



■ Let's Eat! Explore  
New Orleans Cuisine

■ Saving for Retirement

■ Being a Mentor

# Career Guide

OTOLARYNGOLOGY  
NEW ORLEANS, LA

September 2019

# ENT - Physician Practice Opportunities

We support our physicians because together, we can advance how healthcare operates.

We welcome you to explore HCA's South Atlantic Division's Otolaryngology opportunities.

## Florida

- **Orange Park Medical Center in Jacksonville, FL** - 1 ENT needed. Physician will be employed through HCA Physician Services Group and will provide call coverage to Orange Park Medical Center. Elective outpatient practice will be the primary focus and call coverage is not burdensome. However some trauma call will be required. Comprehensive compensation and benefits package offered.
- **Memorial Hospital in Jacksonville, FL** - 1 ENT needed to join one other ENT in practice. Physician will be employed through HCA Physician Services Group and will provide call coverage to Memorial Hospital Jacksonville. Comprehensive compensation and benefits package offered.

## Georgia

- **Memorial Satilla Health in Waycross, GA** - 1 ENT needed to join a private practice group of 2 ENTs and 3 APPs already in practice and will work in the practice's satellite location in Waycross, GA. Offers 4 day work schedule: Monday thru Thursday on non-call weeks, 4 1/2 days Monday thru Friday Noon on call week and three day weekend on all non-call work weeks.
  - Call is one week per month
  - Great Work / Life Balance
  - Ample OR time
  - Large referral base with ability to ramp up quickly
  - Comprehensive benefits package, 401k, 5 days CME, Malpractice

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For more information on any of these opportunities, contact:

Melissa Sampson, Physician Recruitment Manager  
Cell: (904) 599-5736  
Email: [Melissa.Sampson@HCAhealthcare.com](mailto:Melissa.Sampson@HCAhealthcare.com)

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# Let's Eat! Explore New Orleans Cuisine

Enjoy the delicious cuisine that makes NOLA a favorite destination.

**W**hen you think about New Orleans it's easy to conjure up images of soulful blues or live jazz music, and a mysterious voodoo vibe. Yes, New Orleans is all of that and more – rich in history, tradition, and remarkable architecture. New Orleans is also one of the most welcoming places to visit. In fact, the city's motto is "Laissez les bon temps rouler!" (Let the good times roll!)

Tourists and residents alike agree that the friendly, laid-back ambiance in New Orleans (affectionately called NOLA) is palpable. However, NOLA is most famous for its amazing food. Here are just a few of our top picks. *Bon appétit!*

## Café du Monde

The original French Market coffee purveyor, has been roasting and serving coffee since 1862. Their chicory coffee recipe is world famous as are their beignets (pronounced ben-yays). Served as a trio, these square doughnuts are covered with a veritable cloud of powdered sugar (that can become airborne if you breathe too close to them). They claim the secret to their beignets is the cottonseed oil they use to fry them. Whatever the secret ingredient is, they are wonderfully fluffy and delicious! You can also buy their beignet mix and experiment at home to make these sweet treats.

The Café has eight locations and is open 24 hours a day, 364 days a year (closed for Christmas). Cash only.

**800 Decatur Street | New Orleans, LA 70116 | 504-525-4544**  
[www.cafedumonde.com](http://www.cafedumonde.com)

## French Truck Coffee

You can't miss the bright yellow and blue building, but the limited seating isn't conducive to lingering. That's OK, because

you can watch them roasting their beans through the window! Grab a (cold brew) coffee and your day will be off to an amazing start. Small selection of local pastries as food options, but the coffee is the real focus here.

**2917 Magazine St., Ste. 104 | New Orleans, LA 70130 | 504-399-9890**  
[www.frenchtruckcoffee.com](http://www.frenchtruckcoffee.com)

## Stumptown Coffee

Known as one of the preeminent coffee roasters based in Portland, Oregon, these coffee connoisseurs have established their first beachhead south of the Mason-Dixon line in the Ace Hotel.  
**600 Carondelet Street | New Orleans, LA 70130 | 504-941-9191**  
[www.acehotel.com/neworleans](http://www.acehotel.com/neworleans)

## Hotel Monteleone

This venerable hotel's Carousel Bar is credited with inventing the Vieux Carre cocktail. Even if you don't want to experiment with any of the local specialty drinks, just go for the fun of it – the bar rotates and is a fantastic place to people-watch!

