



■ Chicago: Enjoy the Windy City

■ Saving for Retirement

■ Becoming a Physician Advisor at Your Hospital

# Career Guide

UROLOGY  
CHICAGO, IL

May 2019

# PINNACLE HEALTH GROUP

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**Cell / Text: 678-234-6192**

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# Chicago: Enjoy The Windy City

## There's so much to see and just as much to do in Chicago

Chicago is one of the largest US cities and an international hub for finance, commerce, industry, technology, telecommunications, and transportation. The city is also famously called the “Windy City” for its frigid breezes blowing off Lake Michigan where it is situated. Despite the weather, tens of millions of tourists a year enjoy the bold architecture, sports arenas, jazz clubs and museums of this populous city that made the deep-dish pizza famous. Below is a “What to do in Chicago” guide so you can enjoy the local flavor:

### What To See

#### Adler Planetarium

Adler Planetarium is a public museum dedicated to astronomy and astrophysics. Founded in 1930 by Chicago businessman Max Adler, the museum is America's first planetarium and is part of Chicago's Museum Campus (comprised of the Planetarium, John G. Shedd Aquarium and The Field Museum). It became a National Historic Landmark in 1987.

Adler Planetarium has three full-sized theaters with featured shows; space science exhibits including their most recent Chasing Eclipses, and the interactive workshop Community Design Lab; and the Doane Observatory, a lakeside observatory that is one of the only public, research-active observatories. The planetarium also has a collection of print materials and antique scientific instruments on display. Visit Adler's Store to make a purchase that supports research and STEM (Science, Technology, Engineering and Math) throughout the Midwest, or Galileo's Café for a freshly prepared bite to eat.

Adler Planetarium is open 9:30am-4pm daily. Visit their website

for ticket prices and show information.

*1300 S Lake Shore Drive*

*Chicago IL 60605*

*[adlerplanetarium.org](http://adlerplanetarium.org)*

#### Chicago Riverwalk

Chicago Riverwalk is a pedestrian waterfront along the Chicago River. In 2016, it was expanded an additional 9 blocks and revamped into a series of six distinct civic spaces or “rooms” with names like Marina (food vendors and waterfront seating), the Cove (kayaking and boat rentals) and the River Theater (amphitheater seating). The Riverwalk provides an escape from the concrete, steel and glass of the city.

Enjoy floating gardens during your Riverwalk visit. Water Taxis and Boat Charters are available to enjoy viewing and learning about the city.

Visit the website for more information about all the activities, attractions and events scheduled during your stay.

*[chicagoriverwalk.us](http://chicagoriverwalk.us)*

#### Museum of Contemporary Art

Museum of Contemporary Art (MCA) is one of the world's largest contemporary art venues. It is near Water Tower Place in downtown Chicago and was established in 1967. The museum is operated gallery style, with individual exhibits curated throughout the year. Exhibits can consist of temporary loans, permanent collection pieces, or some combination of temporary and permanent exhibits.





*Chicago is a popular vacation spot famous for its jazz music, sports arenas and stunning architecture.*

The museum's collections include the work of Alexander Calder, Jasper Johns, Cindy Sherman, Kara Walker and Andy Warhol. Notable past exhibits include the record-breaking *David Bowie Is* exhibit, with almost 200,000 attendees. MCA, also contains historical surrealism, pop art minimalism and postmodernism along with contemporary painting sculpture, photograph, video and installation.

Visit Museum of Contemporary Art's website for event, performance and ticket information.

220 East Chicago Avenue  
Chicago, IL 60611  
[mcachicago.org](http://mcachicago.org)

## The Second City

The Second City is the first ever improvisational theater troupe. This improvisation comedy enterprise began in 1959 and is one of the most influential and prolific comedy theaters in the world. Their name came from the title of an article in The New Yorker about Chicago. Second City counts Dan Aykroyd, Gilda Radner, John Candy, Joan Rivers, Tina Fey, Steve Carell, Stephen Colbert, Jane Lynch and Mike Meyers among the long list of alumni who have cut teeth on their stage. There are also theaters in Toronto and Los Angeles in case you can't make it to a Chicago show.

The Second City Chicago has three sketch and improv comedy shows in rotation at Chicago Mainstage: "The Best of Second

City Shows"; "The Second City New Mainstage Revue"; and, "Second City's Neighborhood Tour".

Visit the website for ticket purchases and to learn more about The Second City.

1616 North Wells Street  
Chicago, IL 60614  
[secondcity.com](http://secondcity.com)

## Where To Shop

### The Magnificent Mile

No stay in Chicago would be complete without a trip to The Magnificent Mile on Downtown Michigan Avenue. It is currently Chicago's largest shopping district with 460 retailers featuring mid-range to high-end shopping opportunities. Magnificent Mile is also the location of some of the US's tallest buildings such as the John Hancock Center and landmarks such as Wrigley Building.

Shops range in category from apparel or cosmetics to pet boutiques or toys. You'll find names such as Chanel, Gucci, Kiehl's, Hugo Boss, and Crate & Barrel along The Mag Mile. Take a break from shopping so you can dine at one of the Magnificent Mile's 275 award-winning restaurants.

Visit the website for a complete list of retailers, restaurants and

events happening during your stay.

[themagnificentmile.com](http://themagnificentmile.com)

## Where To Dine

### Andy's Jazz Club

Andy's Jazz Club offers the full jazz club experience with tasty dining and mixed drinks. This low-key, intimate club attracts a mature crowd with nightly jazz performances and an American menu. Perfect for the after-work crowd or for tourists looking to immerse themselves in Andy's soulful jazz vibe minus the cigarette smoke. There's a two-hour table maximum, but it's not always strictly enforced. Be prepared for a crowded room as hot performances take the stage twice a night.

11 East Hubbard Street, Suite 1

Chicago, IL 60611

312-642-6805

[andysjazzclub.com](http://andysjazzclub.com)

### Tortoise Supper Club

Tortoise Supper Club offers the full jazz club experience with tasty dining and mixes an upscale supper club with dark mahogany and leather finishes that give it a throwback vibe. American menu favorites like seafood and steaks are served by friendly wait staff and the specialty cocktails are impressive. Live jazz shows are on weekends only, but whether you want to entertain clients or impress the father-in-law, this is the place to do it.

