to rise, how can you be sure you are getting what you are worth in today's market? Is your current position offering everything that you want? Or should you take that interview and explore other options?

There are plenty of reasons to update your CV and schedule a few interviews. Primarily, casting your net can act as a negotiating tool in pursuing a salary increase at your current position. There are other real advantages to dipping your toe back into the job market on a regular basis:

- You can sharpen your interview skills.
- You can stay abreast of changing expectations.
- You might find an organization or practice where you would really like to work.
- You might open up new avenues for career progression that hadn't previously been on your radar.
- You can determine if you are happy where you are.

Of course, with as many opportunities as there are and institutions available to explore new employment, there is still a limit to what an individual healthcare professional can define as an ideal situation. However, there is no reason why any of these benefits should not be worth considering.

## The Interview Dilemma

It is likely you have been contacted by recruiters on more than one occasion. But next time a recruiter contacts you about a position, strongly consider at least taking a look.

Although the recruiter – or their client – won't want you wasting their time, that is not the point here; it is always worth exploring the other avenues open to you. And it is worth noting that you can't judge a job opportunity unless you fully explore it.

A job description says very little about the organizational culture, the people you'd be working alongside and the other little day-to-day realities that make a position worthwhile and enjoyable. The only way to really understand those factors is to witness or, ideally, experience them for yourself.

Of course, this is what a job interview is designed to do – to offer you a glimpse into whether this role, the organization and its culture fits with what you want – as much as for the interviewer to determine whether they think you would be a good fit.

Depending on your specialty, unless you live in a big metropolitan area, there may not be that large a pool of possible employers – or, indeed, healthcare recruitment companies – local to you. This means that you'll need to adhere to some ground rules if you are going to see what else is available to you.

- Communicate honestly with your recruiter and your potential employer, so everyone knows where they stand.
- Find a reputable recruiter to work with you; one with specialist medical expertise and experience, so they understand you, your desires and your expertise and have established links into employer organizations.
- Ensure you communicate in a timely manner with everyone



**Updating your CV and scheduling a few interviews can act as a negotiating tool for a salary increase at your current position.**

involved; don't leave people waiting for a response, especially for a job you're not interested in.

- If you're going to interview, you should know in the back of your mind that you'd be prepared to make that move – even if you don't think you're looking “seriously”; if an opportunity takes you by surprise and really excites you, are you in a position to make the big move?

Following these guidelines is vitally important, because – even if you aren't interested in the job on the table – you can't be sure when you may cross professional paths again with your interviewer. Acting unprofessionally now could cost you a job – or another opportunity – that you are really interested in later.

### How To Deal With The Counter Offer

So, you've got an offer on the table. It's exciting. The team is great. The pay is a substantial increase. But, your current institution doesn't want to lose you. They make a counter-offer. It's what you wanted when you embarked on your initial job search, but now you're not so sure... the new role has so many exciting elements.

Trying to make sense of this type of decision can be overwhelming, because there are no right or wrong answers, you can only do what you think is the best decision for you at that point. But don't let that dilemma hold you back. Changing roles is a good way to keep your salary on track. Annual inflation compensation increases usually hover around the 3% - 5% mark. But when you get recruited into a new position, these are generally lateral moves. You can negotiate significant

raises with organizations that want to recruit you if they think you are the right person for the role. Equally, your organization is likely to offer you an increase in salary if they don't want to lose you to another organization.

As we've already noted, using a job offer as a negotiating tactic with your current employer can be a risky strategy. If you aren't sure you want to leave and then don't receive a counter-offer from your current employer, what do you do?

