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■ Things To Do
in San Antonio

■ The Benefits of Working
in a Teaching Hospital

■ Non-Compete
Agreements: What
You Should Know

Career Guide

GASTROENTEROLOGY
SAN ANTONIO, TX

October 2019

RISE ABOVE.

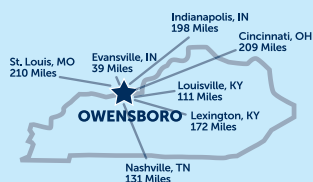
Come care
with us.

HERE, WE'VE RISEN ABOVE. We've pioneered advanced care for our friends and neighbors in this region that we are proud to call home. We've risen above and built a team of dedicated caregivers; together, for and around one thing – our patients. We've risen above and built a state-of-the-art hospital with leading-edge design and technology rivaling any in the nation. We enjoy a low cost of living but an exceptional quality of life, all in a community that feels large, yet is comfortable enough to call home.

[OWENSBOROHEALTH.ORG/OPPORTUNITIES](https://owensborohealth.org/opportunities)



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Mitchell Sims
mitchell.sims@owensborohealth.org



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CHANCE TO WIN A PAIR OF
APPLE AIRBUDS.

Gastroenterologist - \$550,000 / \$600,000

For **board-eligible new grads**, \$550,000 two-year guaranteed base salary with \$50K in student loan repayment options (\$25K per year for 2 years).

For **board-certified experienced GI's**, \$600,000, two-year guaranteed base salary.

- \$50K Up-front bonus / productivity RVU bonus potential / six weeks of paid time off
- \$6K CME Allowance / stipend payments available
- An established, employed practice with three Gastroenterologists and three APRNs / 1:4 Call
- Openings due to patient demand in a community of 120,000, with a regional draw of 400,000; and one GI being promoted to Chief Medical Officer
- Fully-integrated EMR (EPIC) in clinics and hospital / excellent specialty backup



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San Antonio boasts a rich colonial heritage, great shopping and down-home cuisine. See why it's a tourist favorite.

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Discover **The Benefits of Working in a Teaching Hospital**.



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What do you need to know about **Non-Compete Agreements**? Read on for answers.

Things To Do in San Antonio

Enjoy the rich heritage and southern hospitality of San Antonio

San Antonio is one of Texas' most visited cities. In 2016, 34.4 million tourists traveled to San Antonio, which boasts many famous historic sites, including the River Walk, the Alamo and the historic missions. In addition, the city has many other attractions, making it one of America's most popular vacation destinations.

River Walk

The beating heart of San Antonio is the River Walk, where the San Antonio River courses through the center of the city. A stone walkway circumnavigates the river's flow, along with restaurants, charming bridges and trees that line the river's banks. It's a great place for flaneurs, or a destination dining spot. One of the best ways to experience the tranquility of the area is aboard the barges that cruise up and down the river. Both sightseeing cruises and dinner cruises are available.

210-244-5700
goriocruises.com

The Alamo

Anyone who took American History in school knows about the Alamo, where, in 1836, the Battle of the Alamo occurred. Prior to the battle, the Alamo was a mission, not a fortress. A few hundred Texans, including Davy Crockett and Jim Bowie, defended the Alamo against 3,000 soldiers of the Mexican Army. Although all the defenders perished, their sacrifice spurred many Texans to join the army of Sam Houston in the fight for independence. Today, the Alamo is the most popular tourist site in Texas.

300 Alamo Plaza | San Antonio, TX 78205
210-225-1391
thealamo.org

San Antonio Missions Historical Park and Mission Trail

Built by monks of the Franciscan Order, the five missions of San Antonio provide a wonderful experience. The missions include: the Alamo (Mission Valero), Mission San Jose, Mission Concepcion, Mission San Juan and Mission Espada. The five missions interconnect via the Missions Trail. Visitors may either drive from mission to mission, or if they prefer, bike from mission to mission, traveling along the Mission Hike and Bike Trail. Bikes may be rented at any of the many bike stations.

nps.gov/saan/index.htm



San Fernando Cathedral

San Fernando Cathedral (Church of Nuestra Senora de la Candelaria y Guadalupe) has two claims to fame: it is one of the oldest cathedrals in America, and the last resting place of the men who fell at the Alamo. The cathedral, finished in 1750, sits on Main Plaza, where every evening compelling video-art is presented. The images of the video are projected on to the wall of San Fernando Cathedral, which forms a 7,000-square-foot screen. The presentation includes narration and choreographed music, as the video depicts the history and transformation of the city of San Antonio over the passage of time.