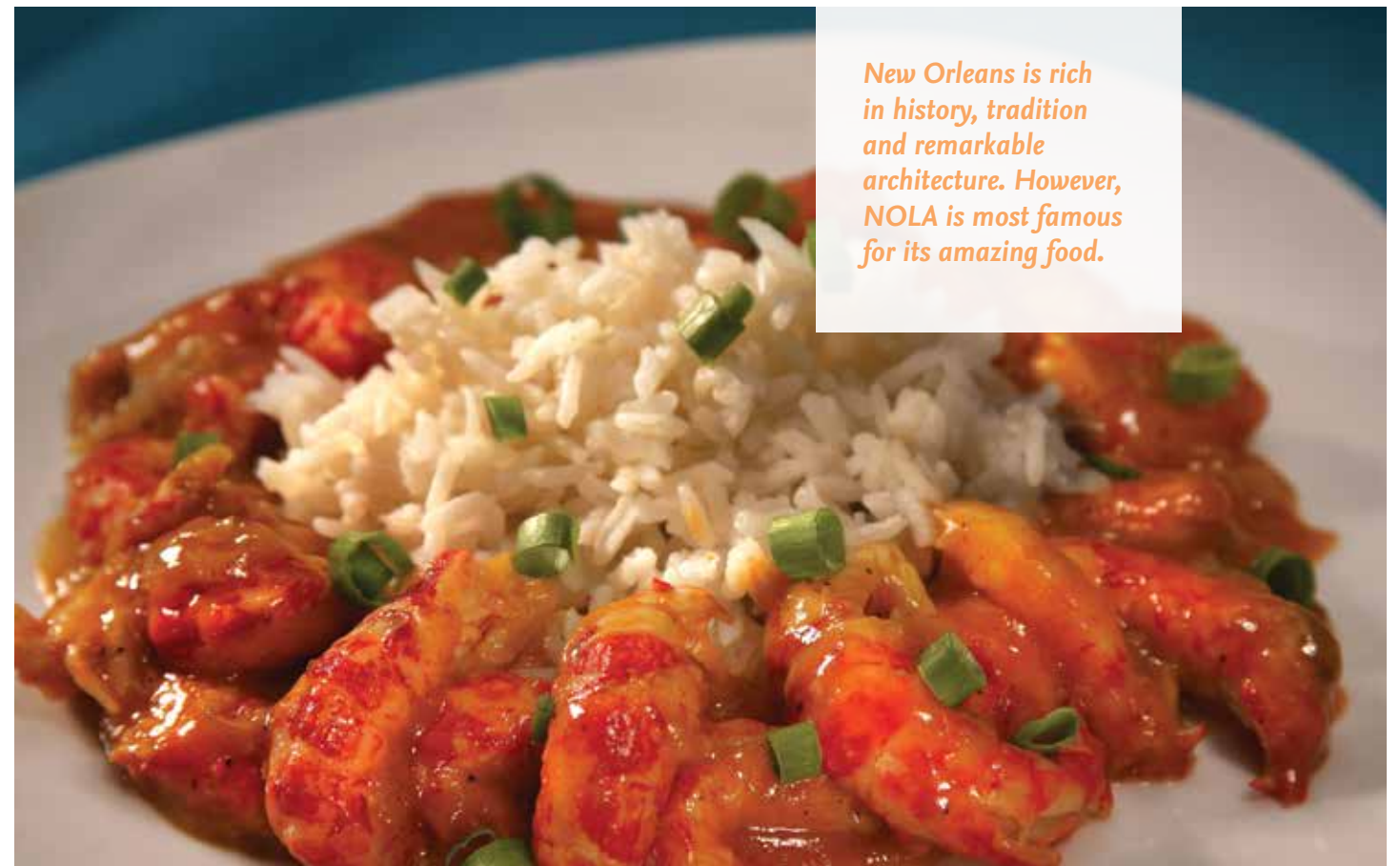
**214 Royal Street | New Orleans, LA 70117 | 504-523-3341**  
[www.hotelmonteleone.com](http://www.hotelmonteleone.com)

## The Praline Connection

What started out as a home food delivery service for working women who were too busy to cook, The Praline Connection Restaurant is beloved for serving some of NOLA's best Cajun/Creole style food. If you are with a group, order the Connection Platter (crawfish, catfish, chicken livers, chicken wings, okra, and pickles). Two sizes – serves 4 or 8. And the delicious pralines (a New Orleans specialty) have inspired a separate candy shop.

**301 Decatur Street | New Orleans, LA 70130**





*New Orleans is rich in history, tradition and remarkable architecture. However, NOLA is most famous for its amazing food.*

### **Brennan's New Orleans**

An upscale dining experience for those who want Creole cuisine, fine breakfast fare and sinfully delicious desserts (try the Bananas Foster, flambéed tableside). Located in the French Quarter, this restaurant attracts locals and tourists alike. The building has a pink facade, eight dining rooms, a private wine room and a courtyard with an elegant setting especially suited for special occasions.

**417 Royal Street | New Orleans, LA 70130 | 504-525-9711**  
[www.brennansneworleans.com](http://www.brennansneworleans.com)

### **Restaurant R'évolution**

Another premier dining spot, Restaurant R'évolution is situated in the Royal Sonesta Hotel on Bourbon Street. This is a must-try stop for foodies. The menu is innovative, imaginative and impressive, with a price tag to match. Cajun/Creole dishes are given a modern twist and include Crawfish Stuffed Flounder Napoleon and the Gulf Shrimp and Grits. R'évolution offers a tasting menu where you can sample a bit of this and that. The bar is known for hand crafting a great Sazerac (New Orleans version of a Cognac or whisky cocktail).

**777 Bienville Street | New Orleans, LA 70130 | 504-533-2277**  
[www.revolutionnola.com](http://www.revolutionnola.com)

### **J's Seafood Dock**

This no-frills neighborhood market catches, shucks, and serves

your oysters fresh from the sea! They also do a great crawfish boil. J's Seafood Dock is open only for lunch and the earlier you go, the better the selection. Once it's caught, cooked, and served, that's it for the day.