650 North Street

Chicago, IL 60654

312-755-1700

[tortoiseclub.com](http://tortoiseclub.com)

### Bandera Restaurant

Bandera Restaurant on Magnificent Mile does American cuisine with southwestern flair. Their specialties include barbecue ribs, rotisserie chicken and cornbread served in a skillet, but they are also a crowd favorite because they're one of the few restaurants in town that offers delicious veggie burgers. They've made "USA Today's Best 10" list for restaurants; but nightly live jazz music doesn't hurt either. Window seats with a view are in high demand at Bandera's, so don't be surprised if you don't get one.

535 N Michigan Avenue

Chicago, IL 60611

312-644-3524

[Banderarestaurants.com](http://Banderarestaurants.com) ■

## ORLANDO HEALTH®

Orlando Health - Orlando Health is a \$3.8 billion not-for-profit health care organization and a community-based network of hospitals and care centers in the Orlando region. The organization, which includes the area's only Level One Trauma Centers for adults and pediatrics, is a statutory teaching hospital system that offers both specialty and community hospitals. They are: Orlando Regional Medical Center; Arnold Palmer Hospital for Children; Winnie Palmer Hospital for Women & Babies; Dr. P. Phillips Hospital; South Seminole Hospital; Health Central Hospital; UF Health Cancer Center at Orlando Health; and South Lake Hospital. Orlando Health's areas of clinical excellence are heart and vascular, cancer care, neurosciences, surgery, urology, pediatric orthopedics and sports medicine, neonatology, and obstetrics and gynecology.

**The Orlando Health Physicians Urology Group is seeking BE/BC General Urologists** to join our growing practices in greater Orlando.

**Education/Experience:**

Graduate of approved Urology residency program.

**Licensure/Certification:**

Current professional license (unrestricted) in the State of Florida or able to obtain one.

**Citizenship Requirement:**

US or H1B Sponsorship (No J1).

**Benefits of Practicing at Orlando Health:**

- Competitive salary and benefits.
- Ample support staff.
- Excellent lifestyle – conveniently located in Orlando with access to world class restaurants and entertainment, public and private schools, 3 medical schools, diverse neighborhoods, outdoor activities, Florida beaches, a thriving cultural scene and International Airport.

Interested candidates can submit their CV via email to  
[scott.felker@orlandohealth.com](mailto:scott.felker@orlandohealth.com)

## Palmetto Health USC MEDICAL GROUP

### Urologic Surgeon South Carolina

The newly formed Division of Urology at the Palmetto Health USC Medical Group in Columbia, South Carolina is currently in need of urologic surgeons to help grow this young program.

We are seeking 4 BC/BE urologists to join two practicing physicians to fulfill a vision of an academic practice at a level I trauma center affiliated with the University Of South Carolina School Of Medicine. All subspecialties are desired, including uro-oncology, neurourology, reconstruction, general urology and men's health. Other highlights include:

- Incredible growth opportunity
- State of the art equipment
- Newly outfitted cystoscopy OR suite
- Newly developed clinic space
- Competitive pay
- 1:5 call schedule
- DaVinci Robot access

Columbia, SC is a metropolitan area with a population of more than 750,000 with a community offering:

- Low cost of living
- College town environment with a growing restaurant scene
- Cultural and sporting activities
- Access to Lake Murray, a 41 mile long man-made lake
- Convenient access to the Atlantic Coast and Blue Ridge Mountains

Academic rank and salary will be commensurate with experience.  
Interested candidates should forward a letter of intent and curriculum vitae to:

Timothy D. Averch, M.D., F.A.C.S  
Chief, Division of Urology  
C/O Brennan Bogner  
[Brennan.Bogner@palmettohealth.org](mailto:Brennan.Bogner@palmettohealth.org)  
803-296-2183.



## Director, Outpatient Urological Procedure Unit

The Department of Urology of the Cleveland Clinic's Glickman Urological and Kidney Institute is seeking to hire a **Urologist to serve as Director** of our outpatient surgical procedure unit located in the Glickman Tower. The unit consists of 12 procedure rooms and 4 larger operating rooms where outpatient procedures including vasectomy, prostate biopsies (transrectal, transperineal, and fusion-guided), urodynamics, retrograde urethrography, cystoscopy, stent insertions and removals are performed, totaling more than 20,000 cases/year. The Department is seeking to expand the number and scope of procedures performed while continuing to provide cutting edge care to patients. Interested candidates should have certified for or be willing to learn conscious sedation, and demonstrated ability to work cohesively with a multidisciplinary team.

This position commands a competitive salary enhanced by an attractive benefits package including medical malpractice coverage and a collegial work environment. Our surgeons comprise a collaborative team that strongly supports pursuits of sub specialty interests and professional growth. Academic appointments are available through the Cleveland Clinic Lerner College of Medicine of CWRU.

The Urology department is ranked No. 1 in U.S. News & World Report and is one of the largest urology departments in the world.

**George Haber, MD**  
**Chair, Department of Urology**

The Department of Urology has 58 physicians treating patients in all urological subspecialties at 26 different locations within the greater Cleveland & Akron areas. In 2018, we are on track to complete more than 97,000 office visits and over 12,000 surgical cases. Patients came to us from every state in the United States and more than 82 countries.

Please apply on at: <http://jobs.clevelandclinic.org/physicians.html>

The same vitality that charges Cleveland Clinic extends to almost every aspect of life in Greater Cleveland. The melting-pot culture that has helped establish Cleveland as a vibrant and versatile metropolitan area adds a unique flair to the lifestyle here. The Cleveland area is a very comfortable and affordable place to live with a variety of available activities, excellent school systems, world renowned orchestra, theater district and entertainment, and a great place to raise a family.



*Equal Employment/Affirmative Action Employer – Min/Fem/Disability/Vet/Smoke Drug Free Environment*



# Doctor, can you be credentialed quickly and easily?

A complete professional profile makes that possible and will also help physician recruiters identify you for open positions.

Go to **MyData.BoardCertifiedDocs.com**  
to update your professional data  
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(MDs or DOs – including residents)

If you previously registered on this site, just login  
(use Forgot Password if necessary) **Otherwise...**

Just click the **FIRST TIME USER** button.

**Complete registration once.**

Then update your professional details.

Bookmark the site to return as often as you like.  
(We'll remind you once a year.)



**The Official Physician Professional Data Form**  
*for credentialing publications*



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Nationally Recognized.

