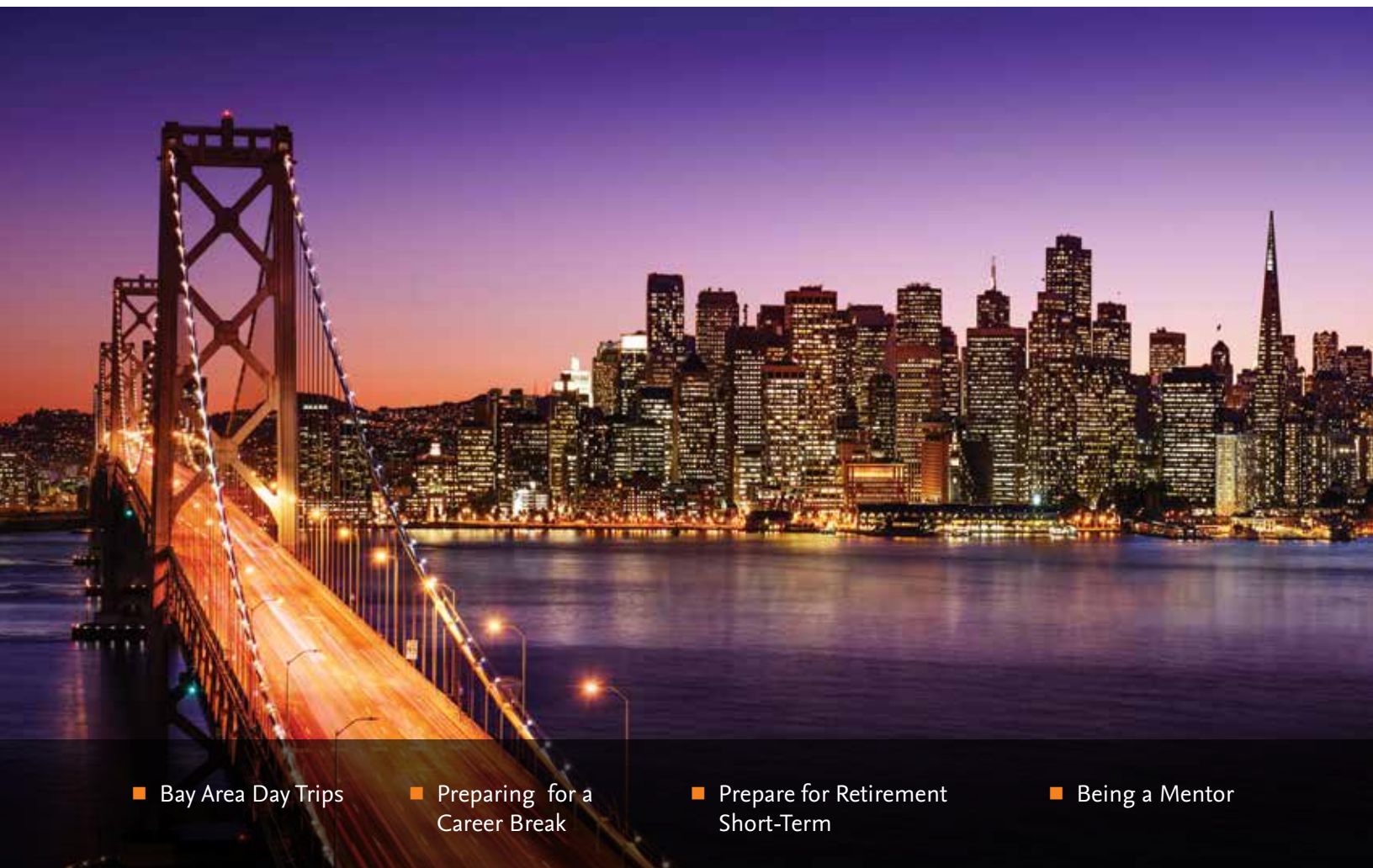


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■ Bay Area Day Trips

■ Preparing for a
Career Break

■ Prepare for Retirement
Short-Term

■ Being a Mentor

Career Guide

PSYCHIATRY
SAN FRANCISCO, CA

May 2019



The Penn State Health Milton S. Hershey Medical Center Department of Psychiatry

is currently recruiting board eligible/certified psychiatrists for inpatient and outpatient positions in both adult and child psychiatry.

.....

Our growing, vibrant department in a strong academic medical center includes adult psychiatry residency, child fellowship, psychology internship, externship and post-doctoral Fellows. With our clinical partner the Pennsylvania Psychiatric Institute, the Department staffs several outpatient and partial hospital programs for children and adults; 89 inpatient beds, ECT and other neuromodulation services, specialty sleep and eating-disorders programs, and expanding psychiatric consultation and integrated care programs for Hershey Medical Center.

Successful candidates should have strong teaching and clinical skills and, optimally, potential for scientific and scholarly achievement. We offer an attractive compensation package commensurate with qualifications. Tenure-track positions are possible.

FOR CONSIDERATION, SEND YOUR CV TO:

Jenna Spangler, Physician Recruiter

Phone: 717-531-4271

Email: jspangler2@pennstatehealth.psu.edu



PennState Health

Milton S. Hershey
Medical Center



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Find out more about **Preparing for a Career Break.**



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

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Learn more about **Being a Mentor.**



Bay Area Day Trips

Explore popular neighborhoods and attractions in San Francisco.

San Francisco: The cultural, commercial and financial center of Northern California that is home to Silicon Valley and to the 49ers Football Team. Founded in 1776, this hilly city is known for more than its iconic Cable Cars and the Golden Gate Bridge. San Francisco is also known for its cool summers, fog, eclectic architecture, and landmarks. With so much history and culture packed into just under 48 square mile, take some time out of your schedule to visit some of the Bay Area's popular neighborhoods and attractions. Be sure to wear a jacket and comfortable shoes!