**1100 N Peters Street | New Orleans, LA 70116 | 504-523-5757**

### **The Munch Factory**

This newest addition to the Smithsonian family opened This casual but innovative restaurant has recently moved to a new, larger location in the Lower Garden District and as it continues to expand its space and its menu, it offers some of the best Cajun/Creole food in NOLA. Their bread pudding in particular receives raves so definitely save room for dessert!

**1901 Sophie Wright Place | New Orleans, LA 70130 | 504-324-5372**  
[www.themunchfactory.net](http://www.themunchfactory.net)

### **Café Amelie**

The lush courtyard of Café Amelie has been described as one of the most enchanting places to dine in NOLA. The Old-World courtyard with its lovely fountain and verdant plantings sets the stage for a romantic brunch, lunch, or dinner and is a serene oasis just steps away from the bustling French Quarter activity.

**912 Royal Street | New Orleans, LA 70116 | 504-412-8965**  
[www.cafeamelie.com](http://www.cafeamelie.com) ■



**SURGICAL ONCOLOGIST**  
**Head and Neck Cancer Program**  
**Northside Hospital Cancer Institute**

**LOCATION – Atlanta, Georgia**

**POSITION HIGHLIGHTS**

- Seeking an experienced head and neck surgeon to join our Northside Hospital Cancer Institute's Head and Neck Cancer Program
- Implements strategies to ensure delivery of excellent cancer care and optimal treatment outcomes
- Expected to participate in head and neck cancer research projects and actively participate in Head and Neck Cancer Program multidisciplinary clinical activities
- Primary Focus: Surgical Oncology – Head and Neck Cancer

**POSITION DESCRIPTION**

The Northside Hospital Cancer Institute (NHCI) Head and Neck Cancer Program will provide leadership; advance technology and surgical innovation; and continue to build upon and support the Program's commitment to excellence for patients diagnosed with head and neck cancer. This individual will collaborate with Northside providers, staff and administrators to create and maintain a culture of patient centeredness – emphasizing quality, safety and efficiency. Additionally, will actively promote NHCI's multidisciplinary approach to patient care as a local, regional and national leader in innovative and collaborative models of care.

**POSITION REQUIREMENTS**

- Board-certified in otolaryngology
- Fellowship trained in advanced head and neck oncologic and microvascular reconstruction
- 5–8 years of clinical experience preferred
- Proven track record of successful leadership in a progressive academic medical center or community hospital
- Experience and commitment to cancer research and clinical trials is highly desirable

**NORTHSIDE HOSPITAL CANCER INSTITUTE**

With a vision of becoming a destination site for excellent cancer care and innovative cancer programs, NHCI has grown into one of the largest and most respected providers of cancer care in the Southeast – over 10,000 cancer patients were diagnosed and/or treated at Northside Hospital in 2018. An exemplary team of board-certified physicians, oncology nurses and other health care professionals provide NHCI patients with personalized and attentive care. From prevention and diagnosis to treatment and supportive care, we have created an integrated cancer care network of clinical experts and state-of-the-art facilities and advanced technologies throughout Georgia. For more information visit [builttobeatcancer.com](http://builttobeatcancer.com).

**NORTHSIDE HOSPITAL SYSTEM**

Northside Hospital is a not-for-profit hospital system with four full-service hospitals in Atlanta, Cherokee County, Forsyth County and Gwinnett County and has 1,636 inpatient beds; more than 250 outpatient locations throughout Georgia; and nearly 21,000 employees and 3,500 physicians on staff.

**For more information, please contact Cindy Ott at  
404.536.5203 or [cindy.ott@northside.com](mailto:cindy.ott@northside.com)**

# Hiring BC/BE Otolaryngologists

Multiple opportunities in Ohio and South Carolina for general and sub-specialized ENT physicians. Work with a collaborative team in locations with state-of-the-art technology and instruments. We offer options for every interest:

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- Research option
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## About Us

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[kmschneider@mercy.com](mailto:kmschneider@mercy.com)  
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[www.mercy.com/physicianrecruitment](http://www.mercy.com/physicianrecruitment)

BON SECOURS MERCY HEALTH

## Career Guide

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Philip Prigal  
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347-556-0473  
to reserve your space!



# 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. ■

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*A systematic review of physician retirement planning*, Michelle Pannor Silver, Angela D. Hamilton, Aviroop Biswas, and Natalie Irene Warrick (November 2016) – [Human Resources for Health](#)

*Study finds many doctors don't save enough for retirement*, Janet Kidd Stewart (December 2015) – [Chicago Tribune](#)

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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*.



**Willamette ENT**, a five-physician premier ENT practice, located in Salem, Oregon is seeking a dedicated General Otolaryngologist (sub specialty interests will be considered) to join our practice serving the beautiful Willamette Valley.

This is an opportunity to be part of an established single-specialty clinic on a physician owned campus with a large clinic and ambulatory surgical center (ASC). The clinic provides comprehensive and collaborative full service ENT including Allergy, CT services, home sleep studies and Audiology services with five AuDs and excellent support staff. Facial plastic procedures and complete office rhinology procedures can be performed in the clinic procedure room including BSP and ESS. Our onsite ASC has three surgical suites with image guidance and nerve monitoring equipment. We currently have two positions available as we expand to seven ENT physicians to meet the growing demand of the community.

