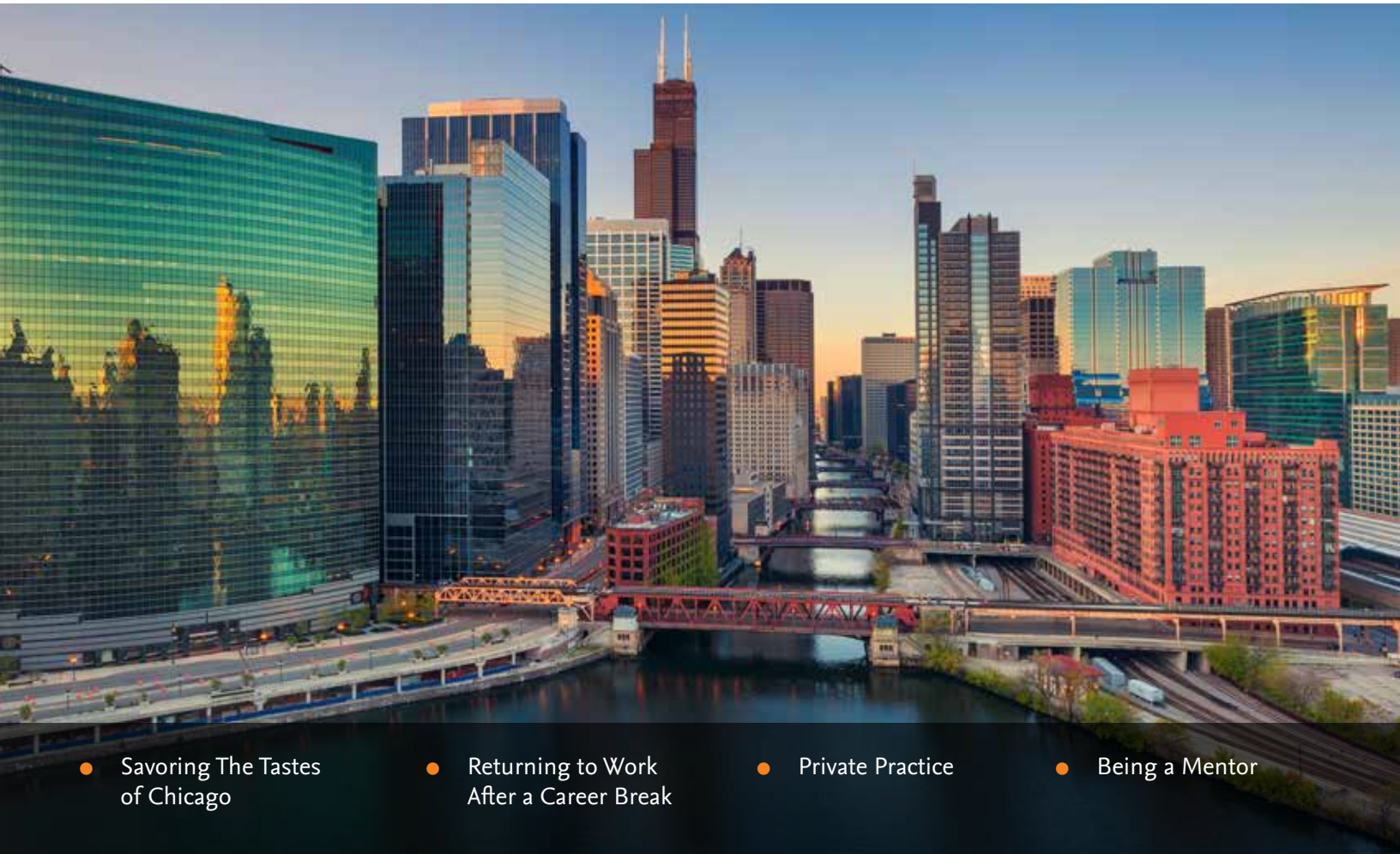


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● Savoring The Tastes
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● Returning to Work
After a Career Break

● Private Practice

● Being a Mentor

Career Guide

RADIOLOGY
CHICAGO, IL

November 2019

Women's Imaging Radiologist Oregon Health and Science University

Women's Imaging Faculty: The Oregon Health and Science University (OHSU) Department of Diagnostic Radiology is seeking a well-trained, subspecialized Women's Imaging radiologist to join our Women's Imaging team. We are dedicated to outstanding patient care, resident and fellow teaching, and academic excellence.