Alcatraz Island

The Alcatraz Federal Penitentiary (Alcatraz for short) is located on the island and operated from 1934 to 1963. During its time, Alcatraz held some of America's most ruthless criminals such as Al Capone, George "Machine Gun" Kelly and Ellsworth "Bumpy" Johnson as well as prisoners who repeatedly caused trouble at other federal prisons. Today, Alcatraz is a public museum operated by the National Park Services and offers ferry passes and tours of the penitentiary.

nationalparks.org/explore-parks/alcatraz-island

Chinatown

San Francisco has the largest Chinatown outside of Asia and is the largest Chinese community in North America. It was established in 1848 and is steeped in the history and culture of ethnic Chinese immigrants in America. Chinatown's restaurants are considered the birthplace of American Chinese Cuisine, introducing such food items as Chop Suey and Dim Sum to Western and American tastes; its Dim Sum tea houses remain a major tourist attraction. Walking tours are available to take in

the history, the art and culture of Chinatown. Enjoy the great restaurants and shopping.

cccsf.us

Crissy Field

Crissy Field is a place to walk or bike - offering breathtaking views of the Bay and the Golden Gate Bridge. Formerly a US Army airfield, thanks to restoration by the National Parks Conservancy, the area now has beaches, picnic tables and windsurfing. Warming Hut and Beach Hut Cafés are on site for grabbing a bite to eat.

parksconservancy.org/visit/park-sites/crissy-field.html

Mission District

This gentrified Latin neighborhood is home to the famous Roxie Theater and to five restaurants that have received 2017 Michelin stars. Mission has four sub-districts: The northeast is known as the center for high tech startups and chic bars and restaurants. The northwest is famous for their Victorian mansions and for Dolores Park a popular recreation area. The Valencia corridor and the 24th Street corridor (Calle 24) are popular for their restaurants, bars and galleries.

sftravel.com/explore/neighborhoods/mission-district

Muir Woods National Monument

Hikers and Bikers alike will revel in this redwood forest located 12 miles north of San Francisco. It is part of the Golden Gate National Recreation Area and one of the few redwood forests remaining along the Pacific Coast. Fifty species of birds, 11 species of bats and a myriad of mammals from Sonoma chipmunks to black bears have been spotted along throughout



San Francisco is known for more than its iconic cable cars; it's also known for its cool summers, fog, eclectic architecture, and landmarks.

the forests. A paved main walking trail begins at the entrance, travels alongside redwood creek and into the old growth forest. Bikers are only permitted on designated roads.
nps.gov/muwo/index.htm

North Beach

North Beach is near Fisherman's Wharf and Chinatown, and is San Francisco's Little Italy with a large Italian American population. Part of the old Barbary coast, the neighborhood was formerly home to Jack Kerouac, Allen Ginsburg and Joe DiMaggio. Today North Beach is best known for its ristorantes, caffes and old-world delicatessens. Washington Square Park and Beat Museum are also fixtures in this beloved neighborhood.
sftravel.com/explore/neighborhoods/north-beach

Richmond District

Richmond District (not to be confused with the city of Richmond some 20 miles north of San Francisco) is a melting pot of cultures, restaurants and theaters. The city is also called Little Russia represented by East Asian, Indian, Ethiopian, Russian and other world influences. The most famous Restaurant in Richmond District is Sutro's Cliff House, known for its magnificent views of the Bay and its seafood menu.

Land's End and Eagles Point are also favorites of outdoors enthusiasts.

sftravel.com/explore/neighborhoods/richmond-presidio

Sausalito

Before the building of the Golden Gate Bridge, Sausalito was a rail, car and ferry terminus. It's hard to imagine that this wealthy artistic residential enclave was previously an industrial ship building city during World War II. Sausalito has a fishing pier, public beaches and a thriving houseboat community. The city also boasts unique tours and attractions, boutique shops, outdoor cafes, bistros, art studios and galleries.
sausalito.gov

Sonoma Valley

No trip to San Francisco would be complete without a tour of one of California's world famous vineyards. Sonoma Valley is known as the birthplace of the California wine industry, with hundreds of vineyards ranging from small family-owned holdings to large international wineries. The Sonoma region is also home to wilderness areas like Armstrong Redwoods State Preserve and to beaches surrounding Bodega Bay.
sonomavalley.com ■



PSYCHIATRISTS

BROOKLYN, NY

New York City Health + Hospitals/Coney Island is a 371-bed facility that serves a large, growing and diverse community in Southern Brooklyn.

Our Department of Behavioral Health offers a wide variety of outpatient and inpatient services as well as psychiatric crisis/emergency services. A multilingual staff of clinical professionals is responsible for providing high quality, culturally sensitive treatment to our patients, as well as comprehensive mental health services to individuals and their families. Our services include a 64-bed Acute Psychiatric Inpatient Program, an Adult Mental Health Outpatient clinic, two Assertive Community Treatment Programs, a Chemical Dependency Service that includes an Inpatient Detox program, Smoking Cessation Program and an Acute Care Addictions Program. In addition, there are Child and Adolescent services as well as Psychiatric Emergency services and Consult Liaison Services.

Opportunities are currently available for the following:

- **Medical Director – Chemical Dependency**
- **Adult Inpatient Teaching (with protected time and SUNY Downstate appointment)**
- **Assertive Community Treatment - Flexible Time**

Moonlighting opportunities also available!

An academic appointment at SUNY Downstate is offered!

We offer a generous compensation package along with outstanding benefits, opportunities for advancement, retirement plan, malpractice, Sponsorship for H1 & J1 Visas, and much more! For immediate confidential consideration, please contact: Carmen Velez – Office of Physician Recruitment: Velezc@pagny.org or 646-494-7559

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www.pagny.org

Physician Affiliate Group of New York (PAGNY) provides services to NYC Health + Hospital, the largest public healthcare system in the United States. EOE M/F/D/V



Community Health Network in Indianapolis, Indiana, the region's largest behavioral health provider, seeks compassionate, innovative psychiatrists for a variety of roles.