Do you stay and reinforce the idea you aren't worth the raise? Or go to a job you're not certain you want? For this reason, it's vital you only employ this strategy with a job you'd be prepared to accept. Whatever you decide, you can't know whether you'd be prepared to jump ship unless you actually go to that interview. And, if you do, you might find yourself getting something a lot more valuable than the opportunity to negotiate a pay raise: a new understanding of the possibilities available to you in the job market. ■

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#### Sources

[Why You Should Go To That Interview \(Even if You Don't Want To\)](#)  
*The Muse for Forbes.com*

[TED Talk: Our Unhealthy Obsession with Choice](#)  
*Renata Saleci*

[Should You Use A Counter Offer To Land A Raise?](#)  
*LearnVest for Forbes.com*

[Long Term US Inflation: Average Annual Inflation by Decade](#)  
*InflationData.com*

# Common Interview Errors to Avoid

**G**ood communication is not only an important component of the provider-patient relationship, it also demonstrates your professionalism and the working relationship your colleagues can expect to have with you. You can state on your resume that you have excellent communication skills, but you will actually have to prove it during your interview, so avoiding these common pitfalls is important.

## Error #1: Creating a poor pre-interview impression

Getting your communication right pre-interview ensures that you make it to the interview stage.

At this stage, you're relying on your resume to speak for you – so make sure that this is as polished as it can be. You may want to tweak it slightly for each of the roles you are applying for, to call out different aspects of your experience and training. Take the time to at least consider this.

Label your resume and other supporting documentation in a way that makes it easy for your interviewer. Your name and the position you are applying for are a good place to start (Resume from Jane Doe for position of Physician at X Hospital).

Your resume isn't the only communication by which you will be judged. Make sure your voicemail message sounds professional and you return calls promptly. Use a professional sounding email address (John.Brown@email.com, rather than JohnnyBeGood@email.com) and ensure your profile pictures are equally professional (use a headshot).

## Error #2: Passing up valuable interview experience

Even if you aren't sure whether a role is right for you, if you are offered the opportunity to interview it is worth accepting. Things can look very different on paper than they do in practice and the job you most fancied on paper might not be your top-runner after you've toured the facilities and met the team.

There is a huge benefit to having several irons in the fire. If you have more than one offer come in, you'll be in a better position to negotiate terms and salary – especially if your potential employer knows they aren't the only facility making you an offer.

There's no harm in keeping your options open: you can always say no; but make sure you turn down an offer in a professional and timely manner.

Even if you decide a position is not for you, you now have more interview experience under your belt. You've had the chance to perfect your answers and get a grip on your nerves – helping to prepare you for when you do get that interview for the job of your dreams.

## Error #3: Going in unprepared

You can't control how your interviewers will conduct the interview, so try not to worry about that. You can control your preparation, however – so don't skimp on it.

Think about what you want from the role; create a list of your priorities and be prepared to be asked and to ask about them during the interview.

- Review the position and the list of candidate requirements. Consider how well your skills and experience match what the interviewer will be looking for and prepare how to present this information to demonstrate that you are a good fit for the job.
- Research the employer's reputation, significant recent news, achievements, investments, background, the local area and demographics, and other relevant information you can find. Not only will this help you come across as well informed and interested, it will help you to consider whether the position is right for you. You'll also identify some of the questions you will want to have answered during the interview. Your preparation will pay off during your interview.

## Error #4: Making the employer do all the work in the interview

Don't forget the interview is for you to decide whether the role, people, and facility are a fit for you as much as it is for the interviewer to find out more about you.

Hopefully, you've already prepared and thought carefully about what is important to you and what it is about the role or facility that you want to know more about – so you should find it easy to ask questions throughout the interview.

In addition to helping you remain calm because you know you are well prepared, you will impress your interviewer by being able to ask informed and pertinent questions about the facility and the role for which you are interviewing. You don't need to wait until the end to raise pertinent questions; this is a dialogue between you and a future potential colleague – and treating it as such should help you to represent yourself professionally and confidently. The ease with which you conduct yourself during the interview will speak volumes about your professional conduct and your interest in the position.

## Error #5: Not taking notes – or taking poor notes

Don't be afraid to take notes during the interview process; it's perfectly acceptable to jot down names, information about the role, reporting structures, or salary. You are going to make a major life decision based upon what is said during the interview, so it is important that you know exactly what was discussed or promised.