We offer an excellent compensation package with partnership potential, generous 401k with employer match and profit sharing, health, dental, vision, disability, life, PTO, malpractice with tail coverage options.

### Requirements:

- MD/DO degree, Board certification or board eligible
- Licensed in Oregon or eligible for Oregon Licensure

Located in the Pacific Northwest the Willamette Valley is in close proximity to Portland, the coast, the high desert, and the Cascade Range, and is home to more than 500 wineries. The area offers abundant outdoor recreation opportunities including beautiful lakes and rivers, endless hiking trails and beautiful golf courses. Salem offers outstanding schools, excellent restaurants, theater and symphony with a lower cost of living. For a glimpse of Salem go to <https://www.youtube.com/watch?v=GHTWUBLT-tQ>

For more information about our clinic please visit [www.entsalem.com](http://www.entsalem.com)

Please contact or send CV to: Kim Robbins, HR Director  
Email: [kimr@entsalem.com](mailto:kimr@entsalem.com)  
Phone: 503-485-2574 | Fax: 503-584-7991

## Philadelphia PA

The Thomas Jefferson University Department of Otolaryngology-Head and Neck Surgery is seeking BC/BE otolaryngologist to join an expanding faculty at Thomas Jefferson University and its affiliated hospital sites.

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[Joanne.Gauthier@Jefferson.edu](mailto:Joanne.Gauthier@Jefferson.edu)  
Or Contact William M. Keane, MD  
The Herbert Kean, MD Professor of Otolaryngology-Head and Neck Surgery & Chairman, Department of Otolaryngology-Head and Neck Surgery Department of Otolaryngology-Head and Neck Surgery  
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# Being a Mentor



**A**nyone who has enjoyed the experience of being coached by a sympathetic and knowledgeable mentor knows how special, and beneficial the mentor-mentee relationship can be. There are many powerful reasons to become a mentor.

The main attraction is, of course, helping others just starting out in their careers to excel. Sharing the knowledge you have picked up during your own path can give meaning to your own career trajectory, your self-worth and the value you derive from your job. The mentoring relationship also has an important role to play in mitigating the causes and effects of physician burnout for both parties.

Mentoring holds a special attraction for women and minorities who have advanced in their own careers because they can help promote greater diversity in the medical field by helping young people overcome the challenges they themselves faced.

A good mentor-mentee relationship also provides a valuable opportunity for reverse mentoring; helping the more experienced physician to stay in touch with current thinking and language, discuss new trends in technologies and processes, as well as to build and maintain relationships with the younger generations entering the profession.

## The Qualities of a Good Mentor

Physicians who have risen to the top of their institution or area of clinical expertise will undoubtedly attract a fair number of younger interns and physicians who would like to be mentored by them. This is no guarantee, however, that the physician will make a good mentor.

While reputation is certainly important, the personal and behavioral characteristics of a physician can play an even more significant role in determining the success of a mentor-mentee relationship.

Having an open mind and a willingness to help others succeed are essential characteristics for any mentor. The ability to build a good rapport with students and junior members of staff is also important.

Time management can also be critical - mentors need to be available to their mentee. It can work well if both parties are able to schedule a regular time to meet, listen and talk through their concerns away from the workplace. It is ideal if you can make this a regular occasion; for example, lunch on the first Friday of every month. While making the time might seem like a challenge in an already over-stretched schedule, the benefits that mentoring offers makes finding time well worth the effort.