We Offer:

- Generous salary, benefits, incentives (CME, paid time away, start bonus, loan repayment, relocation)
- Ability to practice in an organization that is truly physician-led and values work-life balance
- Indianapolis – a vibrant, metropolitan city offering a world-class international airport, endless cultural offerings and sporting events, an exceptional cost of living, and a small-town feel
- A network that ranks #1 nationally in patient satisfaction

Current Opportunities:

- Residency Clinical Faculty (IP only or mix of IP/OP)
- Inpatient (Adult) Psychiatry
- Geriatric Psychiatry
- Child & Adolescent Psychiatry (Outpatient)

About Community Behavioral Health:

- 4,700+ inpatient stays and 19,000+ outpatient visits a year
- Crisis services provided 24/7 by phone or in person
- Behavioral Health Pavilion – a full-service, 123-bed inpatient behavioral care hospital
- Full continuum of OP care (Gallahue CMHC) in Indianapolis and 4 surrounding counties
- ACGME-Accredited Psychiatry Residency Program; a community-based program with capacity for 4 residents in each class



For more information, contact:

Sarah Holland, Senior Network Physician Recruiter

Phone: 317-621-1999 | Email: SHolland@ecomcommunity.com Or visit www.ecomcommunity.com



Northlight Counseling Associates, a behavioral health practice for over 35 years; in need of an additional psychiatrist in Metro Phoenix Arizona. Multidisciplinary team working with a variety of modalities allow for the provision of excellent services in a supportive environment. Competitive salary for 40 hour work week and a benefit package including healthcare, paid holidays, 3 weeks PTO, malpractice insurance, and 401K.

Kristy Arballo

karballo@northlightcounseling.net
602-285-9696 ext. 205.



Join Our Award Winning Team

ADULT & CHILD / ADOLESCENT PSYCHIATRY

Wake Forest Baptist Health is a nationally prominent academic health system with an integrated health care network located in central North Carolina.

The Triad cities of Greensboro, Winston-Salem and High Point offer a low cost of living, cultural amenities, top-notch education options including award-winning colleges and universities and superior health care to its residents. The centrally located Piedmont Triad International Airport offers daily flights to major cities or enjoy a short drive to the Blue Ridge Mountains, NC, SC, and VA beaches. The area offers all the convenience you could ask for in a city that also boasts ideal year-round weather.

- Short-term disability that pays your full salary up to six months
- Unlimited vacation
- Company paid long-term disability
- Relocation assistance
- Comprehensive health plan
- 403(b) with strong match and 457(b)
- CME Allowance
- Reimbursement of medical license fees
- Tuition concession for faculty

For more information, please contact:

Cindy Leonard | 336-416-3285

Cindy.Leonard@wakehealth.edu

www.wakehealth.edu





Opportunities:

Wisconsin: Racine, Milwaukee, Stevens Point, Appleton, Rhinelander

- Inpatient or outpatient opportunities available
- Adult or Child/Adolescent opportunities available
- Enjoy state of the art facilities with leading edge technology
- Join an excellent work/life balance opportunity that is filled with friendly, thriving communities

About Ascension

Ascension Wisconsin formed in 2016 when four healthcare systems came together. Ascension Healthcare is the largest nonprofit health system in the US and the world's largest Catholic health system. Wisconsin is home to a total of 23 hospitals, 111 primary care clinics, approximately 23,500 associates, including nearly 1,000 medical group clinicians all delivering compassionate, personalized care every day.

Contact:

Veronica Dupuis, Physician Recruiter
Veronica.Dupuis@ascension.org



Psychiatrist Medical Director Opportunity – Southwest Michigan **Summit Pointe, Battle Creek, MI**

The Behavioral Health Medical Director will be responsible for clinical oversight of the inpatient 25 bed Fieldstone Center in Battle Creek, MI. Candidate will provide leadership in the inpatient Adult unit and outpatient settings as well as oversee other Psychiatrist and potential APP providers work. Coverage could include M-F 8a-5p, Night Call, Consults and rounding. The candidate will also work closely with administration to help direct recruitment and strategic planning.

The ideal candidate will possess a minimum of five years clinical practice experience in behavioral health, prior leadership or directorship roles in hospital and/or practice. Current active and unrestricted Michigan licensure as a Physician, valid and unrestricted Federal/State registration to prescribe, dispense and administer controlled substances, and appropriate board certification specialty and sub-specialty fields.

The area, midway between Chicago and Detroit, is family friendly with excellent public and private schools, colleges, medical school and residency training. There is an abundance of activities that include, festivals, fine arts, and sporting opportunities, along with a vibrant downtown. A variety of theatre venues, symphony orchestra, institute of arts and a zoo enhance quality of life. Access to outdoor activities abound, including many public and private golf courses, numerous inland lakes, trails for biking, running and cross-country skiing, with beautiful Lake Michigan only a short drive away.

Interested Candidates please email Hilary Wade at
wadeh@bronsonhg.org



Clinical Director of Addictions Care **Cambridge Health Alliance**

Cambridge Health Alliance (CHA), a well-respected, nationally recognized and award-winning public healthcare system is recruiting for the Clinical Director of Addictions Care. Our system is comprised of three campuses and an integrated network of both primary and specialty outpatient care practices in Cambridge, Somerville and Boston's Metro North Region.

- Serve as the primary voice and authority for addictions care for CHA
- Ensure the system of addictions care is state of the art and delivers exceptional outcomes and value to patients, the community, and CHA
- Achieve outcomes through strategic guidance that are population health focused
- Facilitate the development of evidence-based approaches to addictions care
- Provide oversight to clinical programs, guidelines, policies and procedures

Requirements:

- Medical degree required (MD or DO)
- Must be board certified in Addictions Medicine
- Minimum of 5 years of progressive clinical leadership experience in Addictions Medicine
- Possess excellent clinical/communication skills and a strong commitment to and passion for our multicultural, underserved patient population

CHA is proud to offer a collaborative practice environment with an innovative clinical model. As a teaching affiliate of Harvard Medical School (HMS); academic appointments are available commensurate with medical school criteria.

Visit www.CHAproviders.org to learn more and apply through our secure candidate portal. CV and cover letter may be sent directly to Melissa Kelley at ProviderRecruitment@challiance.org. CHA's Department of Provider Recruitment may be reached by phone at (617) 665-3555 or by fax at (617) 665-3553.