However, make sure your notetaking doesn't take place at the expense of making eye contact with your interviewer. National locum tenens agency Locum Leaders advises that maintaining a connection with your interviewer throughout the interview is important. And never refer to your notes when answering a question. Don't jeopardize the impression that you are a subject matter expert and are good at your job.

## Error #6: Not following up post interview

Follow up with your interviewer after the interview to thank them for their time and consideration. As well as being common courtesy, this small act of appreciation adroitly demonstrates your communication skills – and offers a positive glimpse of what it might be like to work alongside you.

This step is also your opportunity to reiterate your interest and your qualification for the role, as well as to highlight something unique about your candidacy that might give you an edge.

Make your thank you message personal and thoughtful. If you find yourself in a highly competitive situation with another candidate, this small courtesy could be the action that tips the balance in your favor.

## Error #7: Failing to play the long game

If you are offered the role, but decide it's not for you, it's important to let the interviewer know as soon as possible. Don't drag things out to “keep your options open” or because you don't like delivering bad news. Remain professional and wish the interviewer the best of luck with their search.

Who knows when you might come into contact with them in a future professional capacity or whether you might like to reapply to that facility – you don't want to burn bridges through a simple deficiency in communication.

Candidates who adopt a professional manner and communicate clearly throughout the process should find this step a breeze. When it comes to job searches, applications, and interviews, a little research goes a long way. And first among all else must be clarity about what you want from a position. We hope alerting you to these seven common communication mistakes will help you to be more confident about the choices you are making and more successful during the interviewing process.

Last but not least it is important to note that it can be nerves getting the better of you that lead to making the communication errors we've identified here. The recruitment process can be stressful for candidates, so make sure you schedule some downtime and take the time to relax. And, every now and then, force yourself to take a step back and look at the big picture. ■

### Sources

*Medical Job Interview Tips for Physicians and Clinicians, LocumLeaders.com*



Activate Healthcare Selected as 2019-2020 Employer of Excellence by AAPA's Center for Healthcare Leadership and Management

Be a change agent for the way health care is being delivered! **Activate Healthcare** allows you to practice medicine in the manner in which you were trained, with a holistic and integrated approach. We are looking for providers that have a passion for focusing on patients and delivering health care services that promote health and wellness to improve conditions and promote a culture of healthier employees and families. No more billing insurance companies or administrative hassles. No more pay based on RVU's or productivity. Master's prepared physician assistant with 1-2 years of work experience.

We have openings in the following states:

- Illinois
- Indiana
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Please contact Activate Healthcare's dedicated recruiter at:  
**Kim Nealt**  
[kimnealt@activatehealthcare.com](mailto:kimnealt@activatehealthcare.com)  
[www.activatehealthcare.com](http://www.activatehealthcare.com) | 773.391.2077 Mobile

*Where Quality of Life and Quality of Care Come Together*



## Physician Assistant Opportunities The Berkshires ~ Western Massachusetts

**Berkshire Health Systems is currently seeking Physician Assistants for hospital-based and private practice opportunities in the following areas:**

- General Surgery
- Neurosurgery
- Primary Care
- Pulmonary Medicine
- Sleep Medicine

Serving a diverse population in Western Massachusetts, Berkshire Medical Center, BHS's 302-bed community teaching hospital, is a major teaching affiliate of the University of Massachusetts Medical School. With the latest technology and a system-wide electronic health record, BHS is the region's leading provider of comprehensive healthcare services.

We understand the importance of balancing work with a healthy personal lifestyle. Located just 2½ hours from Boston and New York City, the Berkshires offers small town New England charm and the endless cultural opportunities of a big city. With excellent public and private schools, world renowned music, art, theater, and museums, as well as year round recreational activities from skiing to kayaking, this is an ideal location.

This is a great opportunity to practice in a beautiful and culturally rich area while being affiliated with a health system with award-winning programs, nationally recognized physicians, and world class technology.

***Berkshire Health Systems offers a competitive salary and benefits package, including relocation.***

Interested candidates are invited to contact:  
Liz Mahan or Shelly Sweet  
Berkshire Health Systems  
(413) 395-7866  
mdrecruitment@bhs1.org