115 West Main Plaza | San Antonio, TX 78205
210-227-1297
sfcathedral.org

Pearl District / Farmers Market

Located in "Old San Antonio" is the historic area known as the Pearl. Home to elegant refurbished buildings, boutique shops



San Antonio is one of Texas' most visited cities. The city has many attractions, making it one of America's most popular vacation destinations.

and numerous restaurants, the Pearl is all about ambience. The variety of restaurants is amazing, while the food served represents a gastronomist's delight. Dining experiences span the spectrum, from expensively posh to trendy, hip cuisine. One of the Pearl's most famous restaurants is Nao Latin Gastro Bar. On weekends, the Pearl district kicks it up a notch, setting up a vast Farmers Market on a street open only to foot traffic, where vendors offer baked goods, treats and fresh produce.

Pearl Brewery 303 Pearl Parkway, Suite 300 | San Antonio, TX 78215
210-212-7260
atpearl.com

El Mercado, Market Square

When you visit San Antonio, you certainly don't want to return empty-handed. The place to go is Market Square, a three-block wide expanse of restaurants and specialty shops. When there, go inside the El Mercado, which is a shopper's paradise, offering anything you can think of, and much more. After you finish shopping, revive your energy levels at Mi Tierra Café Y Panaderia, a city-block-sized restaurant that's been there since 1941. It's open 24/7 and has mouth-watering Mexican food, along with Christmas lights and wandering musicians.

115 Plaza de Armas | Suite 102 San Antonio, TX 78205
210-207-4526
marketsquaresa.com

San Antonio Museum of Art

The San Antonio Museum of Art, located next door to the picturesque River Walk, contains an exquisite collection of ancient art from Egypt, Greece and Rome, along with impressive examples of artwork from Latin America, America, Europe and Asia. In fact, the museum encompasses one of the largest collections of Asian art and Chinese ceramics in the United States. And if time permits, you might also visit the McNay Art Museum, featuring medieval and Renaissance artwork, which is located in an expansive Spanish Colonial home, formerly the estate of Marion McNay.

200 W. Jones Ave | San Antonio, Texas 78215
210-978-8100
samuseum.org

San Antonio Zoo and Aquarium and Six Flags Fiesta Texas

Children and adults will enjoy a visit to the San Antonio Zoo and Aquarium. The facility sits on 35 acres of property and boasts a menagerie of 3,500 animals from more than 750 different species. A few other features make the zoo a popular destination: the San Antonio Zoo Eagle, a narrow-gauge railroad train, and an old-time carousel. Six Flags Fiesta Texas is built on what was once a rock quarry. The park offers thrilling roller coasters, a plethora of dizzying rides, a water park and a

lazy river ride for those with sensitive stomachs.

3903 N. St. Mary's Street, San Antonio, Texas 78212
210-734-7184
sazoo.org/

17000 IH-10 West | San Antonio, TX 78257
210-697-5050
sixflags.com/festatexas

Golf

A little known fact about Texas is that it has some of the best golf courses in the country. And like everything in Texas, bigger is better. La Cantera Resort & Spa offers not just one, but two excellent golf courses: the Palmer Course and the Resort Course. The Hyatt Regency Hill Country Resort and Spa has a premiere 18-hole course, as does the JW Marriott San Antonio Hill Country Resort and Spa.

sanantoniogolf.com ■

Gastroenterologist

Employed Practice Opportunity Position Details

- Established primary care network and referral base
- Full-time employment
- Hospital-based Endoscopy Lab
- Employed 24/7 Hospitalist service on-site
- Outreach opportunities available

Excellent Benefit & Compensation Package

- Guaranteed base salary incentive eligible
- 401(k) with employer contribution
- 457(b) plan for additional pre-tax savings
- Relocation assistance
- Health with Health Savings Account, Dental, Life, LTD
- Malpractice insurance
- Dues & CME compensation



Opportunity Overview

We are seeking a BE/BC Gastroenterologist to provide a full-spectrum of GI medical services. This opportunity is located in our multi-specialty medical complex adjacent to the hospital, providing quick access to a diverse inpatient population, hospital-based Endoscopy Lab, and a full range of state-of-the-art treatment options.

Each physician works 5 days per week with a 1:4 shared call arrangement. Clinic hours are Monday through Friday 8:00 am – 5:00 pm, excluding holidays. Each physician has Mercy Iowa City hospital privileges and follows all inpatient cases.

About Mercy Hospital

Mercy Iowa City is a 234 bed, acute care, Joint Commission accredited, level III trauma center located in the heart of Iowa City, IA.

Our Community

What makes Iowa City a great place to live?

- Rated #6 nationally for public and private schools
- Culturally and academically rich Big Ten College Town
- Beautiful parks and recreation, clean air and water, diverse cultural community with emphasis on the arts and cultural events
- Low unemployment and crime rates, affordable housing and short commutes make Iowa City a Money and Fortune Magazine's Top Place to live!