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



PSYCHIATRISTS

BRONX, NY

New York City Health + Hospitals/Lincoln has provided quality healthcare services to the community for over 175 years. Today, Lincoln Medical Center stands as the vital core of medical care for the Downtown Bronx community. Lincoln Medical Center is a full-service acute care hospital and one of the Premier Trauma Centers in the country.

Our Department of Behavioral Health provides comprehensive mental health services to individuals and families. The department is staffed by a multidisciplinary team of psychiatrists, licensed clinical psychologists, nurses and social workers who work in collaboration to develop recovery plans tailored to meet the clients' individual needs. Services are provided through the Adult Outpatient and Inpatient Units and Child and Adolescent Outpatient Mental Health Services. Comprehensive outpatient services include individual therapy, group therapy, bilingual therapy, medication management programs and assistance for clients with a severe behavioral health illness. Special services are also provided through the Mobile Crisis Unit.

Opportunities are currently available for the following:

- Inpatient Attending Psychiatrists
- Outpatient Attending Psychiatrists

Moonlighting opportunities also available!

An academic appointment at Weill Cornell is offered!

We offer a generous compensation package along with outstanding benefits, opportunities for advancement, retirement plan, malpractice, Sponsorship for H1 & J1 Visas, and much more! For immediate confidential consideration, please contact: Carmen Velez – Office of Physician Recruitment: Velezc@pagny.org or 646-494-7559

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Physician Affiliate Group of New York (PAGNY) provides services to NYC Health + Hospital, the largest public healthcare system in the United States. EOE M/F/D/V



Main Line Health®
Well ahead.®

Main Line HealthCare's Behavioral Services Department has an immediate opening for part time or full time BE/BC Psychiatrist in our outpatient services division. The program provides structured, personalized, clinically intensive partial hospitalization programs (PHP) and intensive outpatient programs (IOP) for individuals 14 years and above with psychiatric and emotional disorders. The position is based at our Exton location.

This is an excellent opportunity with a top rated suburban hospital system. We offer a competitive salary plus a robust benefits package that includes health benefits, malpractice insurance, CME and vacation time, 403B, a pension plan and much more.

Moonlighting Opportunities

Main Line HealthCare has several moonlighting positions. We are seeking BE/BC Psychiatrists at Lankenau Medical Center, Bryn Mawr Hospital and Paoli Hospital.

Flexible weekend schedules available and holiday coverage also available. The positions include a competitive salary and malpractice insurance.

These are great opportunities for Psychiatry fellows and experienced physicians looking to augment their income while building a practice in the desirable Main Line region.

Please send your CV to:

Rose Calone
Physician Recruiter
caloner@mlhs.org
(O) 484-580-4146



269 Union Street Lynn Ma 01901

Are you a Psychiatrist whom is looking to join a diverse organization looking to bring quality care to an underserved patient population? Then Lynn Community Health Center is the place for you. As a health center with a storied history of integrated behavioral health and primary care, Lynn Community Health Center (LCHC) is often considered one of the regional leaders in this area. We are currently seeking individuals that are interested in part time and full-time employment.

The two vacancies that we are looking to fill are:

- Psychiatrist
- Director of Psychopharmacology

Benefits effective day one of employment. National Health Service Corp. Loan Reimbursement available.

Please visit our website at www.lchcnet.org or email Rachel Vasconcelos Talent Acquisition Manager at rvasconcelos@lchcnet.org for more details

ABSENCE



Preparing For a Career Break

CONTRIBUTOR: MELANIE GRANO

For physicians, planning ahead for a career break can help make a return to work easier. If you are thinking of taking personal or professional time off, there are some factors you will need to consider.

There are a number of things physicians can do prior to taking a career break that will make the transition back to work less stressful, in addition to running more smoothly.

1. Identify potential problems
2. Plan ahead
3. Give plenty of notice
4. Keep good records
5. Retain your license, if possible
6. Continue professional memberships
7. Keep up with Continued Medical Education (CME)
8. Continue to practice - with a reduced schedule or volunteer
9. Stay up to date with changing professional standards and re-entry requirements
10. Be prepared to adjust your plans and expectations

Keep in mind that each state has its own re-entry requirements and definitions of what constitutes a break.

1. Potential Problems

If you are expecting to return to the medical profession, you will need to start thinking about how to leave and how you wish to return as early as possible before even beginning the formal process. While there are differences from state to state, they share one common characteristic: the difficulty of re-entering the profession after a prolonged period away, especially if you have allowed your license to expire while on leave.

Of course, state medical boards have a duty to protect the public, so they require that returning physicians demonstrate clinical competency through CME, and board interviews.

2. Have a Plan

Investigate the specifics of your own state and specialty; research the state regulations and your medical specialty requirements carefully, but don't rely on this information alone. Speak directly with your state board to discuss its policies with particular consideration given to your own individual specificities, and identify any potential hurdles you might encounter.

Once you understand what is required to reinstate your medical profession after taking a break, you can begin to plan based upon your own goals and specialty. You'll need to consider whether it makes financial sense to retain your license, how you will continue with CME and how you will demonstrate continued competency to the relevant boards prior to your return. If possible, begin with your expected return to work date and plan backwards from there. Keep in mind that, depending upon your state, you may need to share your re-entry plan with your state licensure board.

There are a number of things physicians can do prior to taking a career break that will make transitioning back to work less stressful.

3. Giving Notice

We've already noted the importance of planning ahead to give yourself plenty of time to prepare for your break and your re-entry to the profession. It is also important to extend this time to prepare the other people involved.

If you are employed and plan on returning to the same facility, you will need to liaise closely with your Human Resources department and medical staff leadership in order to understand the processes for leaving and returning. There may be specific rules around timely notification for a leave of absence and you will need to understand the possibilities and processes for maintaining or restoring hospital credentials.

Even if you aren't planning to return to the same facility, communicate with Human Resources and the medical leadership teams as early as you can. Early notice doesn't just make it easier for your employer to find a suitable replacement for you, it can help you ease your return to the field. You don't want to burn bridges with people who can help you stay up-to-date with current practices and upon whom you will rely to provide references for you when you do return.