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- Recognized as New Jersey's premier multispecialty medical group
- More than 80 locations in seven northern New Jersey counties
- 800+ practitioners cover more than 80 medical specialties and services
- Collaborative focus on delivering patient-centered and coordinated care



We are a smoke and drug-free environment. EOE M/F/D/V

## UROLOGISTS – PEDIATRIC & ONCOLOGIC

### New Jersey

Discover a whole new practice experience at **Summit Medical Group**, where we've been setting the standard in clinical care since 1919. Here, you will discover a one-stop career destination with an interdisciplinary team environment and endless ways to grow your expertise.

As one of the largest physician-owned multispecialty medical practices, we promote a care model that frees our physicians to focus on patient care in a framework designed to achieve superior clinical outcomes, better quality and higher patient satisfaction.

Our commitment to improving the health of our community through innovation, collaboration and wellness education have made us the ideal place to practice your profession, and features a prestigious, multispecialty medical group with over 800 practitioners and 3000 employees that support medical specialties and services with over 80 clinical locations including urgent care centers, ambulatory surgery centers, lab and imaging. In addition, our state-of-the-art cancer center affords us the opportunity to provide even further multidisciplinary care to our urologic patients.

We offer competitive compensation, shareholder opportunity, comprehensive benefits and a dynamic and collaborative working environment. For immediate consideration, please email your CV to: [providerrecruitment@shm.net](mailto:providerrecruitment@shm.net) or apply online at:

<https://jobs.summitmedicalgroup.com/>

We put  
**YOU**  
**FIRST**  
because you put patients first.



### Regional Chief of Urology Opportunity in Hartford, Connecticut.

Trinity Health Of New England Medical Group is seeking a dynamic board-certified Urology leadership candidate to serve as the Regional Chief of Trinity Health Of New England Urology throughout Connecticut and Massachusetts.

This is an exciting opportunity to implement your vision and leadership with a regional leader in Urological services. Here, you'll work with a talented team of Urologists providing full spectrum services that range from general urological procedures to laparoscopic and robotic surgeries at four hospitals in Connecticut and Massachusetts. Provide leadership and oversight for the group's day-to-day clinical operations and provide a vision for the department that extends into ongoing research initiatives and our academic training program with University of Connecticut School of Medicine Urology Residents.

The successful candidate should be a proven leader with 3-5 years of clinical leadership experience, preferably in an academic environment. We're seeking an exceptional clinician who is a creative thinker with a passion for teaching, training, and executing strategic plans that will help to grow the department.

Practicing in Hartford, Connecticut's state capital, puts you in the heart of New England. One million residents choose to reside in the greater Hartford area because it offers a tremendous selection of welcoming neighborhoods in which to live, excellent public and private schools, great restaurants, shopping, music, museums and historical areas. The central New England location puts you in close proximity to New York City and Boston with easy access to dependable air and rail services.

As part of Trinity Health Of New England—the region's largest nonprofit health system—you will experience a culture of provider collaboration. Our practice model empowers physicians to work at their highest level, while allowing time for professional development and family life. If you are focused on providing outstanding patient-centered care, you will thrive within Trinity Health Of New England Medical Group.

**For more information, please call Mallory Davis, Physician and Advanced Practitioner Recruitment Specialist, Trinity Health Of New England, at 860-714-1070 today. Or email your CV and letter of interest to [mallory.davis@stfranciscare.org](mailto:mallory.davis@stfranciscare.org).**

[www.jointrinityne.org/RCU/Careers](http://www.jointrinityne.org/RCU/Careers)

EEO-AA-M/F/D/V Pre-employment drug screening



Saint Francis Hospital and Medical Center  
Mercy Medical Center  
Saint Mary's Hospital  
Johnson Memorial Hospital  
Mount Sinai Rehabilitation Hospital



Urban Health Plan is a network of federally qualified community health centers that offers comprehensive, affordable, quality primary and specialty health care. We are located in the Bronx, Queens, and Manhattan and are accredited by the Joint Commission.

Urban Health Plan's mission is to continuously improve the health of communities and the quality of life of the people we serve by providing affordable, comprehensive, quality, primary, and specialty health care and by assuring the performance and advancement of innovative best practices.

We are looking for capable, energetic, passionate physicians, looking to work in an environment that fosters, patient-centered, holistic, quality medical care, in a practice setting that encourages innovation, creativity, learning, and growth.

**For more information, please contact:**  
[provider.recruitment@urbanhealthplan.org](mailto:provider.recruitment@urbanhealthplan.org)

#### Minimum Qualifications:

- Graduate of an accredited Medical School
- Completion of approved residency in Urology
- BE/BC
- Valid NYS and DEA License.
- At least 1-year experience.
- Ability to successfully interact and communicate with a diversified population.
- Bilingual, (English/Spanish) a plus.

#### Benefits Include:

- Fully funded Health Insurance for yourself
- 73.5% funded Health Insurance for your family
- Dental Insurance
- \$50,000 term life Insurance
- 401(k) Retirement Savings (including annual UHP Contribution)
- Competitive salary
- Comprehensive time off including paid vacation, personal time, sick time, and paid holidays (including your birthday!)



## WATSON CLINIC<sup>LLP</sup>

Physician-owned Watson Clinic LLP, a 200+ physician multispecialty group in Lakeland, FL (between Tampa and Orlando) seeking **BE/BC General Urologist**.

Perform laparoscopy and robotics in an 800-bed hospital and ambulatory surgery center located two blocks from the Clinic.