Contact Lisa Steigleder, Physician
Employment: 319-339-3664
Lisa.steigleder@mercyic.org

An Exciting Opportunity for Gastroenterologists in the Land of Enchantment

San Juan Regional Medical Center in Farmington, New Mexico is recruiting Gastroenterologists to provide both outpatient and inpatient services.

You can look forward to:

- Compensation potential of \$800,000
- Joint venture opportunity
- Productivity bonus incentive with no cap
- Bread & Butter GI, w/ ERCP skills
- 1:3 call
- Lucrative benefit package, including retirement
- Sign on and relocation
- Student loan repayment
- Quality work/life balance

San Juan Regional Medical Center is a non-profit and community governed facility. Farmington offers a temperate four-season climate near the Rocky Mountains with world-class snow skiing, fly fishing, golf, hiking and water sports. Easy access to world renowned Santa Fe Opera, cultural sites, National Parks and monuments. Farmington's strong sense of community and vibrant Southwest culture make it a great place to pursue a work-life balance.



**SAN JUAN REGIONAL
MEDICAL CENTER**

Interested candidates should address their C.V. to:

Terri Smith | tsmith@sjrmc.net
888.282.6591 or 505.609.6011
sanjuanregional.com | sjrmcdocs.com

General Gastroenterology or Advance Endoscopy Assistant / Associate Professor / Professor levels

The MetroHealth System, affiliated with Case Western Reserve University, is seeking full time board certified / eligible positions in General Gastroenterology or Advance Endoscopy at the Assistant / Associate Professor / Professor levels. Successful candidates will participate in providing consultative and endoscopic services at the inpatient and outpatient setting, teaching fellows, residents and students and pursue research. The MetroHealth System provides competitive salary, outstanding benefits and an excellent environment for faculty members to develop a strong clinical and research program (both basic and clinical).

This position is eligible for academic appointment through Case Western Reserve University School of Medicine. The MetroHealth System is an equal opportunity/affirmative action employer. Women and minorities are encouraged to apply.

Qualified applicant should send their CV or letter of interest to:

Ronnie Fass, M.D., FACP
Medical Director, Digestive Health Center
Director, Division of Gastroenterology and Hepatology
The MetroHealth System
2500 MetroHealth Drive
Cleveland, OH 44109
216-778-3145
216-778-2074 – fax
rfass@metrohealth.org



Excellent Long Term Private Practice Gastroenterology Opportunity in North Alabama

Decatur, Alabama is located on the Tennessee River and boasts a rich heritage and a dynamic future. Here you'll find economic prosperity, cultural diversity, and community spirit combined to make Decatur a Grand City on a Charming Scale.
www.decaturalabamausa.com

Guaranteed Base Salary for two years while progressing to partnership | Practice has been in same location for 30 years | Responsibilities include one hospital and one surgery center – both within walking distance from practice |

Practice offers benefits and many other perks

- Only one weekend call per month.
- Full hospitalist support: all admissions done by hospitalist.
- Only consults required in hospital.
- Alabama has one of the lowest malpractice insurance rates in the nation.
- ERCP not required, but would be a positive.
- No EUS. Procedure is performed within the system at the Huntsville Hospital campus.
- No pediatrics.
- Complete flexibility to design your own schedule.
- Established local specialties for support with system support for subspecialty needs.
- Supportive, collegial atmosphere.
- Electronic Medical Records fully implemented.
- Experienced clinical and support staff assigned to each provider.
- Flexible scheduling for providers.
- Practice offers long-term growth potential.
- Ability to come in and be busy right away.

Community and Area Highlights

- Located on the banks of The Tennessee River.
- Less than 80 miles from Birmingham and Nashville and approximately 30 miles from Huntsville.
- Within hours to a variety of vacation destinations, including beaches, lakes, mountains, and amusement parks.
- Easy access to an international airport.
- Live and work in a safe, friendly community that offers excellent educational opportunities and an abundance of recreational activities that your entire family can enjoy.
- Low cost of living, affordable housing available in the community including suburban neighborhoods, historic downtown neighborhoods, and riverfront.
- Strong industrial and manufacturing base gives residents stable employment opportunities and ensures a population with reliable health insurance for a consistent patient payer mix.

Please contact Candace Pettey • candace.pettey@dmhnet.org • O-256.973.3395 • C-256.318.3167



PennState Health

Penn State Health is a multi-hospital health system serving patients and communities across central Pennsylvania. We are seeking Hepatologist interested in joining the faculty in the Division of Gastroenterology and Hepatology at Penn State Health Milton S. Hershey Medical Center faculty in Hershey, PA.