For physicians with their own practice, the issues are different, but still benefit from early action. You may need to seek legal counsel, depending upon the practice structure and legal arrangements. Make arrangements for the notification and transfer of your patients and their medical records to other physicians in the practice. Securing malpractice insurance tail coverage may be essential to cover you in case of malpractice claims being brought after a claims-made insurance policy is terminated.

4. Paperwork

Keeping good records of your professional activities before and during your leave of absence should help to smooth re-entry.

Before you leave, secure written references from senior colleagues, medical associates and practice or hospital managers. Continue to keep records of CME and any clinical practice undertaken during the period of your career break.

5. Licensing

Maintaining your license is the best way to ease your return to work. It can be significantly harder to regain a license once it has been allowed to expire. However, the financial implications of maintaining your license do need to be considered.

The financial impact of taking a break from the profession is significant enough. It can become a real burden if you need to add that to the cost of maintaining your license with the state licensure, board certification, credentialing, memberships of professional organizations and – potentially – insurance (either malpractice tail insurance, or for continuing your regular malpractice insurance if you plan to work part-time or on a voluntary basis). If you are able to cover these costs, however, your ability to return to work will be considerably enhanced; it is a worthwhile investment if you can afford it.

6. Professional Memberships

National, state and local professional organizations can provide a good way of keeping up-to-date with the medical profession,

current clinical and procedural practice, and your colleagues. The potential for networking and CME that your membership in these organizations affords you is often a good reason for maintaining your membership.

Some organizations offer reduced membership rates for clinically inactive members – ask your professional organizations what support they can offer you.

7. Continuing Medical Education

Keep detailed records of all reading, online learning, training, volunteering and clinical practice you undertake during your leave of absence. Collecting references from colleagues whom you have worked alongside is a vital part of demonstrating your continued competence.

Reach out to your local medical school as it may be able to help you meet some of your CME requirements as well as providing networking and paid work opportunities.

Stay in touch with the profession by keeping your seat on any boards or committees, or finding a professional who is happy to mentor you during your time off.

8. Work Part-Time

Working part-time or on a locum or voluntary basis is the best way to keep up your skills. Continuing to work, even with a minimum schedule, will help you to demonstrate continuing competence when you are ready to return to full-time work.

In addition, the compensation may help to cover some of the costs of maintaining your license. Try to establish a good relationship with a good local locum tenens agency and ensure that you work with an agent who understands your priorities.

If you put in these hours out of state, or in a different country, make sure you keep records, get references, and seriously consider maintaining your state license in your home state as well. Of course, any clinical practice will be helpful but, if you can, aim to cover each aspect of the clinical practice to which you plan to return.

Nevertheless, however interested you are to secure continued clinical practice hours, don't leave yourself exposed. Ensure that for every venture, you meet your obligations in terms of license, certification, malpractice insurance and any necessary permissions or credentialing.

9. Physician Re-entry

As previously mentioned, it will be much easier for you to return to the profession if you keep your license current. While this may require considerable effort and expense, it is likely worth it (if you are in a position to do so).

Maintaining competency and connections will also help with your peace of mind and help sustain the confidence you will need to manage the return to work.

10. Adjust Your Plans

The need to plan ahead is fundamental to minimizing the hurdles you will face. However, it is likely that your plan will need to evolve over the course of your career break. As the American Medical Association (AMA) and Federation of State Medical Boards (FSMB) continue to press for a more cohesive and standardized approach to physician re-entry, it is likely that state requirements and policies will change. You will need to stay ahead of these changing expectations and adjust your return-to-work plan accordingly. ■

Sources:

State Requirements - Federation of State Medical Boards [fsmb.org](https://www.fsmb.org)

Report 6 of the Council on Medical Education: Physician Re-entry, American Medical Association [ama-assn.org](https://www.ama-assn.org)

Resources for Physicians Returning to Clinical Practice, American Medical Association [ama-assn.org](https://www.ama-assn.org)

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PSYCHIATRISTS

BRONX, NY

New York City Health + Hospitals/North Central Bronx is a modern, state-of-the-art community hospital located in an attractive and safe residential Bronx neighborhood just 20 minutes north of Manhattan. It is a North Bronx Healthcare Network hospital affiliated with Jacobi Medical Center and a teaching site and academic affiliate of the Albert Einstein College of Medicine. It offers a full continuum of acute care inpatient and outpatient services in diverse Medical and Surgical specialties, including Psychiatry.

The Department of Psychiatry has 70 Adult and Geriatric Acute Inpatient Beds, a Partial Hospital Program, Psychiatric Emergency Consultation-Liaison Service, an Adult Ambulatory Practice, and a community-based Assertive Community Treatment Program. The department employs evidence-based best practices in providing the highest quality care to its patients, in a patient-centered approach that is respectful of their individuality, culture, and community.

Opportunities are currently available for the following:

- Inpatient Attendings
- Director of Psychiatry Emergency Services
- Attending Psychiatrist – Emergency Room
- Attending Psychiatrist – Partial Hospital Program

Moonlighting opportunities also available!

An academic appointment at Albert Einstein College of Medicine is offered!

We offer an easily accessible location within a beautiful residential Bronx neighborhood, generous compensation package, as well as unparalleled health benefits, opportunities for advancement, retirement plan, malpractice, Sponsorship for H1 & J1 Visas, and much more! For immediate confidential consideration, please contact: Carmen Velez – Office of Physician Recruitment: Velezc@pagny.org 646-494-7559

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Physician Affiliate Group of New York (PAGNY) provides services to NYC Health + Hospital, the largest public healthcare system in the United States. EOE M/F/D/V



St. Luke's Health System in Boise Idaho has two exciting System Medical Director opportunities within our Behavioral Health Service Line.

The Behavioral Health Acute Care Medical Director will have clinical oversight and accountability for our behavioral health acute care programs throughout the health system. This director will help lead the development and implementation of our Consult Liaison team-based program that will serve St. Luke's hospital/emergency departments throughout the health system's population health service areas– either through on-site personnel or via telepsychiatry, and will have accountability for the clinical care provided in our adult inpatient psychiatric facility, Canyon View, located in Twin Falls, ID. Key functions of this role are to help drive variation reduction across acute care sites, inform best practice, and ensure that high quality patient care is being delivered.