**We invite you to contact us by calling 800-854-7786 or emailing [WCPhysicians@WatsonClinic.com](mailto:WCPhysicians@WatsonClinic.com)!**



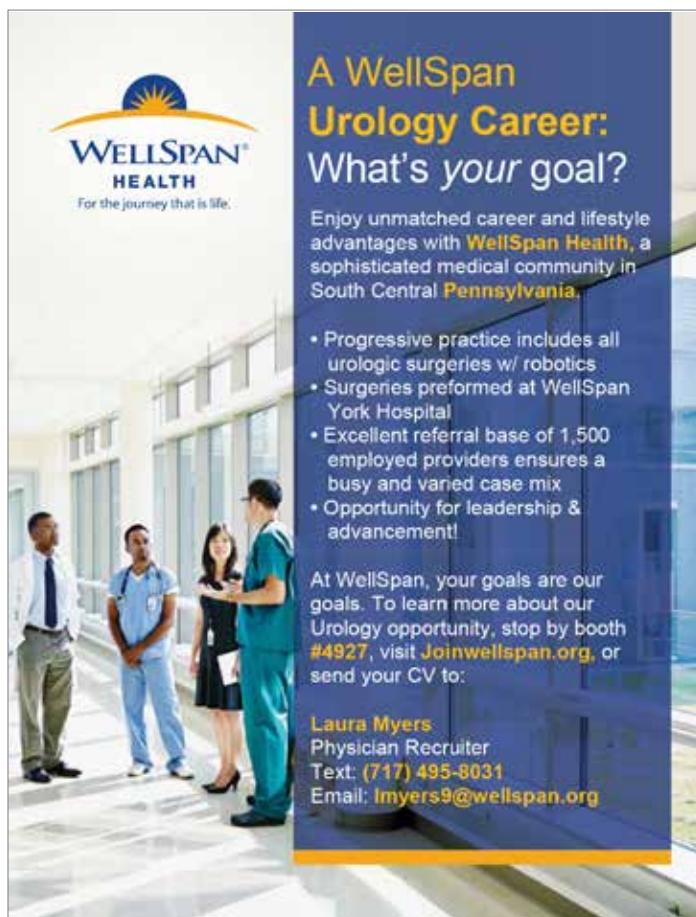
## A WellSpan Urology Career: What's your goal?

Enjoy unmatched career and lifestyle advantages with **WellSpan Health**, a sophisticated medical community in South Central **Pennsylvania**.

- Progressive practice includes all urologic surgeries w/ robotics
- Surgeries performed at WellSpan York Hospital
- Excellent referral base of 1,500 employed providers ensures a busy and varied case mix
- Opportunity for leadership & advancement!

At WellSpan, your goals are our goals. To learn more about our Urology opportunity, stop by booth #4927, visit [Joinwellspan.org](http://Joinwellspan.org), or send your CV to:

**Laura Myers**  
 Physician Recruiter  
 Text: (717) 495-8031  
 Email: [lmeyers9@wellspan.org](mailto:lmeyers9@wellspan.org)



# Career Guide

A powerful and effective recruitment solution that reaches top healthcare talent through the industry's key society conferences and myHealthTalent.com.

**Reach both active and passive job seekers to fill your position quickly and effectively.**

## Contact

Alexis Graber

a.graber@elsevier.com

201-466-7794

to reserve your space!



AFFILIATED WITH



## Urologist Cambridge Health Alliance

Cambridge Health Alliance (CHA), a well-respected, nationally recognized and award-winning public healthcare system is recruiting for a **full time BE/BC Urologist**. Our system is comprised of three campuses and an integrated network of both primary and specialty outpatient care practices in Cambridge, Somerville and Boston's Metro North Region.

- Work in a busy and expanding community based practice
- Call is 1:3 with consult triaging performed by Physician Assistants and Surgical Residents
- electronic medical records system (EPIC)

CHA is proud to offer a collaborative practice environment with an innovative clinical model. At CHA, both undergraduate and graduate teaching opportunities exist through our affiliation with Harvard and Tufts Medical Schools as well as BI Surgical Residents and our own Medicine and Family Medicine residency programs.

Ideal candidates will possess excellent clinical and communication skills, and possess a strong commitment to serve our multicultural underserved patient population.

Qualified candidates please visit [www.CHAproviders.org](http://www.CHAproviders.org) to apply through our secure and confidential portal. Candidates may also apply via email to Melissa Kelley, Provider Recruiter at [makelley@challiance.org](mailto:makelley@challiance.org). CHA Provider Recruitment may be reached by phone at (617) 665-3555/fax (617) 665-3553.

*We are an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law.*

IT'S NOT  
A JOB,  
IT'S A WAY  
OF LIFE.



## CoxHealth opportunity

### BC/BE general urologist

- Join a team of eight urologists
- Have access to da Vinci robots, lithotripsy, in-office fluoroscopy and a video urodynamic suite
- Receive competitive compensation, sign-on bonus and excellent retirement



417-875-3680

[lori.matthews@coxhealth.com](mailto:lori.matthews@coxhealth.com)





# Saving for Retirement



Retirement planning is an essential but much under-appreciated part of life for any profession. For physicians, planning for retirement presents its own particular challenges, including the high rates of burnout and the high debt levels upon entering the profession.

The 2016 [Survey of America's Physicians: Practice Patterns and Perspectives](#) conducted for The Physicians Foundation by Merritt Hawkins reported that 46.8% of physicians plan to accelerate their retirement plans in order to retire early. This is an increase in the number of physicians who reported that they planned to do so compared to the previous survey in 2014. At the same time, a greater number of physicians are continuing to practice beyond the traditional retirement age of 65.

This uncertainty about projected retirement age can make planning for retirement difficult. For a physician just out of medical school, thinking about possible burnout or future retirement isn't at the top of the agenda; there are many competing demands for their salary following years of accruing student debt. However, successful planning that allows for much-needed flexibility requires physicians to start saving for their retirement as early as possible.

## The Importance of Savings

Medscape's 2017 Physician Compensation Report found that the average income for all physicians in the report has risen steadily since 2011. It states average income rose to \$294,000 in 2017. With compensation packages of this kind, retirement planning should be straightforward.

However, the reality isn't so simple. According to the AMA Insure, the average student loan debt a medical student graduated with in 2012 was \$166,750. The Association of American Medical Colleges (AAMC) has found that 79% of medical school graduates carry \$100,000 or more of education debt.

There are many competing demands on a physician's salary, including malpractice insurance, buying a home and the cost of raising a family. Added to this, a physician typically doesn't start achieving higher rates of income until well into mid-career. For those coming late to the profession, the limited time available for paying into a plan creates even more of a challenge.


Given the way pension saving works, a lack of investment into pension schemes and the loss of the potential compound interest during these early years of a career can create a serious hole in pension funding.

## Options for Employed and Self employed

Increasing numbers of physicians are turning to employment rather than self-employment, as the options for pension planning and employer contributions are more readily available.