What We're Offering:

- Competitive salary and benefits
- We'll foster your passion for patient care and cultivate a collaborative environment rich with diversity
- Commitment to patient safety in a team approach model
- Experienced colleagues and collaborative leadership
- Attractive area to live and work
- Relocation Assistance

What We're Seeking:

- Must be BC/BE in Transplant Hepatology
- GI Fellowship accredited training
- Ability to acquire license in the State of Pennsylvania
- Outstanding patient care qualities, highly motivated and interest in academics

No J1 visa waiver sponsorships available



FOR MORE INFORMATION PLEASE CONTACT:

Heather Peffley, PHR FASPR
Physician Recruiter
Penn State Health

Email: hpeffley@pennstatehealth.psu.edu

Website: careers.pennstatehealth.org

What the Area Offers:

Central PA is rich in history and offers a diverse culture. Our local neighborhoods boast a reasonable cost of living whether you prefer a more suburban setting or thriving city rich in theater, arts, and culture. Nearby mountains host various ski slopes and the Appalachian Trail and rambling rivers are in our backyard, offering many outdoor activities for all seasons. Conveniently located within a short distance to major cities such as Philadelphia, Pittsburgh, NYC, Baltimore, and Washington DC, the area is rich with activity and is waiting for you to explore.

Have you asked about work life balance?

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.

Berkshire Health Systems is currently seeking an exceptional BC/BE Gastroenterologist

This is a unique opportunity to join an established hospital based practice

- Participation in clinic hours for outpatient visits
- Follow up with in-patients at Berkshire Medical Center, BHS's 302 bed community teaching hospital
- Collaboration with 4 Board Certified Fellowship Trained physicians and 2 Advanced Practice Providers
- An environment where you will be respected, supported and challenged

Located in Western Massachusetts Berkshire Medical Center is the region's leading provider of comprehensive health care services

- 302-bed community teaching hospital with residency programs
- A major teaching affiliate of the University of Massachusetts Medical School and UNECOM
- Award-winning programs, nationally-recognized physicians and world-class technology
- *New state of the art Endoscopy Center opened in Spring 2018*

We understand the importance of balancing work with a healthy personal lifestyle

- Located just 2½ hours from Boston and New York City
- Small towns living opportunities with excellent public and private schools
- World renowned music, art, theater, and museums
- Year round recreational activities from skiing to kayaking, this is an ideal family location.

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



For more information on Primary Care opportunities please contact:
Liz Mahan, Physician Recruitment Specialist
Berkshire Health Systems
(413) 395-7866
Mdrecruitment@bhs1.org
www.berkshirehealthsystems.org



Pediatric Gastroenterology Clinical Faculty Opportunities

The Division of Gastroenterology, Hepatology and Nutrition of Cincinnati Children's Hospital Medical Center is recruiting Pediatric Gastroenterologist for full-time Assistant or Associate Professor Positions to join highly successful clinical programs.

This is an outstanding opportunity for a master clinician or clinician-educator to provide patient-centered care in a highly collaborative and dynamic environment that is committed to improving the care of children with digestive disease. Candidates should be Board eligible/certified and value teamwork. Responsibilities include the management of common gastrointestinal disorders in outpatient and inpatient services and endoscopic procedures in state-of-the-art multi-specialty clinics within and outside the greater Cincinnati area as well as in the main medical campus. Based on training and interest of prospective candidates, there will be opportunities to pursue clinical and scientific innovation in subspecialty programs of excellence.

The Division is a national and international referral destination, offering comprehensive services for the simple to the most complex pediatric gastrointestinal diseases. Established in 1968, the Division is well known for its innovative approach to diagnosis and treatment. Gastroenterologists work in collaboration with surgeons, dietitians, and other specialists to provide patient and family-centered care. The Division is the home of a Fellowship Training Program funded by the National Institutes of Health. It also has a tradition of successful collaborations with a highly innovative Center for Health Systems Excellence and with Laboratory Investigators studying disease mechanisms, biomarkers, and new treatments to improve the outcome of children.

Cincinnati Children's Hospital Medical Center is internationally recognized as one of the nation's top pediatric care and research institutions. The Research Foundation ranks second nationally in NIH funding to full-service children's hospitals. Cincinnati is a friendly, pleasant, affordable city with a great quality of life, including many musical and theatrical programs, professional sports and nearby recreational opportunities.

Applicants should submit a Curriculum Vitae and statement of interest to Jorge Bezerra, MD, Director of Gastroenterology, Hepatology and Nutrition Jorge.Bezerra@cchmc.org and Debbie Mancini, Physician and Faculty Recruitment Deborah.Mancini@cchmc.org.

Cincinnati Children's is an Equal Opportunity Employer. Qualified applicants receive consideration of employment without regard to race, color religion, sex national origin, age genetic information, physical or mental ability, military or veteran status, sexual orientation, gender identity/expression, or other protected status in accordance with applicable federal, state, and local laws and regulations.