The Behavioral Health Ambulatory Medical Director will have clinical oversight and accountability for our specialty behavioral health clinics throughout the health system's population health service areas and help inform our work in Behavioral Health integration within our primary care clinics throughout the health system in close partnership with other leaders and stakeholders. Key functions of this role are to help drive variation reduction across clinic sites, inform best practice, and ensure that high quality patient care is being delivered.

Both positions will work closely with one another and community partners to achieve high quality behavioral health care across the care continuum.

For more information, contact Tracey Duncan, Recruiter at duncantr@slhs.org or 208-814-0656

Booth #518

Choose Where You Want to Be ...

Choose  Behavioral Health
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For information, contact

Gabriella Basile

610.382.4417

gabriella.basile@uhsinc.com



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Adult Psychiatry Position with Sparrow Medical Group

Sparrow Health System is committed to improving access to medical care across the mid-Michigan region and is seeking talented Caregivers to join our team.



Sparrow Medical Group (SMG) is a large multispecialty physician group that delivers exceptional quality care and is the premier physician organization in a diverse and family friendly community. Sparrow Health System and SMG are committed to improving access to medical care across the Mid-Michigan region. SMG is seeking a dynamic, full-time BC/BE Psychiatrist for an adult position at its St. Lawrence Campus in Lansing, Michigan.

- » Call 1 in 4 weekends and some weekdays as negotiated
- » Sparrow Behavioral Health offers inpatient treatment for adult and geriatric populations, outpatient partial hospitalization, day treatment, and outpatient chemical dependency
- » Inpatient psychiatry census averages 26 patients on the adult unit and 17 patients on the geriatric unit
- » EPIC EMR
- » Big Ten University city

Position is hospital-employed and offers:

- » Excellent compensation and benefits
- » Relocation assistance, 401(k) with matching funds, generous CME benefits
- » Malpractice insurance that includes tail coverage

Learn more

Barb Hilborn, Manager, Provider Recruitment
T 800.968.3225 | C 517.614.1629
barbara.hilborn@sparrow.org
www.sparrow.org

Sparrow Health System is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or protected Veteran status.



Psychiatric Mental Health Directors North Carolina, South Carolina, and Kentucky

Eventus WholeHealth is seeking Psychiatric Mental Health Directors in the states of NC/SC/KY.

Responsibilities:

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PSYCHIATRISTS

NEW YORK, NY

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Prepare for Retirement Short Term

RETIRE

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

Make Sure You Are Insured

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

1) Occurrence Based Insurance

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

2) Claims Made Insurance

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

the moment you start to plan for your retirement, discuss tail coverage options with your insurer.

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

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

Consult your insurance provider to fully discuss your options.

Your Medical License

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

Retirement doesn’t always mean the end of a medical career. If you would like to continue practicing in some way – including working as a locum tenens practitioner, or undertaking research related activity or medico-legal work – then you will need to retain your license. This means that you will still be subject to the same standards of professional competence as other registered practitioners. In most states, this is viewed as “Active Status.”



RETIREMENT PLAN

As a medical practitioner, once you decide to retire, there is a to-do list that you should follow to ensure a stress-free retirement life.

Active Status

This means that you can practice and prescribe medicine and are subject to the same restrictions and guidelines as practicing physicians. You will also have to continue to meet the state requirements. Again, this varies from state to state but usually includes completing the renewal process, continuing medical education and maintaining insurance.

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

Inactive Status

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

Retired Status

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

Lapsed License

This option is not ideal. If you do not complete your renewal application in time, your license will be considered lapsed. This is viewed as revocation and is treated similarly to suspension or

revocation for a cause. Renewal of lapsed license is complicated and not guaranteed. If you are in doubt as to which option is best for you, seek advice from the medical board you are registered with.

Medical Contracts

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

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

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

In general, many doctors and physicians will be party to at least one if not more contracts which will all come with their own

obligations. In addition to medical contracts, there may also be maintenance and service contracts, utility agreements and leases. As soon as possible after deciding that you want to retire, review all these contracts to determine the steps you will need to take, short-term and long-term.

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

Patient Records

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

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

The four key factors to consider include:

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

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

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

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

records must be stored and the degree of access patients and others can be granted also varies between states.

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

Informing Patients

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

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

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PSYCHIATRISTS

NEW YORK, NY

New York City Health + Hospitals/Harlem is a designated Level 1 Trauma Center and recognized for providing centers of excellence in the areas of Bariatric Surgery, Breast Imaging and Sexual Assault Forensics. Our teams provide services for nearly 213,000 outpatient visits, more than 83,000 emergency room visits and over 13,000 inpatient admissions annually. The hospital maintains an academic affiliation with **Columbia University Medical Center**.

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Together, we're transforming the health of communities, one person at a time.

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Full-time opening for a skilled Psychiatrist to provide direct patient care, including psychiatric assessment and medication management to patients in the Behavioral Health Dept; psychiatric consultations to primary care providers and patients face to face and via telepsychiatry; educate physicians and nursing staff on psychiatric disorders and medication management; and develop psychiatry services and programs to meet the needs of the medical group's patients and providers. NJ License Required.

Telepsychiatrist

Part-time opening for a skilled Psychiatrist to treat patients in our Behavioral Health Dept and work collaboratively with our Primary Care providers. Position involves psychiatric assessment and medication management of Summit Medical Group patients via telepsychiatry/virtual visits from home. You will also provide consultations to our primary care providers, nursing care managers and collaborative care teams. NJ License Required.

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Full-time opening for a skilled Psychiatric APN to work collaboratively with our psychiatry staff, behavioral health clinicians and medical group physicians. Participate in collaborative care services, treat patients of the behavioral health dept, and participate in our new telepsychiatry program. NJ License Required.

We offer competitive compensation, comprehensive benefits (full-time roles) and dynamic work environments. To apply and/or explore opportunities, visit our career page at:

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

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Being a Mentor



Anyone 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.