Clinical responsibilities will include all aspects of breast imaging and interventions, including mammography, ultrasound, MRI, biopsies, pre-surgical localizations, and ductograms. Women's Imaging responsibilities include pelvic ultrasound, sonohysterography, and hysterosalpingograms. Experience and/or training in high risk obstetric ultrasound is optional. Conference coverage includes a weekly Multidisciplinary Comprehensive Breast Care Conference. The Women's Imaging Center is part of an integrated clinical care model located in the new Knight Oncology building at the South Waterfront, and provides services for patients from the OHSU hospital and Clinics as well as the VA.

As the only academic medical center in the state of Oregon, OHSU provides a full spectrum of care to a large and diverse population, including the Knight Cancer Institute. Accordingly, the department has state of the art imaging equipment and sees patients with a wide mix of complexity and pathology. Academic activities within the section are centered on the promotion of excellence in the evidence-based application, performance, and interpretation of Women's Imaging. The campus offers excellent opportunities for multidisciplinary research, with a history of innovative and collaborative studies. OHSU is home to numerous specialized research centers and institutes, including one of the first Clinical and Translational Sciences Award-funded programs in the country (the Oregon Clinical and Translational Research Institute), the Advanced Imaging Research Center (dedicated to improving medical imaging), the Knight Cancer Institute, the Dotter Interventional Institute, the Center for Spatial Systems Biomedicine (dedicated to elucidating the structural and mechanical properties of cells and tissues), and the Oregon National Primate Research Center. The Knight Cancer Institute is the only NCI-designated Cancer Center in Oregon.

Educational responsibilities will include teaching at all levels commensurate with a large academic center, including medical student, resident, fellow and postgraduate training. Candidates must be ABR board certifying eligible after passing the ABR Core Exam and successful completion of an ACGME-accredited residency and must be eligible to practice medicine in the state of Oregon. International Medical Graduates are eligible for the position provided they have a valid ECFMG certificate, have completed an ACGME-accredited residency and ABR Core Exam, or are otherwise board-eligible through the ABR IMG Alternate Pathway program.

Assistant, Associate, or Professor level candidates with fellowship training and faculty experience in Women's Imaging are encouraged to apply. Preference will be made to those applicants with academic interest and experience. OHSU is committed to diversity, and applications from under-represented minorities and women are also encouraged.

Please send a cover letter and CV to Fergus Coakley, MD, Professor and Chair, OHSU Department of Diagnostic Radiology, by email to coakleyf@ohsu.edu. Applications will be reviewed as they are received.

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Savoring The Tastes of Chicago

Explore the Windy City's eclectic and delicious food scene.

Chicago, also known as The Windy City, boasts well known tourist spots such as The Willis Tower Skydeck, Wrigley Field, Shedd Aquarium, the Bean, and Navy Pier. Each of these make the list for must-see attractions. However, there's one element that transforms a visit to the Windy City into a quintessential vacation: food. Cuisine choices are eclectic, delicious, and a representation of what makes Chicago a food haven. From city-style hot dogs to deep dish pizza and beyond, explore the local Chi-Town food scene.

Fred and Jack's

One of the quintessential Chicago food experiences is none other than an American classic, with a condiment twist. Though there are hundreds of recipes to choose from, the standard Windy City hot dog recipe includes yellow mustard, white onions, relish, a pickle spear, peppers, salt, and tomatoes, on top of a beef hot dog. While there are tons of hot dog-slinging restaurants, Fred and Jack's has been a local South Side favorite since opening their doors in 1946.

7600 S. Yale Ave. | Chicago, IL 60620 | 773-783-9700
allmenus.com/il/chicago/476988-fred-jacks/menu

Band of Bohemia

While there are bars and breweries aplenty in nearly every major U.S. city, it can be hard to find a spot where the food just as good—if not better—than the drinks. At Band of Bohemia, that isn't an issue. This North Side brewpub has a Michelin star, with gourmet dishes, a popular brunch menu, and a wide selection of beers that are crafted on-site. Band of Bohemia packs a Chicago-style punch, beyond booze.