The Medscape Physician Compensation Report 2016 found that 66% of employed physicians had a retirement plan with employer match, compared to just 39% of self-employed physicians. Those benefitting from retirement plans without employer match was found to be 27% for employed physicians and 25% for self-employed physicians. The findings, while encouraging for the majority of employed physicians, highlight





*For a physician just out of medical school, retirement planning isn't at the top of the agenda. There are many competing demands for their salary following years of student debt.*

# Retirement Savings

a worrying minority who are not paying into a pension plan: 7% of employed physicians and 36% of self-employed physicians.

Self-employed physicians have access to a potential pension plan of sorts, however, if they are able to successfully invest in real estate and equipment, build their private practice and sell the practice to a younger doctor when they reach retirement age. Changes to reimbursement rates and record-keeping compliance requirements are encouraging increasing numbers of physicians into self-employment.

## What You Can Do

Today, it is more important than ever for all physicians to own and be contributing into a pension plan in order to sustain the lifestyle they currently enjoy post-retirement. According to a 2015 survey by Fidelity Investments featured in the Chicago Tribune, nearly 60% of female physicians and 45% of male physicians are not paying in maximum contributions to their retirement plan. Experts recommend contributions of between 15% and 20% of salary.

While it may be difficult for young physicians to see the need to put a significant proportion of their salary into savings for retirement, it is this early planning that can help secure a decent retirement income. It is important to seek expert independent financial advice as early into your career as possible in order to ensure that you choose the right plan and secure the necessary flexibility further down the line.

## Self-Employed Pension Planning

The pension plans available differ for employed and self-employed physicians as well as for physicians working in government facilities and for-profit healthcare facilities.

Self-employed physicians will first need to make the decision about whether they should choose a tax-deferred retirement plan or a tax-qualified pension plan. Plans such as a 401(k) are tax-deferred plans which enable self-employed physicians to defer up to \$18,000 on a pre-tax basis. This rises to an allowance of \$24,000 over the age of 50. After the age of 59½ qualified distributions are taxed as ordinary income.

The most common form of tax-qualified pension plans for self-employed physicians are defined benefit plans, such as the cash balance plan. These provide the option of a lifetime annuity, but via an individual account for each covered employee, complete with a specified lump sum. They offer a higher maximum contribution rate than a 401(k) plan; in 2017, a maximum contribution was \$149,203 versus a 401(k)'s maximum contribution of \$60,000. Contribution limits vary by age, but this type of plan need not necessarily be an alternative to a 401(k) plan; it is possible to own both plans for additional future security.

## Employed Pension Planning

If employed by a facility or an organization, the physician will need to choose whether to use the pension savings plan offered

by the employer or to seek an alternative. If the employer is offering to make contributions, this choice is an easy one; the physician will want to take advantage of this significant benefit and use the employer's plan.

This is likely to be:

- a 401(k) plan, a defined benefit plan that for-profit facilities offer;
- a 403(k) or 457(b) tax-deferred retirement plan offered by non-profit (government or non-governmental) organizations; or
- an Individual Retirement Account (IRA).

Each type of plan has its own characteristics, so it is important to seek expert independent advice to determine which option on the table is right for your retirement goals and whether the retirement plan your employer offers should be supplemented by additional arrangements in order to achieve those goals.

For those physicians choosing to pay into an employer's plan, this doesn't – and shouldn't – preclude the possibility of making additional arrangements beyond the employer's scheme; for example, making further savings contributions to tax-efficient investments in taxable accounts, or making further contributions into a private defined benefit plan.

It is important to seek expert and independent investment advice. However, by far the most important decision that a physician can make when planning their retirement savings is to start preparations as early as possible. ■

## Sources

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## ABOUT THE AUTHOR

**Melanie Grano** is a freelance business writer and 20-year Journalism veteran who regularly contributes to career-based publications, including *ThirdCertainty* and *Computer Times*.



**Urologist**  
**Cambridge Health Alliance**

**Cambridge Health Alliance (CHA)**, a well-respected, nationally recognized and award-winning public healthcare system is recruiting for a **full time BE/BC Urologist**. Our system is comprised of three campuses and an integrated network of both primary and specialty outpatient care practices in Cambridge, Somerville and Boston's Metro North Region.

- Work in a busy and expanding community based practice
- Call is 1:3 with consult triaging performed by Physician Assistants and Surgical Residents
- electronic medical records system (EPIC)

CHA is proud to offer a collaborative practice environment with an innovative clinical model. At CHA, both undergraduate and graduate teaching opportunities exist through our affiliation with Harvard and Tufts Medical Schools as well as BI Surgical Residents and our own Medicine and Family Medicine residency programs.

Ideal candidates will possess excellent clinical and communication skills, and possess a strong commitment to serve our multicultural underserved patient population.

Qualified candidates please visit [www.CHAproviders.org](http://www.CHAproviders.org) to apply through our secure and confidential portal. Candidates may also apply via email to Melissa Kelley, Provider Recruiter at [makelley@challiance.org](mailto:makelley@challiance.org). CHA Provider Recruitment may be reached by phone at (617) 665-3555/fax (617) 665-3553.

We are an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law.



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IT'S A WAY  
OF LIFE.**

**CoxHealth opportunity**

**BC/BE general urologist**

- Join a team of eight urologists
- Have access to da Vinci robots, lithotripsy, in-office fluoroscopy and a video urodynamic suite
- Receive competitive compensation, sign-on bonus and excellent retirement



SPRINGFIELD  
MISSOURI

417-875-3680  
[lori.matthews@coxhealth.com](mailto:lori.matthews@coxhealth.com)



Berkshire Health Systems is currently seeking an exceptional BC/BE Urologist to join our hospital based practice. This is an excellent opportunity to join a dynamic team committed to providing exceptional truly patient- and community-centered care in Berkshire County within an environment where you will be challenged, supported, and respected.

**Berkshire Health Systems offers providers the opportunity to live and work in a beautiful and culturally rich community**

Live, Work and Play – you can do it all here. One of the most beautiful settings in the northeast makes it easy to balance work with a healthy personal lifestyle. The Berkshires offers small town New England charm and the endless cultural opportunities of a big city. We are proud of our commitment to people, programs and nationally-recognized medical care. Join an outstanding medical faculty at a long-established teaching hospital in a unique New England setting.