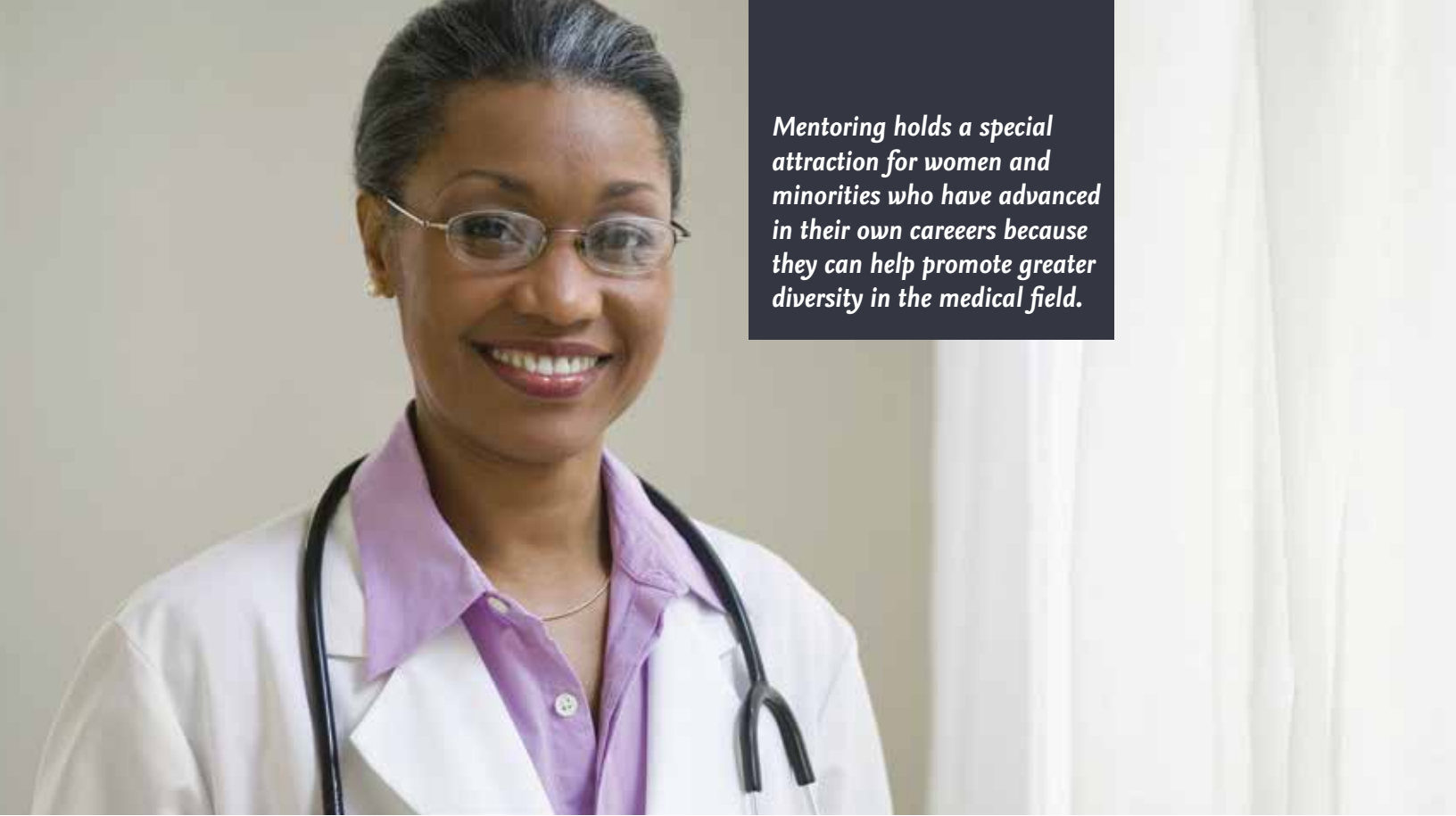
Time management can also be critical - mentors need to be available to their mentee. It can work well if both parties are able to schedule a regular time to meet, listen and talk through their concerns away from the workplace. It is ideal if you can make this a regular occasion; for example, lunch on 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

amwa-doc.org/doctors/become-a-mentor

ama-assn.org/content/doctors-back-school-program

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



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New York City Health + Hospitals/Jacobi is a modern, state-of-the-art, Level 1 Trauma Center located in an attractive and safe residential Bronx neighborhood just 20 minutes north of Manhattan. It is a North Bronx Healthcare Network hospital affiliated with North Central Bronx Hospital and a teaching site and academic affiliate of the Albert Einstein College of Medicine. It offers a full continuum of Acute Care Inpatient and Outpatient services in diverse Medical and Surgical Specialties, including Psychiatry.

The Department of Psychiatry has 89 Adult Acute Inpatient beds, a Comprehensive Psychiatric Emergency Program (CPEP), a Consultation-Liaison Service, an Adult Ambulatory Practice, and a Community-Based Assertive Community Treatment Program. The department employs evidence-based best practices in providing the highest quality care to its patients, in a patient-centered approach that is respectful of their individuality, culture, and community.

Opportunities are currently available for the following:

- Inpatient Attendings
- Attending Psychiatrist CPEP
- Child Psychiatrist CPEP
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St. Luke's University Health Network, the region's largest, most established health system, a major teaching hospital, and one of the nation's 100 Top Hospitals is seeking full time BC/BE Adult and Geriatric Psychiatrists for the following opportunities:



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- Consultation Liaison physician for our Sacred Heart campus

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To learn more about our St. Luke's Psychiatry Program, please visit psychcareer.org

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About St. Luke's University Health Network

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

Dedicated to advancing medical education, St. Luke's is the preeminent teaching hospital in central-eastern Pennsylvania. In partnership with Temple University, St. Luke's created the region's first and only regional medical school campus. It also operates the nation's longest continuously operating School of Nursing, established in 1884, and 28 fully accredited graduate medical educational programs with 226 residents and fellows. St. Luke's is the only health care system in central-eastern Pennsylvania to earn Medicare's five-star rating (the highest) for quality, efficiency and patient satisfaction.