4710 N. Ravenswood Ave. | Chicago, IL 60640 | 773-271-4710
bandofbohemia.com

Portillo's Hot Dogs

If you want a true local Chicago experience, a stop at Portillo's is a must. Known for their American fare—namely Italian beef sandwiches, hot dogs, and chocolate cake (and it's a good idea to order all three)—the River North location is quintessential, though it is a part of a nearly 60-restaurant chain. Beware of many crowded lines and be sure to stick out the wait for this coveted fast food. Multiple locations available.

100 W. Ontario St. | Chicago, IL 60654 | 312-587-8910
portillos.com

Carnitas Uruapan Restaurant

It's right there in the name: Carnitas Uruapan Restaurant is a celebration of all things pork. Located in Pilsen, this taqueria provides counter-service food at affordable prices, while still slinging delicious and flavorful meals, from tacos to soup to even a cactus-infused salad. Beware, however, that this place is no secret around town—everyone knows that Carnitas Uruapan is a must-stop spot. Prepare for long lines, though the food is definitely worth the wait.

1725 W. 18th St. | Chicago, IL 60608 | 312-226-2654
carnitasuruapanchi.com

Pequod's Pizzeria

While travelers often seek to answer whether Chicago or New York-style pizza is better, Pequod's Pizzeria throws down the gauntlet: what about a caramelized deep-dish crust? You can't go wrong with the chewy crust and a crunchy cheese trim, served until late. When you add in the unpretentious bar-scene, complete with locals complete with locals watching their favorite sports team on the screen, Pequod's becomes an



Chicago's cuisine is eclectic, delicious and what makes the Windy City one of America's food havens.

essential experience for both visitors and residents alike.
2207 N. Clybourn Ave. | Chicago, IL 60614 | 73-327-1512
pequodspizza.com

Fat Rice

With legendary long lines and hard-to-get reservations, Fat Rice lives up to the hype: this Macau restaurant serves up Chinese-Portuguese-fused flair in delicious fashion. The restaurant is bustling, with an attached bakery and cocktail lounge, though the main event is definitely the food created by the James Beard Award-winning chef Abraham Conlon. Fan favorites include the pork chop sandwich, piri piri chicken, and the arroz gordo sandwich for which the restaurant is named.
2957 W. Diversey Ave. | Chicago, IL 60647 | 773-661-9170
eatfatrice.com

The Publican

The Publican is a restaurant with veggie-friendly options in a meat-laden city that still offers classic combos like pork and beer. Located in West Loop's Fulton Market, the Publican is a Chicagoan favorite. It offers delicious dinner, lunch, brunch, and dessert items, ranging from seafood to one-of-a-kind barbecued carrots. The eatery is complete with communal wooden tables and lots of menu items unique to Chicago, including a \$1 oyster happy hour.
837 W. Fulton Market | Chicago, IL 60607 | 312-733-9555
thepublicanrestaurant.com

Mindy's Hot Chocolate Bakery

Mindy's Hot Chocolate Bakery has become an iconic Chicago stop for top-notch desserts that shouldn't be missed. With a Beard Award for the best pastry chef under Mindy Segal's belt, be sure to check out her selection of sweet treats made fresh daily, and know that Mindy's is crowd-heavy during peak breakfast and brunch hours that lessen around lunch time.
1747 N. Damen Ave. | Chicago, IL 60647 | 773-489-1747
hotchocolatechicago.com

Girl and the Goat

If you are able to book a reservation a while in advance, check out Girl and the Goat, a well-known West Loop fine dining restaurant with delicious and innovative small plates. Chef Stephanie Izard keeps things fresh, preparing meals in a dramatic and exciting open kitchen, sending out the likes of pork shank, duck tongue, and an entire section based on goats, plus plenty of veggie and seafood options. The dessert, too, is the stuff of dreams

809 W. Randolph St. | Chicago, IL 60607 | 312-492-6262
girlandthegoat.com

Giordano's

This well-known pizza franchise serves up some of the most delicious and authentic Chicago deep dish pizza. With 16 locations in the city, hungry travelers can stop for lunch, dinner

or a snack in-between the day. The famous Giordano recipe for stuffed pizza is more than 200 years old and it's been a hit in Chicago since 1974. Since then, Giordano's has claimed the title of "Chicago's Best Pizza" for years. Once you taste the delicious stuffed pizza that everyone raves about, you'll understand why.