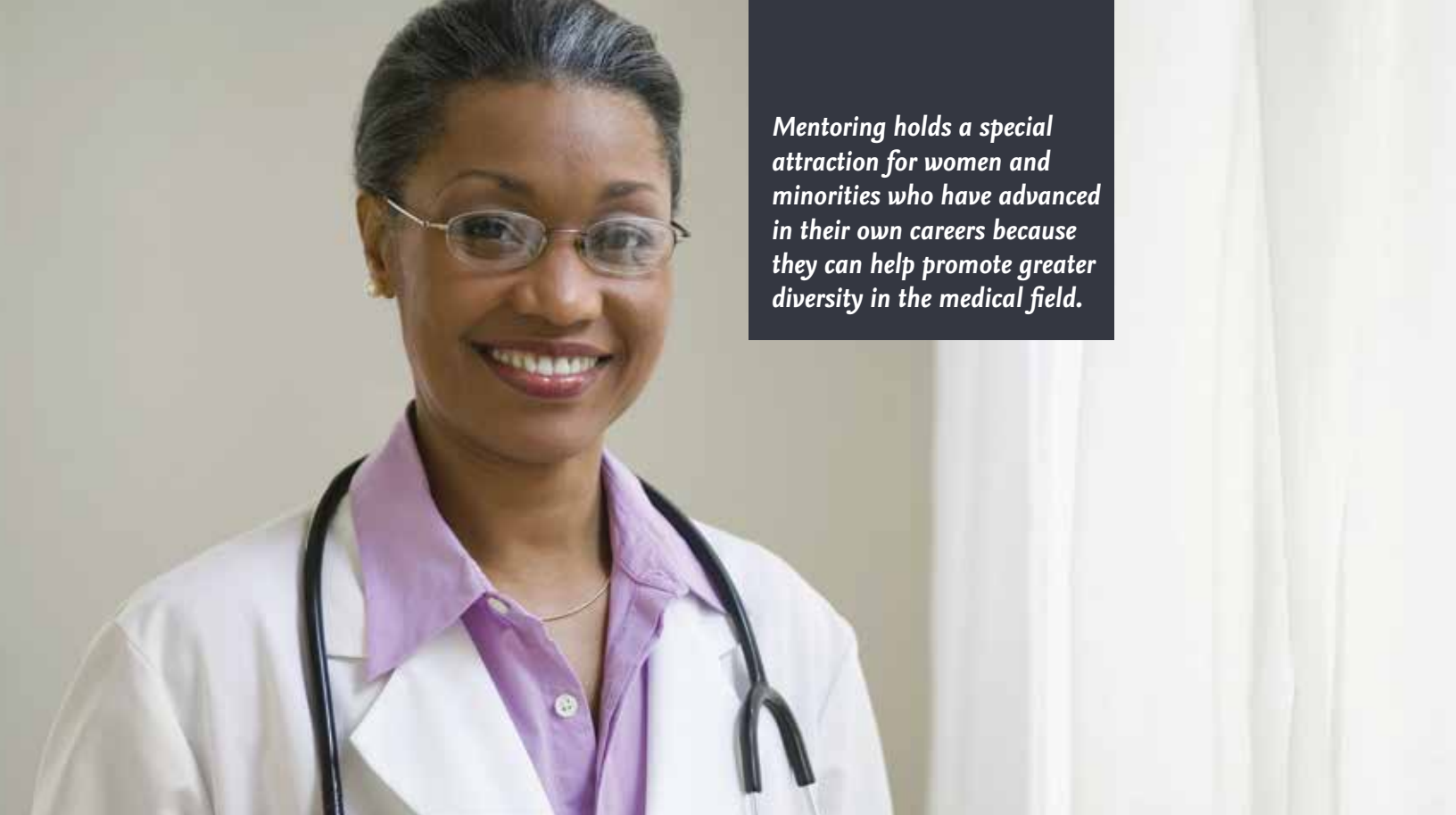
## Mentoring and Diversity

The mentor relationship offers more than straight-forward technical, clinical and career guidance. Mentors have an important role to play in offering emotional support and guidance. This is certainly true when race and gender come into play. As we've already noted, mentoring has an important role to play in promoting diversity in medicine.

Physicians have to cope with many stressors. Learning to face down racism and/or sexism on top of the other challenges of the job can exacerbate feelings of physician burnout. The support and guidance of a senior staff member who understands these additional challenges can be critical for young medical students.

Writing in STAT, Jennifer Adaaze Okwerekwu relates the story of the racism she experienced during her medical practice. She cites Dr. Sue Taylor, a former medical director of palliative care for Tucson Medical Center in Arizona, who made the





*Mentoring holds a special attraction for women and minorities who have advanced in their own careers because they can help promote greater diversity in the medical field.*

point, “if students targeted by racial aggression don’t see their mentors actively moving to curb racism, that sends a powerful message.” Corporate civility coach, Sue Jacques, suggests that mentors should prepare themselves by creating a guiding set of principles that summarize how you will treat others and how you expect to be treated yourself. She says pre-determining these standards will help you deal with awkward experiences with grace.

### Tips for Mentoring Success

Being a mentor requires you to exemplify model behavior and make good choices, Jacques states. Showing leadership and acting as a role model at all times is part and part of a senior physician’s lot. Emotional capacity is also important to the success of the mentoring relationship. A study by Dunn and colleagues identifies self-disclosure as an important attribute within the relationship.

Perhaps the most important tip for a successful mentoring relationship is to talk about both parties’ expectations of the mentoring relationship from the start. Don’t overcommit or set unrealistic expectations; be open about what you both are able to commit to.

A mentor’s role is to encourage self-empowerment. Depending on which stage a mentee is in their career, the mentor may have a huge potential impact on the development and trajectory of the mentee’s career plans. The mentor’s job is never to direct - but instead, to listen, share their experiences, talk through the options and suggest possibilities, never forgetting that ultimately the mentee has to be responsible for his or her

own career.

### Finding a Mentee

Senior physicians at the top of their fields may find themselves approached to be a mentor quite regularly. In these instances, the key to determine who to mentor are those students with whom you have a natural rapport and will be able to create value through your relationship. Some teaching facilities have a program to match interns with senior physicians, so the decision is removed from the physicians’ hands.

If neither of these circumstances apply to you, there are database matching services which can put would-be mentors and mentees in touch with each other. The American College of Physicians (ACP)’s Mentoring Database is a good place to start. The American Medical Women’s Association (AMWA) also operates a mentoring database.

If you don’t have time to commit for an extended period, you may wish to consider reaching out to younger generations before they make the educational choices that will help them pursue a career in Medicine. The Doctors Back to School and Mentoring in Medicine programs reach out, particularly to under-represented black and ethnic minority school age kids, to help open their eyes to the possibility of a career in medicine and encourage much-needed diversity in the profession.