**Our Urology practice offer providers an exceptional opportunity:**

- Hospital based practice of 5 physicians
- Well-established robotics program with a DaVinci SI system
- Award winning 302 bed community teaching hospital
- Affiliation with University of Massachusetts Medical School and University of New England College of Osteopathic Medicine

Interested candidates are invited to contact:

Liz Mahan, Physician Recruitment Specialist

[emahan@bhs1.org](mailto:emahan@bhs1.org) | 413-395-7866



**Atrium Health**

**Urologic Oncologist Levine Cancer Institute-University Atrium Health Charlotte, North Carolina**

The Levine Cancer Institute (LCI) at Atrium Health, formerly known as Carolinas HealthCare System, is seeking a fellowship trained urologic oncologist to develop a comprehensive program for urologic oncology at University Hospital in Charlotte, North Carolina.

The position will require the individual to develop a program for tertiary/quaternary level care as part of a multidisciplinary team that includes a genitourinary focused medical oncology team and radiation oncology. The primary focus will be on the management of kidney, bladder, and testicular cancer. LCI has a brand-new outpatient suite with the latest equipment and there is ample operative time and access to robotic surgery. Priority will be given to applicants with a strong commitment to resident training as well as an interest in clinical and translational research.

Atrium Health is one of the largest, most comprehensive and integrated, public, not-for-profit systems in the nation comprising more than 7,500 licensed beds, employing over 65,000 people and accounting for more than 12 million patient encounters on an annual basis. The Levine Cancer Institute, part of Atrium Health, sees over 11,000 new cancer cases each year. LCI is part of an innovative vision developed to deliver world class cancer care across the system and beyond.

To learn more or to submit a CV for confidential consideration, please contact  
Kyle Audette, Physician Recruiter via email at [Kyle.Audette@atriumhealth.org](mailto:Kyle.Audette@atriumhealth.org)

Or

Dr. Peter E. Clark, Chair Urologic Oncology via email at [Peter.Clark@atriumhealth.org](mailto:Peter.Clark@atriumhealth.org)





## Seeking BC-BE Urologist for Growing Metropolitan Practice with Leading Medical Group in the Market!

Practicing medicine at The Iowa Clinic can be one of the most rewarding moves you'll ever make – on and off the job. The Iowa Clinic is proud to be the largest physician-owned multi-specialty group in the Greater Des Moines area with a national reputation for quality and outcomes. A culture of trust, integrity and collaboration among physician owners and Clinic leadership has proven essential in our 25-year history. This culture is critical to our mission of putting the patient first.

### Opportunity Highlights include:

- Large referral base within clinic of 250+ providers (over 90 in Primary Care) practicing in 42 specialties serving a population of 1.3 million
- 75th-80th percentile of benchmark compensation
- Income guarantee and potential for additional compensation
- Excellent benefits including 401(k) profit sharing retirement plan with 2 year shareholder track
- EMR with Virtual Scribe Service
- Clinic-owned ASC with future plans for onsite OR with lithotripter

We are proud to be part of the community of Des Moines, which is constantly growing and receiving national attention. We've been recognized as:

- #1 Best State to Practice Medicine (WalletHub, 2017)
- #1 Physicians' Top Places to Live and Work (Physicians Thrive, 2017)
- #1 Best State to Live in America (U.S. News & World Report, 2018)

If you are interested in joining our team please contact:

Michelle Augustus  
314-236-4564  
maugustus@cejkasearch.com  
www.cejkasearch.com

Reference position ID 162415  
when responding.



Bassett Healthcare Network  
Bassett Medical Center

## Urologist Join A Great Team!

**Bassett Healthcare Network**, a progressive health care network in Central New York and major teaching affiliate of Columbia University, is seeking a Urologist.

### Pertinent Highlights Include:

- 6 Urologists and 3 Advanced Practice Clinicians (APC's)
- Instant Referral Base
- Call Responsibility limited to Primary Hospital with APC's taking 1st Inpatient Call
- Xi DaVinci Surgical System
- Forbes' 2018 America's Best Mid-Size Employers

Bassett Healthcare Network is an integrated health care system that provides care and services to people living in an 8 county region covering 5,600 square miles.

Cooperstown is located south of the Adirondack Mountains and north of the Catskills Mountains. The combination of a modern practice within a growing academic and research oriented healthcare system, coupled with excellent schools and multiple outdoor recreational, cultural and artistic activities, makes this a unique opportunity.

### For more information:

Debra Ferrari, 607-547-6982; email: [debra.ferrari@bassett.org](mailto:debra.ferrari@bassett.org)





## Urology Opportunities AdventHealth Orlando, Florida

AdventHealth Medical Group is looking for dynamic and hard-working urologists to join our team in Central Florida. The new physicians would join our outstanding urologists and help to grow our outpatient presence in new markets in the area. Responsibilities also include inpatient call coverage at the primary AdventHealth hospital location in rotation with practice partners. A shared call model with other urologists in town make weekend call less frequent. Robotic surgery is also available within our system.

Requirements for the position: Board Certified or Board Eligible by the American Board of Urology. High caliber, quality focused, innovative physicians should apply. Strong verbal and written communication skills are essential.



The opportunities include the benefits of call coverage and competitive compensation. Other benefits include occurrence-based malpractice coverage, paid leave days, CME days and allowance, 403b retirement plan, health insurance for physician and family, and relocation allowance. AdventHealth Medical Group's aligned model and practice management experience provides the opportunity for the physicians to focus on the clinical aspects of medicine.

AdventHealth Orlando is an internationally renowned, hospital that specializes in life-saving medical treatments, preventative care and pioneering research. Our healing network includes 26 hospitals and more than 100 extended service locations across the state of Florida. Everything we do is designed to fulfill our ultimate goal — to help people live a healthier, fuller life in mind, body and spirit.

For more information, please contact:

Jason Junker, Director

Provider Recruitment AdventHealth

O: 407-200-2538

Email: Jason.Junker@AdventHealth.com



## Urologist with Reconstructive Background sought for Coastal Carolinas- Wilmington, North Carolina

Join one of the area's fastest growing Urology practices, Atlantic Urology. We are affiliated with New Hanover Regional Medical Center, the only level II Trauma center in southeastern North Carolina. We are an established practice with three Board Certified physicians and four Advanced Clinical Providers. Skillfully handling even the most complex cases, New Hanover Regional Medical Center Urologists are at the forefront, embracing new technologies and techniques that can minimize incisions, improve outcomes, and speed recoveries. Our ideal candidate has a background in male and female reconstructive surgery, erectile dysfunction - including implants, TURP and bladder and prostate cancer. Call is 1:11 and is shared with other Urologists in our community.