223 W. Jackson Blvd | Chicago IL 60606 | 312-583-9400
giordanos.com

Manny's Cafeteria and Delicatessen

Manny's Cafeteria and Delicatessen is a Chicago institution, serving the South Loop area for over 50 years. This cafeteria-style restaurant serves quintessential deli items, including warm, homestyle dishes and large sandwiches, in addition to bakery items, coffee, and to-go meals, all delicious. The setting, too, is worth noting—newspaper clippings and letters are everywhere, calling back on their history as an iconic and long-lasting stop in the Windy City.

1141 South Jefferson Street | Chicago, IL 60607 | 312-939-2855
mannydeli.com ■



Diagnostic Radiologist Opportunity in the Upper Midwest

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 Email: Mallory.Cross@Avera.org
 Visit our website at Avera.org



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Contact: Rochelle Woods • 1-888-554-5922
physicianrecruiter@billingsclinic.org • www.cmmc.health



Neuroradiologist East Texas

Tyler Radiology Associates is seeking a full-time partnership track BC/BE fellowship trained neuroradiologist to join a growing busy 21-member private practice in East Texas. The neuroradiologist is expected to participate in general diagnostic imaging and over-night call, as well.

Coverage includes two award winning acute care community hospitals and two specialty hospitals as well as several clinics and imaging centers. TRA covers level I and level II trauma centers. Must be comfortable in all modalities except mammography.

Competitive compensation, no buy-in shareholder track, excellent family-work balance, a collegial work environment, must have Texas license.

Please forward credentials to
jbaskin@tylerradiology.com or fax to
972-499-1146



UVA University Physicians Group:
Breast Imaging Radiologist / Community Practice Division

The Department of Radiology and Medical Imaging at the University of Virginia is a dynamic and growing Department with energetic faculty, outstanding residents and fellows, highly skilled technical and administrative staff, and state-of-the-art equipment.

The Department is organized into the Divisions of Vascular and Interventional Radiology, Breast Imaging, Pediatric Imaging, Body Imaging, Diagnostic and Interventional Neuroradiology, Nuclear Medicine, Musculoskeletal Imaging, Noninvasive Cardiovascular Imaging, Community Radiology, and Medical Imaging Research. Our clinical services include all aspects of Diagnostic Imaging and image-guided, minimally invasive Interventional and Diagnostic services.

Our Opportunity:

Due to continued growth, the Department of Radiology has created a Community Practice Division and has a need to recruit an ABR board certified; fellowship trained Breast Imaging Radiologist to join an expanding program in imaging services that includes affiliated community hospitals. This opportunity will be in our Haymarket, Culpeper and Prince William practices. (Northern Virginia).

Our practices are integrated with the hospital multidisciplinary programs where talented collaborators in all specialties are available in a supportive environment.

Successful candidates should have:

- Clinical experience in Breast Imaging
- A commitment to patient focused care, interdisciplinary collaboration and teamwork, teaching, and clinical research
- ABR board eligibility or certification and fellowship training

The ability to contribute to reading general radiology studies is a benefit but not a requirement.

A highly competitive base salary, incentive program and relocation assistance

Contact Dr. Adam Winick at awinick@virginia.edu for more information



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Desert Radiology, a Radiology Partners Practice, is the premier radiology group in Nevada, comprised of more than 75 radiologists, operating 11 outpatient imaging centers and providing coverage to 12 local area hospitals.

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Returning to Work After a Career Break



There are many reasons why physicians take career breaks. Those reasons can include, as they do for other professionals, home life circumstances such as family leave, personal health or caring for a family member full-time.

Physicians may also take a break from practice for reasons unique to the medical profession; for example, to pursue a research post, undertake charitable work overseas or take an approved leave of absence in support of a national or international activity or organization.

The problem of burn-out, while not unique to physicians, does create another reason for physicians to step away from medicine. A 2016 survey for The Physicians Foundation's Survey of America's Physicians found 49 percent of respondents said they often or always experience feelings of burnout.

Whatever the circumstances that led to the career break, physicians can face tough challenges re-entering the profession.