To learn more about becoming a mentor, please visit:

[acponline.org](http://acponline.org)

[amwa-doc.org/doctors/become-a-mentor](http://amwa-doc.org/doctors/become-a-mentor)

[ama-assn.org/content/doctors-back-school-program](http://ama-assn.org/content/doctors-back-school-program)

[medicalmentor.org/about-us](http://medicalmentor.org/about-us) ■

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*Becoming a Physician Mentor*, Sue Jacques; Physicians Practice (Feb 20, 2013) - [physicianspractice.com](http://physicianspractice.com)

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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*.



**Otolaryngology -- Liberty, MO, Kansas City Metro Area**  
The Ear, Nose & Throat Clinic has been providing excellent patient care in the Kansas City area for 20+ years. The practice is searching for an additional surgeon to join the current hospital-employed group of 2 physicians and 5 audiologists. This is a collegial practice with a reputation for excellence, a requirement of exceptional patient care, but also values the need for a personal life and family time. Focus is on general ENT, pediatrics, sinus, nose, thyroid, head & neck cancer, but all ENT issues are treated. Heavy surgical volume and all surgeries will take place on the Liberty Hospital campus ... no wasting time driving to other locations. Board certification is required for permanent medical staff membership.

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**Liberty Hospital** is a 225 bed level II Trauma Center with a full range of services, the latest technology (including the latest da Vinci system) and a compassionate staff focused on providing exceptional patient care. Located just 15 minutes north of downtown Kansas City, Liberty Hospital serves Clay, Platte and Ray counties, as well as the northwest Missouri corridor.

For more information please contact:  
**Rob Dinneen, BS, MBA** Liberty Hospital Physician Recruitment  
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(816) 415-3382

## Otolaryngologist

### Expanding Practice in York, PA

A well established, busy five physician group in York, Pennsylvania is looking to add a sixth, full time Board Eligible/Board Certified Otolaryngologist. Our services include Allergy, Audiology and Hearing Aid Sales. Our office has been running on an EMR system since 2006. On-Call rotation is 1:6. Initial employment includes an excellent salary and productivity bonus. Partnership offered after 1 to 2 years of employment.

York is a fast growing community with excellent schools and a very comfortable cost of living. It is convenient to Baltimore, Washington and Philadelphia.

Local inpatient hospital is well run and state-of-the-art. Surgical Center is well equipped, and partnership in the Surgical Center is available.

We are looking for a dynamic, motivated individual for partnership track. Income potential in the 90<sup>th</sup> percentile.



**YORK ENT**  
associates  
**50<sup>th</sup>**  
ANNIVERSARY

Contact: **Renee Gohn**

Office: **717-843-9089**

Email: **yorkent@comcast.net**



## Otolaryngologist Wanted

CHI Health is seeking a quality-driven, patient-centered Otolaryngologist to join our rapidly expanding multi-specialty group. This ENT opportunity is well suited for a physician wanting to provide comprehensive medical and surgical care to the full spectrum of ENT patients.

- Access to an Extensive, Well-Known Primary Care Network of 250+ Providers
- Walk into an Established Practice
- Comprehensive Clinical and Surgical ENT Practice
- New Facility and New Equipment
- Academic Appointment if Desired

If you are interested in learning more about this opportunity, please email: [CristineDaniel@stez.org](mailto:CristineDaniel@stez.org) or call **402-328-2026**

**CHIhealth.com**



HCA<sup>+</sup> Healthcare<sup>™</sup> South Atlantic Division

## ENT - Physician Practice Opportunities

We support our physicians because together, we can advance how healthcare operates.

We welcome you to explore HCA's South Atlantic Division's Otolaryngology opportunities.

**Florida**

- **Orange Park Medical Center in Jacksonville, FL** - 1 ENT needed. Physician will be employed through HCA Physician Services Group and will provide call coverage to Orange Park Medical Center. Elective outpatient practice will be the primary focus and call coverage is not burdensome. However some trauma call will be required. Comprehensive compensation and benefits package offered.
- **Memorial Hospital in Jacksonville, FL** - 1 ENT needed to join one other ENT in practice. Physician will be employed through HCA Physician Services Group and will provide call coverage to Memorial Hospital Jacksonville. Comprehensive compensation and benefits package offered.

**Georgia**

- **Memorial Satilla Health in Waycross, GA** - 1 ENT needed to join a private practice group of 2 ENTs and 3 APPs already in practice and will work in the practice's satellite location in Waycross, GA. Offers 4 day work schedule: Monday thru Thursday on non-call weeks, 4 1/2 days Monday thru Friday Noon on call week and three day weekend on all non-call work weeks.
  - Call is one week per month
  - Great Work / Life Balance
  - Ample OR time
  - Large referral base with ability to ramp up quickly
  - Comprehensive benefits package, 401k, 5 days CME, Malpractice

For more information on any of these opportunities, contact:

Melissa Sampson, Physician Recruitment Manager  
Cell: (904) 599-5736  
Email: [Melissa.Sampson@HCAhealthcare.com](mailto:Melissa.Sampson@HCAhealthcare.com)

## Department of Otolaryngology – Head and Neck Surgery Penn State Health Milton S. Hershey Medical Center

The Department of Otolaryngology – Head and Neck Surgery at Penn State Health Milton S. Hershey Medical Center is an educational, research, and healthcare center that offers an advanced team of surgeons and providers to treat disorders of the ear, nose and throat. We offer the best, most comprehensive care for head and neck conditions in central Pennsylvania.