Wilmington is a growing coastal community in Southeastern North Carolina with many amenities. The area offers a variety of activities: historic downtown, Thalian Hall performing arts center, beaches and water activities, fishing nightlife, golf, tennis and great restaurants. Our community offers many family-oriented events, festivals and activities. Additionally, area schools are identified as some of the top in the state while the local university provides further educational opportunities. People are nice, traffic is minimal - we're still a well-kept secret. Live and work where other folks vacation!

**Interested applicants should e-mail  
their CV and cover letter with  
contact information to**

Kathy Gresham, Director  
Physician Relations  
New Hanover Regional Medical Center  
PO Box 9000  
Wilmington, NC 28402  
Kathy.Gresham@nhrmc.org  
910-667-7451



# Becoming a Physician Advisor at Your Hospital



As hospitals strive to remain profitable and competitive in today's health care environment, the addition of a Physician Advisor (PA) to the administrative staff is viewed as not only good for business but also as good for patients.

Once a role typically filled by physicians who were nearing retirement, the Physician Advisor has evolved into a position that is part compliance expert, part patient care coordinator, and part hospital administrator. The PA's role is to perform in an advisory capacity with:

- Utilization of Hospital Resources (Level of Care and Length of Stay)
- Documentation and Compliance
- Clinical Review of Patients
- Medical Necessity Protocol
- Care/Case Management with Physicians and Staff
- Quality of Care Provided
- Referrals to Alternative Facilities (Physical Therapy, Hospice, etc.)
- Insurance Claims (Appeals of Denials)
- Informing Physicians About Regulatory Changes
- Informing Staff About ICD Code Changes and Interpretation
- Patient Satisfaction


- Physician Peer Review

The [Affordable Care Act](#) outlines specific guidelines for the unique role of a PA as the job is complex and exists to serve both the provider (hospital) and the patient. This pivotal position serves as a bridge between the hospital's clinical staff and the administrative staff and works to improve communication on all levels. As a result of this increased interaction between physicians, staff, and patients, the patients receive better care.

With the ever-changing compliance environment, a PA must stay informed and current about every aspect of patient care from quality of care to medical necessity guidelines. The PA serves as a liaison to ensure that the patient receives appropriate care and that all medical services rendered are correctly submitted for reimbursement. When necessary, the PA coordinates the appeal process if an insurance claim is denied.

## What Knowledge and Expertise Do You Need?

A medical degree and experience in utilization management is the ideal background for a PA. Degrees in Internal Medical, Family Practice, or Emergency Medicine are particularly useful due to the broad background provided by these specialty areas. Naturally, other specialty areas of medicine can also provide the appropriate background to perform well as a PA. Success as a PA is always



*“The Affordable Care Act outlines specific guidelines for the unique role of a PA as the job is complex and exists to serve both the provider (hospital) and the patient.”*

dependent on the unique combination of training, experience, and temperament of any given individual.

Medical knowledge is integral to the PA’s role in peer review activities as well as in the process of appealing health insurance claim denials. Because the PA coordinates and supervises a wide range of activities with the hospital’s medical and administrative staff as well as with patients, their families, and health insurance carriers, excellent communication skills are a necessity.

### Temperament Is Key

Is a PA role right for you? Even if you have a stellar background in medicine and can point to years of success as a physician, a PA position may still not be a good fit for you. The successful PA brings a broad medical knowledge to the job as well as a comprehensive understanding of utilization management and necessity of care protocols, an interest in keeping current with compliance and insurance regulations, and a passion to deliver quality care to patients. But there is still one key ingredient that can’t be taught in any medical school or hospital setting – temperament. Do you have the communication skills of a seasoned diplomat to help you navigate the choppy waters when you must make a recommendation or suggestion that is contrary to what a physician has ordered or what the

staff is accustomed to providing in a similar case? Always maintaining that delicate balance between advisor and advocate is the mark of a successful and valuable PA.

In addition to the daily interactions with physicians, patients, patients’ families, and hospital staff, a PA also has to commit to a heavy load of committee work and meetings on topics such as “Quality of Care,” “Safety,” and “ICD 10 Updates.” Attending (or running) these topic-specific meetings and/or workshops is integral to the successful performance of a PA’s duties.

This is an exciting and growing area of medicine – one that has a direct effect on a hospital’s bottom line. As a PA, you can not only ensure that your hospital receives every reimbursement dollar that is appropriate from insurance, but you also assist in helping the hospital achieve increased patient satisfaction and better health outcomes for its service area.

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Sources:

[American College of Physician Advisors](#)

[National Association of Physician Advisors](#)



## Urologist

### MINNEAPOLIS/ST. PAUL, MINNESOTA

HealthPartners Medical Group is one of the largest multi-specialty physician practices in the Upper Midwest. We have an exciting opportunity for a BC/BE Urologist to join our expanding Urology team of five physicians and three PA-Cs based at Regions Hospital, our nationally recognized Level 1 trauma center in St. Paul. Our robust practice utilizes state-of-the-art technology and equipment at Regions Hospital and at our nearby HealthPartners Specialty Center. Robotic skills are welcome but not required. New graduates are encouraged to apply.

HealthPartners offers a patient-centered practice within a respected healthcare organization, competitive compensation, generous benefits, and great colleagues – all within a desirable, family-friendly metropolitan community. Apply online at [healthpartners.com/careers](http://healthpartners.com/careers) or email your CV and cover letter to [sandy.j.lachman@healthpartners.com](mailto:sandy.j.lachman@healthpartners.com). EOE



Alameda Health Partners is seeking two full time Urologist to join three Urologists and one midlevel providers in the Division of Urology. Hospital coverage includes Highland Hospital in Oakland, California and Alameda Hospital in Alameda, California.

Highland is the Level 1 trauma center and safety net hospital for Alameda County. Operative cases range from general Urology to trauma to complex oncologic and stone cases. This position allows the opportunity to teach General Surgery residents who rotate on service. Call coverage is 1 in 3 to 1 in 5. There are 40 days of paid time off and generous retirement fund matching.

**For more information, please contact:**

**Amber Safi, Physician Recruiter**

**Alameda Health Partners**

**Cell 510-914-9433**

**Email [amsafi@alamedahealthsystem.org](mailto:amsafi@alamedahealthsystem.org)**

### Highland Hospital

With 169 inpatient beds, Highland Hospital is the largest campus of Alameda Health System. Highland houses a Level 1 regional trauma center, conducts medical and clinical teaching, and delivers primary, specialty, and multi-specialty care. In April of 2016, Highland opened a new 9-story, state-of-the-art Acute Care Tower.