Part of the reason physicians face such challenges when re-entering the profession is because of the lack of national standards or guidance for returning physicians. The AMA has worked with the Federation of State Medical Boards and the American Academy of Pediatrics to promote consensus and drive national standards and processes around physicians returning to work after a career break.

However, the picture remains very patchy. The AMA has found that only 51% of state medical boards have a policy on physician re-entry. Of those that do, different states have different definitions of what constitutes a "career break". And reentry requirements differ widely from state to state.

Be prepared for a lot of paperwork

At a minimum, it is likely you will need to provide letters of recommendation and complete numerous forms. Further, be prepared to pay various registration fees. Depending on where you live, you may also need to take assessment tests and/or undergo a retraining program or proctorship.

If you can, plan ahead

If possible, physicians contemplating a career break should make themselves aware of reentry regulations in their state (or state of likely reentry to the profession) before taking a break. This means forethought when initially making the break, so that during your break you can continue with activities that will help you reenter the profession when you are ready to do so. This can involve several hundred dollars per year and time spent taking Continuing Medical Education (CME) courses to keep your license current. While this might not be possible for physicians taking unexpected breaks or working abroad, for those taking a career break to care for relatives or raise children, it may be possible to maintain licensure and keep up to date with continuing professional education. However, even then, the path isn't always as straight-forward as, perhaps, it ought to be.

Consider paying for a return to work program

Not only do you need to demonstrate your competence to the medical board and any potential employers, you need to satisfy



Returning to work after a hiatus poses a problem in the medical field, even if you have planned ahead, retained your license and continued professional development courses.

yourself that you are ready to return. Taking advantage of formal reentry programs can make the transition back to practice much smoother – both practically and emotionally. However, these programs also require significant forward planning. Programs typically last 6 months or more and can cost upwards of \$5k - \$10k.

There are a growing number of opportunities available around the country to help physicians make the transition. The AMA-backed Physician Reentry to the Workplace Project offers useful guidance if you want to take this route back to practice.

As well as giving you much-needed confidence, and potentially satisfying your local medical board, adding such a program to your CV can help to alleviate any concerns potential employers might have – especially those focused on patient safety – when considering interviewing a physician who is returning to work after a significant break.

Finding the right role

While taking a career break doesn't have to mean the end of your medical career, it is, nonetheless, important to recognize that things aren't going to pick up where they left off.

Be realistic when looking at positions. While there is no harm applying for positions at the same seniority as you had at the beginning of your break, you should also consider – and be prepared to accept – a more junior role. What's more, you should be prepared that any roles you are offered may be contingent upon you undertaking a retraining program, perhaps at your own cost.

Work part-time

Continuing to work in some form of part-time practice is the best way to avoid many of the headaches associated with reentry. A part-time position is also a great way to ease yourself back into work gradually. Working part-time has many advantages, giving you the time to combine part-time work with study and other programs required to refresh your skills and update knowledge.

Even if part-time work isn't your long-term goal, consider applying for part-time positions as a way to reenter practice. It opens up more opportunities for you and it's worth remembering that part-time positions can often become full-time positions.

Your CV: Focus on the positives

When it comes to applying for a suitable role, keep your time out of the profession to a single line on your CV. You need to be honest about time spent out of practice, but your CV isn't the place for protracted explanations. One line with the dates and a concise description is enough.

Use your cover letter – or your interview – to expand on your reasons for the break and, most importantly, your desire to return to practice.

The interview: prepare to deal with objections

In an article in the *New York Times*, Pauline W. Chen, M.D. talks about a deep-seated reluctance in the profession to admit to

taking career breaks. Chen suggests that, despite record numbers of doctors choosing to take time off, there is still a stigma in medicine around taking career breaks. It is therefore important to prepare how you are going to talk about and answer questions about the time you have spent out of the profession.

The best way to challenge and overcome any possible stigma is to be open about your reasons for choosing to take the career break and the particular challenges you were facing. You don't need to give excessive detail about time spent outside the profession, unless it is pertinent to your professional skills, so if you find the conversation veering in this direction, refocus the discussion onto your reasons for wishing to re-enter the profession and your qualifications for doing so.

The best way to counter objections is to demonstrate your professional skills and experience and to genuinely express your drive and desire to reenter medicine.

It can be difficult to reestablish your career after a significant break. A lot will depend upon your personal circumstances and where you live, but resources are available to help you. For further information, check out the AMA Physician Reentry to the Workplace Project resources as a starting point.