DEPARTMENT OF GASTROENTEROLOGY, HEPATOLOGY & NUTRITION

Gastroenterology Esophageal Specialist

The Department of Gastroenterology, Hepatology and Nutrition seeks a full time staff physician with a strong commitment to patient care, research and education to join the Section of Esophageal Disorders. The Section of Esophageal and Swallowing Disorders includes three physicians and eight ancillary staff with a busy state of the art GI physiology lab where over 3,000 procedures are performed annually. A multidisciplinary approach to patient's with esophageal disorders provides a wide breadth of the most advanced treatment options for motility, mechanical disorders and those that require integrated medicine-surgical care. Proficiency in interpretation of esophageal function tests and performance of complex esophageal endoscopic procedures is desired. Candidates with training in esophageal disorders and motility are encouraged to apply.

Gastroenterology Motility Specialist

The Department of Gastroenterology, Hepatology and Nutrition seeks a full time staff physician with a strong commitment to patient care, research and education with a focus on Gastrointestinal Motility Disorders. Specifically, we are seeking candidates with a special interest in neurogastroenterology and GI motility disorders with enthusiasm to work closely with the Colorectal Pelvic Floor Section, nutrition, behavioral medicine and physical therapy. The Department of Gastroenterology within the Digestive Disease and Surgery Institute offers comprehensive GI care to patients and is a large referral practice for patients with general GI and motility disorders. As part of the Digestive Disease and Surgery Institute, the Gastroenterology Department co-manages patients with the Colorectal Surgery Department and the individual would work as part of a team of providers. The Pelvic Floor Section performs over 800 anorectal manometry procedures yearly and coordinates with radiology to perform over 400 defecography studies annually. A multidisciplinary approach to patient care provides a wide breadth of the most advanced treatment options for motility and pelvic floor disorders. Candidates with advanced training in motility disorders are encouraged to apply.

Qualifications: Candidates should be BC/BE in gastroenterology, able to obtain an Ohio medical license and meet hospital credentialing requirements.

Practice: Our unique, fully integrated model of care is aimed at optimizing experience for patients with motility disorders by offering the most advanced, safest and innovative treatments and care delivery.

Explore: Cleveland Clinic professional benefits of the foremost physician-led health care organization in the nation. We offer work schedule, competitive salary enhanced by an attractive benefits package including medical malpractice coverage and a collegial work environment.

APPLY ONLINE NOW!

Esophageal Specialist

Gastroenterologists: www.practicematch.com/physicians/job-details.cfm/568189

Motility Specialist Gastroenterologists: www.practicematch.com/physicians/job-details.cfm/574239

Please include a CV and cover letter with your application. Your cover letter can be addressed to:

Miguel Regueiro, MD

Chair, Department of Gastroenterology, Hepatology & Nutrition

*Cleveland Clinic is pleased to be an equal employment/affirmative action employer:
Women/Minorities/Veterans/Individuals with Disabilities. Smoke/drug free environment.*

The Benefits of Working in a Teaching Hospital

Many physicians will work in a teaching hospital during their residency years – perhaps longer if they chose to pursue a fellowship. But teaching hospitals are not only an essential workplace at the beginning of a physician's career – they have much to offer throughout your career.

Reason #1: Your Choice of Specialty

Teaching hospitals are the backbone of medical services in the USA. The nation's 1,000+ teaching hospitals train more than 100,000 new physicians and other health professionals every year. They disproportionately deliver specialized services, complex treatments and life-saving care, including 88% of comprehensive cancer care centers and 71% of all level-one trauma centers. This makes teaching hospitals a natural choice for physicians working in these specialized services.

Reason #2: A Culture of Excellence

In a 2016 article in the [Washington Post](#), Harvard medical professor David Silbersweig noted that “physicians in other settings routinely refer patients to teaching hospitals when they can't figure out what is going on, when there are complications, or when they have run out of treatment options.” A 2002 literature review by John Z Ayanian and Joel S Weissman looking at teaching hospitals and quality of care found that “for common conditions, particularly in elderly patients, major teaching hospitals generally offer better care than do nonteaching hospitals.” It is this commitment to delivering

excellent care that attracts the best and the brightest to our teaching hospitals.

Reason #3: Leading Edge Research and Treatment

One of the reasons teaching hospitals are highly regarded and able to offer such excellent care is because of the research and clinical trials that are undertaken by them. This ensures our teaching hospitals are the leaders in new treatments and cures. The possibility of being at the forefront of medical breakthroughs is a strong reason for choosing to work at a teaching hospital. But you don't have to be at the forefront of research to benefit from this aspect of a teaching hospital: the culture of teaching hospitals ensures that these analyses and breakthroughs are shared throughout the institution. Silbersweig argues, “only academic medical centers can provide the environment and expertise that advance the practice of medicine, and ultimately the health of society.”