We are currently seeking qualified applicant for the following positions:

### Facial Plastic and Reconstructive – Microvascular Surgeon

Full-time board eligible/certified Facial Plastic and Reconstructive Surgeon. Appointment will be at the Assistant/Associate Professor level. Qualified candidates must have completed an approved residency program and be fellowship trained. Experience in a wide spectrum of aesthetic and reconstructive facial plastic surgery including training in microvascular reconstruction is desired.

### Pediatric Otolaryngologist

Full-time Pediatric Otolaryngologist. Appointment will be at the Assistant/Associate/Professor level. Qualified candidates must have completed an approved Otolaryngology – Head & Neck Surgery residency program, be board certified or board eligible, and be fellowship trained to provide clinical and hospital-based Pediatric Otolaryngological care for our patients. Opportunity to build airway practice.

Hershey is a suburban community in a metropolitan area and is one of the fastest growing regions in the state with excellent schools and a safe friendly environment. Hershey is approximately 12 miles from Harrisburg, the state capital, and within a short train ride or drive to New York City, Philadelphia, Washington DC, and Baltimore.

For more information, please contact  
Ashley Nippert, Physician Recruiter at [anippert@pennstatehealth.psu.edu](mailto:anippert@pennstatehealth.psu.edu)

*Penn State Health is committed to affirmative action, equal opportunity and the diversity of its workforce. Equal Opportunity Employer – Minorities/Women/Protected Veterans/Disabled*

## Otolaryngology – University Hospitals

**Position Location:** Cleveland, OH  
**Position Type:** Full-time Physician  
**Specialty:** Otolaryngology



Every day, for more than 150 years, the physicians of University Hospitals have renewed a promise to meeting our patients' health care needs. Our talented team is integral to our rich history of success and critical to our future in a dynamic environment. As stewards of the UH legacy for excellence in patient care, our physicians are guided by an unwavering commitment to our mission:

The University Hospitals Health System includes 11 community hospitals throughout Northeast Ohio as well as the UH Cleveland Medical Center, adjacent to the campus of Case Western Reserve University in the University Circle neighborhood of Cleveland.

### Opportunity Highlights:

#### UH Ear, Nose and Throat Institute

University Hospitals Ear, Nose & Throat Institute provides complete otolaryngology care for children and adults. Our subspecialty areas focus on areas of the head and neck that may benefit from surgical intervention, everything from inserting drainage tubes in the ears of a child suffering from frequent and severe ear infections to complex surgery for the removal of a tumor at the base of the skull.

This specialty offers many sub-specialists who focus their skills and expertise on the alleviation of ear, nose and throat problems for adults and children.

### Qualifications:

- Board-certified/Board-eligible
- Active Ohio Medical License in good standing upon effective date of employment
- Must align with our core values: Excellence, Diversity, Integrity, Compassion and Teamwork

Compensation is highly competitive, with productivity incentives available.

UH is committed to equal opportunity and diversity. Women, veterans, members of underrepresented disabilities are encouraged to apply.

**To Heal. To Teach. To Discover.**

[www.careers.uhhospitals.org](http://www.careers.uhhospitals.org)

J.W. McVicker Physician Recruiter  
216-286-1853 | [James.McVicker@UHHospitals.org](mailto:James.McVicker@UHHospitals.org)  
Specializing in recruitment of Surgical Specialists and Sub-Specialists at UH Community Hospitals and UH Community Practices.

Celeste Cody Physician Recruiter  
216-286-1854 | [Celeste.Cody@UHHospitals.org](mailto:Celeste.Cody@UHHospitals.org)  
Specializing in recruitment of physicians at the academic medical center - UH Cleveland Medical Center



## Hiring BC/BE Otolaryngologists

Multiple opportunities in Ohio and South Carolina for general and sub-specialized ENT physicians. Work with a collaborative team in locations with state-of-the-art technology and instruments. We offer options for every interest:

- Join an established practice
- Develop a program with full support of the hospital system
- Practice in an environment that offers a broad inpatient and outpatient experience to suit your career aspirations
- Teaching opportunity at our location with an ENT residency program
- Research option
- Open to both graduating residents and fellowship trained applicants

Enjoy a competitive base salary, production and value-based bonus, student loan repayment, sign-on bonus, relocation support and corporate style benefits.

### Are you still in residency?

Physicians who have completed one year of training and who commit to serving at one of our many locations for at least two years following the completion of their residency will receive monthly financial assistance while they finish their training!

### About Us

Bon Secours Mercy Health is one of the top 20 health systems in the United States. As part of our team, you join a network of over 2,300 employed providers dedicated to making a difference in each of the communities we serve.