### Alameda Hospital

Alameda Hospital serves the East Bay island community of Alameda. The hospital has 70 acute care beds and provides a full range of emergency, acute, inpatient, outpatient, surgical, and wellness services.





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# Reid Health

Right beside you



## Join Growing Urology Group in Richmond, Indiana!

### Convenient location:

- 1 hour drive to Indianapolis, Dayton & Cincinnati
- Draw area of 250,000

### Just a few of the things Reid Health offers:

- Join well established Urology Group of two general urologists growing to four
- Immediate referral base
- Employed position
- DaVinci Robotics
- Opportunity for ownership in outpatient surgery center
- Excellent compensation and benefits package
- Signing Bonus
- Student Loan Repayment
- Stipend options available during final year of training!

For more information, please contact Amy Powell,  
Manager, Reid Health Provider Recruitment:  
**[Amy.Powell@ReidHealth.org](mailto:Amy.Powell@ReidHealth.org)**

**[ReidHealth.org](http://ReidHealth.org)**  
**[BeReid.com](http://BeReid.com)**





## Division of Urology

### Champlain Valley Plattsburgh Hospital

The Department of Surgery at the University of Vermont College of Medicine is seeking a Clinical Practice Physician in the Division of Urology to join the Champlain Valley Physicians Hospital (CVPH) in Plattsburgh, New York. CVPH is a progressive medical center with nine state-of-the-art OR's and Ambulatory Surgery Center. This position offers the unique opportunity to work in a community setting while having an active affiliation with Vermont's only Academic Medical Center; the only ACS verified Level 1 trauma center in the state providing tertiary care to patients from Vermont and Northern NY. Serving the patients from Upstate New York for decades, the local urologic surgery practice recently joined the faculty at the University of Vermont and are now seeking an additional colleague to join the dynamic Urology faculty that span the network hospitals. Specifically, the Division seeks applications from individuals seeking a community Urology practice employment opportunity with a collegial and collaborative setting with University support.

Applicants must be board certified or board eligible and eligible for medical licensure in the state of New York. This is a full-time, 12 month, salaried position.

Interested individuals should apply online at <https://www.uvmjobs.com/postings/31529> (position number 00024781). Inquiries may be directed to Mark Plante, MD, FRCS(C), FACS, Division Chief, via Kristin Allard at [Kristin.Allard@uvmhealth.org](mailto:Kristin.Allard@uvmhealth.org)

### Central Vermont Medical Center

The Division of Urology at the University of Vermont College of Medicine in alliance with the University of Vermont Medical Center, is seeking a Clinical Practice Physician who is board eligible/board certified Urologist to join the Urology service at our affiliate community medical center, Central Vermont Medical Center (CVMC). This position offers the unique opportunity to work in a community setting while still being involved with an academic center. The successful applicant must have completed an American Board of Urology approved urology residency, be eligible for medical licensure in the State of Vermont and eligible to work in the United States. Duties will include general urologic patient care (adult and minor pediatric) with potential opportunities for the teaching of medical students and urology residents. This is a full-time, 12 month, salaried position with attending staff privileges at Central Vermont Medical Center.

Applicants must be board certified or board eligible and eligible for medical licensure in the state of Vermont. This is a full-time, 12 month, salaried position.

Interested individuals should apply online at <http://www.uvmjobs.com/postings/33676> (position number 00023212). Inquiries may be directed to Mark Plante, MD, FRCS(C), FACS, Chief of Urology, via Kristin Allard at [Kristin.Allard@uvmhealth.org](mailto:Kristin.Allard@uvmhealth.org)

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The University is especially interested in candidates who can contribute to the diversity and excellence of the academic community through their research, teaching, and/or service. Applicants are requested to include in their cover letter information about how they will further this goal.

The University of Vermont is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, protected veteran status, or any other category legally protected by federal or state law. The University encourages applications from all individuals who will contribute to the diversity and excellence of the institution.

# Our Team is Growing

## Now Hiring | System wide Needs for BC/BE Urologists



Due to the rapid growth of the Ochsner Health System we are recruiting **BC/BE UROLOGISTS** to practice at our facilities located across the system in the following areas:

- Baton Rouge, LA
- Gretna, LA
- Lake Charles, LA
- Kenner, LA

Newly trained or experienced physicians are welcome to apply. Salary offered will be commensurate with experience and training.

The mission of Ochsner's **Department of Urology** is to provide the most comprehensive urologic care possible, emphasizing the needs of the individual patient in a compassionate setting. Our 25 physicians provide state-of-the-art medical and surgical care at our clinics in New Orleans, Slidell, Mandeville/Covington, Baton Rouge, Kenner, West Bank, Baptist, Raceland and Gulf Coast Mississippi Region . The department also utilizes highly sophisticated technologies such as robotic assisted surgery, extracorporeal shock wave lithotripsy and laser therapies and performed over 370 robotic procedures last year. Comprehensive and specialized urologic medical and surgical care is provided in the areas of adult and general urology, pediatric urology, female pelvic medicine, and urological oncology, urinary incontinence, erectile dysfunction, testicular cancer and surgical and non-surgical treatment of kidney stones.

## About Us | Ochsner Health System

**Ochsner Health System** is Louisiana's largest non-profit, academic, healthcare system. Driven by a mission to Serve, Heal, Lead, Educate and Innovate, coordinated clinical and hospital patient care is provided across the region by Ochsner's 40 owned, managed and affiliated hospitals and specialty hospitals, and more than 100 health centers and urgent care centers. Ochsner is the only Louisiana hospital recognized by U.S. News & World Report as a "Best Hospital" across three specialty categories caring for patients from all 50 states and more than 70 countries worldwide each year. Ochsner employs nearly 25,000 employees and over 4,500 employed and affiliated physicians in over 90 medical specialties and subspecialties, and conducts more than 700 clinical research studies. Ochsner Health System is proud to be a tobacco-free environment. For more information, please visit [ochsner.org](http://ochsner.org) and follow us on Twitter and Facebook.



*Equal Opportunity Employer Veterans/Disabled*



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**Interested physicians should apply to <http://www.ochsner.org/physician>**