Reason #4: Publishing Research

Being involved in leading-edge research doesn't only advance the care you are able to offer patients, there are personal advantages too. First, the ability to stay in the forefront of your chosen field. Second, publishing research or being co-author on an important paper based on the research conducted at your teaching hospital offers opportunities for career advancement you simply can't get at another institution. One of the world's most internationally recognized medical journals, the [BMJ](#), references the following benefits of publication for your career: “Career advancement. International recognition. Advancing



Teaching hospitals are the backbone of medical services in the USA training more than 100,000 new physicians and other health professionals every year.

medicine. An influx of funding. These are just a few of the benefits associated with publishing medical research in a peer-reviewed journal with a high impact factor.”

Reason #5: Travel

The benefits of participating in leading-edge research expands your boundaries beyond advancing standards of care and advancing your career. The possibility of national and international travel to present research findings are another major benefit. While the prospect of international travel might not be attractive to physicians who are already struggling to balance work and life with the needs of a young family or the other demands of home life, the prospect of being paid to present your findings to other leaders in your field in international centers of excellence is an undeniable attraction to some. If you have this opportunity, it’s worth referring to the presentation tips offered by the [American College of Physicians \(ACP\)](#).

Reason #6: More Opportunities to Learn

In training young doctors, Lara Goitein argues, “Medical education is essentially a verbal tradition: knowledge is imparted by physicians talking and demonstrating what they mean at the patient’s bedside much more than through the written word.” The teaching hospital offers the greatest opportunities to nurture your talent.

Reason #7: Being Mentored

The Institute of Clinical Research Education states, “Mentoring is the key for developing and sustaining a satisfying professional career.” The greater potential to connect with mentors is another powerful reason to choose to work at a teaching hospital. Compare this with the talent pool with whom you are able to connect in a small rural hospital and you can clearly see the advantage of working in a teaching hospital in terms of finding someone from whom you can learn and make a valuable personal connection.

Reason #8: Being a Mentor

The advantage of this wider talent pool in teaching hospitals works both ways. For more senior caliber staff, the opportunity to share your knowledge with passionate and motivated junior staff is compelling. Being a mentor is a rewarding experience and the teaching hospital environment offers far more potential for connecting with others whom not only share your specialty but whom share your passion.

Reason #9: Improved Career Prospects

For all these reasons, a teaching hospital offers one other major advantage: improved career prospects. Whether through mentoring, research, published articles or simply exposure to leading-edge treatments and technologies and high-caliber peers, working at a teaching hospital is good for your career.

Reason #10: Better Job Satisfaction

What's more, the culture of excellence and the enhanced opportunity for learning and knowledge-sharing in a teaching hospital are important contributors to increased job satisfaction. In an age when we are seeing a crisis in [physician burnout](#) and high numbers of people leaving the profession, job satisfaction is more important than ever – both on a personal level and for the profession and service as a whole. Of course, there is a role for mentors in modeling and supporting work-home balance, but the spiritual satisfaction of delivering the highest quality of care and sharing knowledge with peers and juniors helps to recharge depleted batteries and reconnect physicians with the reasons they went into the career in the first place.

Whatever stage you are in your career, working in a teaching hospital can be an incredibly rewarding experience; helping you to develop your career while offering you an opportunity to give back to those just starting theirs. ■

Sources

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Physician Burnout, [Agency for Healthcare Research and Quality](#)

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*.



Gastroenterologists

St. Joseph Medical Group and St. Joseph Hospital in Eureka, California are seeking several gastroenterologists to supplement the current group and succeed our current physicians who are approaching retirement. The ideal candidates will enjoy being part of this medical community and enjoying the outdoor lifestyle and beauty of the California's North Coast. The hospital is located approximately 275 miles north of San Francisco in an area with hiking, surfing, ocean kayaking, and more. The presence of Humboldt State University, College of the Redwoods and an artisan community leads to a diversity that might be unexpected in a somewhat remote community. We also have a local airport with flights to San Francisco, Los Angeles and Denver. Our hospitals are part of Providence St. Joseph Health, the 3rd largest health care system in the country with 51 hospitals in 7 states. While health care is local, the system has an interesting partnership with Microsoft and other innovation initiatives.

The demand for talented physicians is substantial since the hospital is the only medical center with a broad compliment of specialists for a large geography. We have a Level III Trauma Center, a comprehensive cancer center that offers advanced radiation therapy including stereotactic radiosurgery. Our current gastroenterologists perform ERCP and general GI procedures. In addition to these services, the organization is interested in EUS capabilities.

This is a wonderful opportunity for physicians completing their fellowships, as well as experienced physicians who are looking for a supportive group and some flexibility in their career. In addition to clinical care our specialists often participate in our new Family Medicine Residency Program.

The medical group offers competitive salaries and sign-on bonuses and the hospital can offer loan forgiveness to new graduates.