For more information contact  
Kristen Schneider, Physician Recruiter  
[kmschneider@mercy.com](mailto:kmschneider@mercy.com)  
513-952-4554 or 513-508-6027

[www.mercy.com/physicianrecruitment](http://www.mercy.com/physicianrecruitment)



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# Ascension

## Otolaryngology

### Opportunities in WI

**ASCENSION WISCONSIN** is a total of **24** hospitals, **111** primary care clinics, approximately **23,500** associates, including nearly **1,000** medical group clinicians all delivering compassionate, personalized care. Ascension is the **largest** nonprofit health system in the **US** and the **world's largest** Catholic health system. Our Mission, Vision and Values guide everything we do at Ascension. They are foundational to our efforts to transform healthcare and express our priorities when providing care and services, particularly to those most in need. As you consider joining our team, it is important to understand our Mission, Vision, and Values and consider how they will guide, influence, and inspire your work.

WE ARE CURRENTLY SEEKING AN **OTOLARYNGOLOGISTS** AT OUR RACINE, MILWAUKEE, WESTON and RHINELANDER LOCATIONS.

- Flexible scheduling making an ideal work-life balance
- Join a well established practice with great support
- Highly competitive compensation packages with sign on bonuses and relocation
- Excellent benefits, including multiple retirement plans

**ABOUT WISCONSIN:** The state has over 14,000 lakes, of which Winnebago is the largest. Water sports and fishing are popular, as are skiing and hunting. The 95 state parks, forests, and recreation areas take up one-seventh of the land. For the sports enthusiast, three major professional teams, Green Bay Packers, Brewers and Bucks are located here. Wisconsin is also host to numerous festivals throughout the summer including Summerfest in Milwaukee, the largest music festival in the country.

Wisconsin is one of five states that has a Patient Compensation Fund making Wisconsin one of the top places to practice in the United States!

**FOR MORE INFORMATION:**  
**Krista Kadow, Physician Recruiter**  
**[Krista.Kadow@ascension.org](mailto:Krista.Kadow@ascension.org)**  
**414.465.3341**



**Division of Otolaryngology  
Yale University, School of Medicine**

The Division of Otolaryngology at the Yale School of Medicine is rapidly expanding across subspecialties and across the Yale-New Haven Health Systems. They are currently seeking Board Certified or Board Eligible Otolaryngologists to join our comprehensive and growing team. Applications are invited for the following full-time faculty positions:

- Pediatric Otolaryngologist
- Head and Neck Surgeon
- Otologist/Neurotologist
- Rhinologist
- General Otolaryngologist
- Residency Program Director

Clinical responsibilities include providing patient care at Yale-New Haven Hospital in addition to outpatient clinics. In addition to clinical duties, our faculty members provide educational training to medical students and residents, and actively contribute to our research goals. Applicants should expect to work in a friendly environment with collegial and supportive administration.

We are seeking candidates with an outstanding academic record in research, clinical care and education. Candidates will have exceptional leadership talent and interpersonal skills and the commitment to make important contributions to the field of Otolaryngology. In addition to program planning and development, candidates should also have a strong background in quality assurance, educational and operational issues.

New Haven is conveniently located between Boston and New York. It is a great place to live, work, do business and enjoy life. There are ample opportunities to live within 20 minutes on the coast or in surrounding villages with small town charm. The greater New Haven area offers some of the top public and private schools in the country.

All application materials and questions should be submitted to:  
Deb Kieslich, MBA  
Division Administrator, Yale Otolaryngology  
Phone: 203-737-1578  
[debra.kieslich@yale.edu](mailto:debra.kieslich@yale.edu)

***Review of applications will begin immediately and will continue until the position is filled.***

*Yale University is an Affirmative Action/Equal Opportunity employer. Yale values diversity among its students, staff, and faculty and strongly welcomes applications from women, persons with disabilities, protected veterans, and underrepresented minorities.*



## We are the future of health care.

Many organizations have a mission statement; we have a calling: to lead the way to a better future for health care.

## OTOLARYNGOLOGISTS

Opportunities available in:

**Otolaryngology – Laryngology**  
Santa Clara

**Otolaryngology – Oncology Microvascular**  
South Sacramento and Santa Clara

Currently, we are looking for full-time, BC/BE Otolaryngologists in the above specialties to join our team. The Permanente Medical Group, Inc. (TPMG) is one of the largest medical groups in the nation with over 9,000 physicians, 22 medical centers and numerous clinics throughout Northern and Central California.

We want you and your family to consider joining The Permanente Medical Group in Northern California. We offer competitive salaries and outstanding benefits in a collegial clinical environment that encourages and supports physicians dedicated to patient care, research, and teaching with the stability of more than 70 years serving the communities of Northern California.

Please stop by and visit us at:  
**AAO-HNSF ANNUAL MEETING - Booth #2627**  
September 15 – 17, 2019  
Ernest N. Morial Convention Center, New Orleans, LA

**AAO-HNSF CAREER FAIR**  
Monday, September 16, 2019 | 6:00-8:00 pm  
Hilton New Orleans Riverside, New Orleans, LA



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- Unparalleled stability
- Moving allowance
- Comprehensive medical and dental
- Home loan assistance up to \$200,000+ (approval required)
- Malpractice and tail insurance
- Three retirement plans, including pension
- Paid holidays, sick leave, education leave (with generous stipend)

To learn more about our practice opportunities, please email your CV to: [Victor.R.Ramirez@kp.org](mailto:Victor.R.Ramirez@kp.org) or call him at 510-625-6281.

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