St. Luke's has earned the 100 Top Major Teaching Hospital designation from IBM Watson Health (formerly Truven Health Analytics) repeatedly – six times total and four years in a row including 2018. It has also been cited by IBM Watson Health as a 50 Top Cardiovascular Program.

Utilizing the EPIC electronic medical record (EMR) system for both inpatient and outpatient services, the Network is a multi-year recipient of the Most Wired award recognizing the breadth of the SLUHN's information technology applications such as telehealth, online scheduling and online pricing information. St. Luke's is also recognized as one of the state's lowest cost providers. To learn more about St. Luke's, please visit us at www.SLUHN.org

About the Lehigh Valley

Set amid gentle hills and charming country sides, Lehigh Valley, PA is home to Allentown, Bethlehem, and Easton, as well as dozens of small towns and picturesque boroughs, parks, trails, and waterways. Steeped in pre-Colonial, Early American, and industrial history, the region's storied past became its uplifting present, bestowing visitors anything from crayons and craft beer to Martin Guitars and museums, covered bridges, and nationally-recognized events like Musikfest and Christkindlmarkt.

The Lehigh Valley is in close proximity to NYC, Philly, and DC. Outstanding higher education facilities include Lehigh University and Moravian College. Cost of living is low and coupled with minimal congestion; choose among a variety of charming urban, semi-urban and rural communities your family will enjoy calling home. There is easy access to outdoor activities like skiing, snowboarding, white water rafting, and zip lining. The Lehigh Valley encompasses three unique cities in one suburban area. For more information please visit www.discoverlehighvalley.com.

**We do not sponsor visas*

If you are interested in learning more about the opportunity, please contact:
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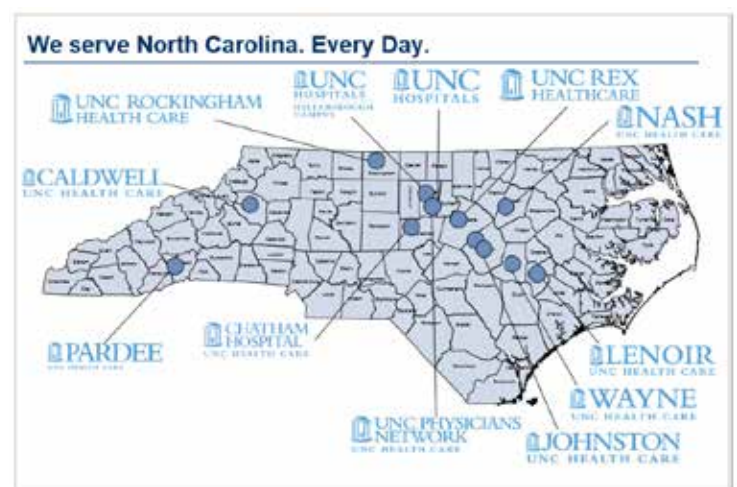
Psychiatry Opportunities- UNC Health Care

UNC Health Care is a not-for-profit integrated health care system owned by the state of North Carolina and based in Chapel Hill. Originally established Nov. 1, 1998, UNC Health Care currently comprises UNC Hospitals and its provider network, the clinical programs of the UNC School of Medicine, and twelve affiliate hospitals and hospital systems across the state of North Carolina.

Available Positions Across the System:

- Caldwell UNC Health Care in Lenoir, NC- Seeking an outpatient psychiatrist and PA/NP for a 2020 start date. Positions are for a brand new mental health facility located adjacent to the main hospital, housing both inpatient and outpatient space.
- Johnston UNC Health Care in Smithfield, NC- Seeking an inpatient psychiatrist to join an existing practice. The position will serve a 20-bed inpatient unit and cover ED/floor consults.
- Nash UNC Health Care in Rocky Mount, NC- Seeking an inpatient psychiatrist to join an existing practice serving Eastern, NC.
- UNC Physicians Network at UNC Pediatrics at Southpoint in Durham, NC- Seeking a full-time Child and Adolescent Psychiatrist, outpatient only.

**Please visit our
booth at #704**



**To review our opportunities,
please visit - <https://careers-unchealth.icims.com>
or email your CV directly to physicianrecruitment@unchealth.unc.edu**



THE STATE UNIVERSITY
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Rutgers Health and RWJBarnabas Health are jointly recruiting and seeking boardcertified adult and child and adolescent psychiatrists for positions within the RWJBarnabas Health Behavioral Health Network. As the largest behavioral health network and the largest integrated health system in NJ, RWJBarnabas Health offers competitive compensation to physicians including strong base salaries plus additional compensation for call and quality-based bonus incentives.

- These full-time opportunities are supported by multidisciplinary teams. We are currently seeking physicians for both consult liaison and emergency psychiatry roles in addition to child and adolescent psychiatrists for full-time roles requiring Monday-Friday weekly schedules with accommodating hours.
- With practices based throughout the state, spanning from regions in Northern NJ to Southern NJ, the locations are just a short drive from the famous beaches of the Jersey Shore to the bright lights of NYC!
- RWJBarnabas Health psychiatrists also receive a robust benefits package including health insurance, malpractice (with tail), 401k with company match, annual stipend for CME, Paid Time Off, budget for licensing, books, association fees, and up to \$10,000 for relocation for out-of-state physicians.

Candidates are required to be ABPN board-certified or board-eligible in Adult Psychiatry or in Child/Adolescent Psychiatry and NJ licensed or eligible for licensure in NJ. We are open to new graduates as well as experienced physicians! Please note that new residents or fellows are offered up to \$24,000 (paid in \$2,000 monthly stipend) if they choose to join RWJBH during the final year of training.

To learn more about psychiatry positions with
RWJBarnabas Health, please contact
Amal Elmogahzy, Physician Recruiter, at RWJBarnabas Health directly
via e-mail: Amal.Elmogahzy@rwjbh.org or phone: **862-236-0720**.

Please also feel free to visit Amal at **Booth 711** at the annual APA Conference!

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