Interested physicians can contact our recruiter, Carolyn Lane at Carolyn.Lane@stjoe.org or Provider Solutions & Development, the recruiters for Providence St. Joseph Health.

The PS+D listing can be found at

<https://psdrecruit.org/eureka-ca/gastroenterology-physician/12B26CEAFC664A4A9AAE8AB09F185464/job/>



Explore your options!

Gastroenterology careers in Washington, Oregon and Alaska

START YOUR JOURNEY:

Brian Rasmussen, Provider Recruitment
providerrecruitment@peacehealth.org

peacehealth.org/providercareers

See you at ACG - Booth# 1428



PeaceHealth

EEO Affirmative Action Employer/Vets/Disabled in accordance with applicable local, state or federal laws.



Northern Light Eastern Maine Medical Center, located in Bangor, Maine, seeks additional BC/BE Gastroenterologists for a growing hospital-based practice providing both inpatient and outpatient care. Call frequency is protected at 1:6 and with an ongoing recruitment goal of 1:8. Endoscopy suite is located on the main hospital campus where basic and advanced endoscopic procedures such as ERCP and EUS are supported by an experienced nursing staff. Outpatient and inpatient care is assisted by four mid-levels, and hospitalists are available 24/7 for all GI admissions. Practice design is flexible to accommodate practice members.

Northern Light Eastern Maine Medical Center is committed to making healthcare work for the people of Maine. It is a 411-bed, regional tertiary care and ACS verified level II trauma center serving a patient population of 500,000 living in the northern two-thirds of the state's geography. The hospital is a base for LifeFlight of Maine, a critical care air transportation service flying nearly 900 missions per year. Northern Light Eastern Maine Medical Center is a member of Northern Light Health, an integrated statewide health delivery system that is raising the bar with no-nonsense solutions that are leading the way to a healthier future for our state. Northern Light Health offers a broad range of providers and services, including nine hospitals, primary care and specialty physician practices, long-term care, home health and hospice agencies, and emergency ground and air transport.

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cc: Betsy Kelchner,
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University of Kentucky Digestive Diseases and Nutrition Division are searching for a General Gastroenterologist, clinical academicians.

Job Description:

University of Kentucky Digestive Diseases and Nutrition Division are searching for a General Gastroenterologist, clinical academicians.

Position highlights:

- Sixteen physician and ten midlevel providers comprise the GI group of Hepatologists, General GI, and Interventional specialties.
- Position requires teaching Fellows and Residents
- Participating in endoscopic procedures
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- Board Certified (or eligible) in IM/GI/Hepatology

Position will provide an opportunity for advancement with generous benefit package including:

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Position will provide an opportunity for clinical research and exceptional opportunities for collaborative ventures between departments on NIH and CCTS grants. The University of Kentucky ranked in the top 50 among public institutions in research expenditures with \$285,000,000 in grant and contract awards.

UK is the primary GI group servicing 3 local hospitals, UK Hospital, Good Samaritan, and the VA Medical Hospital. UK Healthcare is committed to the pillars of academic health care through research, education, and clinical care.

Direct Contact Information

Interested, qualified, candidates should send their Curricula Vitae to:
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Non-Compete Agreements: What You Should Know



Physicians in the midst of a job search should be aware that signing a non-compete employment contract with their prospective employer could become expected in contract negotiations.

A physician restrictive covenant, also referred to as a “non-compete agreement,” is a clause in a physician’s contract whereby the physician (employee) agrees to disengage in competition with the employer for a prescribed period of time after he or she leaves that company’s employ.

Although it may seem insignificant, those lines in a contract can change your future. Healthcare attorney and a member of the law firm McDonald Hopkins LLC in Chicago, Steven M. Harris, Esq. advises physicians to consult with a lawyer who is well-versed in the laws of your state before signing a contract containing a non-compete clause. In addition, he says that when considering your next career move, getting a lawyer may help to shed some light on an impenetrable clause.

“I strongly recommend that no employee sign a non-compete without consulting with an attorney first,” concurs David Schein, an attorney who consults with medical practices on employment issues and serves as Director of Graduate Programs at the University of St. Thomas in Texas. Schein adds that an attorney experienced in this area can negotiate items such as a smaller geographic area or a shorter time restriction. Occasionally, people sign agreements without fully understanding the implications. Specialists in certain areas of medicine are in demand, so it makes sense for them to use any leverage upfront.


Non-compete contracts are a way for employers to guard their protectable interests (an employer’s advantage that once the employee-employment relationship ends would make it unfair to allow the employee to compete with it). In this area

of employment law, certain states do enforce non-compete agreements, though there is no national standard. What makes the non-compete clause so confounding is that they vary greatly in what they view as a reasonable non-compete. For example, non-competes in Texas often have geographic restrictions of “50-100 miles of the city where the employee practiced” according to Schein.

Some states bar its use in certain industries, such as medicine and law. In other states such as Connecticut and Rhode Island, laws passed in 2016 prohibit non-competes between employers and physicians.

Thomas Wassel, a partner with Cullen and Dykman in New York, asserts that without federal laws, time restrictions can vary by state. “Connecticut passed legislation that limits non-competes for physicians to one year and limits the geographic scope to 15 miles from the primary practice area,” he says. Two years is common in other states. If the non-compete has to do with a buy-out or merger, it can result in additional restrictions. “Practice buy-out or merger restrictions are enforceable in Texas and often run up to 5 years,” Schein points out. According to Wassel, medical practices in New York want “...to recoup their training and any other costs, such as professional memberships associated with their employee.” Meanwhile, Illinois courts look at “... the investment they (medical practices) have made in forming near-permanent relationships with their patients,” so courts may need to examine whether the practice markets regionally and other efforts to recruit and retain patients.

Robert W. Horton, Esquire of Bass Berry & Sims states, “For a non-compete to be enforceable, it must be considered “reasonable” and “reasonable” non-competes address issues related to geography (i.e. where someone can practice), scope (the work an employee performs in his/her new position),



Physicians should consult with a lawyer who is well-versed in the laws of their state before signing a contract containing a non-compete clause.

NON-COMPETE AGREEMENT

and time restrictions. Limitations are necessary for the non-compete to be enforceable.”

Protectable interest differs from state to state. States try to balance an employer’s protectable interest without appearing to support a restraint of trade (any action that interferes with free competition in a market). The non-compete is a bonding part of a contract, and a physician should fully understand his contract before he enters into it. Signing an agreement without understanding all of the ramifications can cause a person to lose money or professional opportunities.

In New York and Texas, a non-compete needs to offer something called “consideration” in order to be valid; this is when something of value is offered that can be objectively measured, such as a signing bonus. Wassel says, “Employers have to offer value for it. Doctors can fight if there is a no consideration. The mere fact of hiring the doctor can be adequate consideration, if properly documented.” Physicians can also challenge if the non-compete contains anything beyond “reasonable restrictions” to geography, scope and time. Courts may narrow non-competes though it does not mean that a judge will throw it out. Even if a judge agrees to narrow the time frame from two years to one year, a physician is still hampered by a one-year restriction.

For example, in April 2018, 92 doctors of Mecklenburg Medical Group (MMG) sued Atrium Health seeking release from restrictive work covenants and the right to form a standalone practice. Filed in Mecklenburg County Superior Court, the complaint, alleges the health system engaged in anti-competitive practices including non-compete agreements and compelling doctors to refer patients to Atrium facilities if they needed additional care.

At the time of writing, Atrium has agreed to release the physicians from the non-compete agreement and had informed them that their last day would be Aug. 31st. MMG attorneys are reviewing the agreement and how it affects the pending lawsuit.

Even if a physician does prevail in court, there are often substantial costs. Lawsuits are “very expensive initially because (your former employer) can get an injunction,” says Adi Amit, a partner with the law firm Lubell Rosen in Florida. An injunction is a judicial order that restrains a person from beginning or continuing an action that threatens or invades the legal right of another (in this case, a physician working for a new employer). “Legal fees, even for a brief round of injunction hearings, can run at least \$10,000 for each side,” cautions Schein.

Attorneys from a variety of states agree that the judge that hears the case influences the outcome. Amit says that in Florida, some judges are “pro-employee and some are pro-employer.” As there are no bright line rules, these agreements are so dangerous to sign.” In Texas, for example, non-compete agreements for physicians must contain a buy-out provision. This means the physician can buy-out his/her non-compete agreement for an agreed upon price.

Non-compete agreements are enforceable in every state but California. Also, the Colorado legislature amended its law on non-compete clauses to allow doctors to continue treating patients with rare diseases after they part with an employer. The bill became law in April 2018.

A physician’s specialty is an important fact of the case in some states. Amit says, “There is the issue of public safety.” Specializing in Zika research and treatment may influence the perception of a contract’s “reasonableness” in South Florida.

The American Medical Association's (AMA) guidance states doctors "should not enter into covenants that: (a) Unreasonably restrict the right of a physician to practice medicine for a specified period of time or in a specified geographic area on termination of a contractual relationship; and, (b) Do not make reasonable accommodation for patients' choice of physician." In fact, the AMA Code of Medical Ethics recommends that physicians avoid restrictive covenants whenever possible. Among its concerns are that they can limit access to care and disrupt care continuity.

Without a clear agreement and strong legal counsel, doctors could suffer significant financial losses as the result of a successful lawsuit. ■

Sources


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Chair, Department of Gastroenterology & Director of Endoscopy, Digestive Diseases Center

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