Whatever your personal circumstances, however, one thing is clear: patience and determination are going to be your two greatest assets as a physician seeking to return to practice. ■

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For Doctors Who Take A Break From Practice, Coming Back Can Be Tough, Anna Gorman. (June 15, 2015) - [Kaiser Health News](#)

How to: Explain a gap in your CV, Michael Cheary. - [Reed.co.uk](#)



Radiologist
Tyler, Texas

Tyler Radiology Associates is seeking a Board Certified/Eligible radiologist with fellowship training in Body/Abdominal imaging to join a busy, growing 21-member private practice in Tyler, Tx. The position is full-time on a partnership track. Compensation is competitive, the work environment is collegial, and family-work life balance is a priority. No buy in is needed for the partnership track.

Coverage includes two award winning acute care community hospitals (with Level I and II trauma coverage), two specialty hospitals, several clinics, and imaging centers.

Participation in general diagnostic imaging and overnight call is expected. Must be comfortable in all modalities except mammography. Texas license is required.

Please forward credentials to
jbaskin@tylerradiology.com or fax them to
972-499-1146.



Chief of Breast Imaging

The Department of Radiology and Medical Imaging at the University of Virginia (UVA) is seeking a full-time, Fellowship trained, board-certified Chief of Breast Imaging. Candidates for this position must have an MD or equivalent degree, board certification from the American Board of Radiology, be eligible for Virginia State Medical Licensure and have a strong commitment to quality patient care, driving innovation and commitment to teaching. Applicants must be competent in all aspects of breast imaging, including screening and diagnostic mammography, breast ultrasound, breast MRI, radioactive seed placement and breast procedures, including core biopsy. This is a full-time opportunity to join one of the premier academic communities in the country.

Some of the unique attributes of the UVA Health System and the Department include: No. 1 ranked hospital in the State of Virginia by U.S. News & World Report, Level 1 Trauma Center, sub-specialized radiologists, clinical and dedicated research imaging equipment and free standing research building, and technology of the highest caliber. UVA's Department of Radiology and Medical Imaging includes 52 Clinical and 13 Research Faculty, 41 Residents, and 27 Fellows/Clinical Instructors.

The UVA Breast Program is cohesive, mature, and collaborative. The Breast Imaging Division consists of 6 dedicated breast radiologists working in an integrated center with Breast Surgery. In August 2020, the Breast Program will open a new multi-disciplinary center that also includes medical oncology, genetics, and plastic surgery. There are 3 additional screening sites and a mobile van - all have 3D mammography and one has ABUS. The division has a robust research program with typically 2-4 active clinical trials. Fellows include both traditional instructors and international visiting fellows.

The UVA Health System is located in Charlottesville, Virginia, a beautiful and highly desirable location in the Mid-Atlantic region, two hours' drive from Washington, D.C., with the Blue Ridge Mountains 25 miles to the West. It has been rated as one of the best US cities, based on cost of living, climate, and quality of life, as well as having been named one of the healthiest and happiest cities in the US. The Public school system is excellent.

To apply, visit <https://uva.wd1.myworkdayjobs.com/UVAJobs> and search for R0009937. Please attach a cover letter, curriculum vitae, and contact information for three references to your application. Incomplete applications will not receive full consideration. Academic rank will be commensurate with the applicant's experience and academic portfolio. The position remains open to applications until filled.

For additional information about the position, please contact Alan Matsumoto, MD, Chair of Radiology and Medical Imaging at ahm4d@virginia.edu. For additional information about the application process, please contact Nicole Vaughan at nsv3w@virginia.edu.

The University of Virginia, including the UVA Health System and the University Physician's Group are fundamentally committed to the diversity of our faculty and staff. We believe diversity is excellence expressing itself through every person's perspectives and lived experiences. We are equal opportunity and affirmative action employers. All qualified applicants will receive consideration for employment without regard to age, color, disability, gender identity, marital status, national or ethnic origin, political affiliation, race, religion, sex (including pregnancy), sexual orientation, veteran status, and family medical or genetic information.



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Private Practice: The Pros & Cons of Self-Employment

Working in a hospital can be very attractive to many physicians: the regular guaranteed salary, the pension contributions, the holiday and sick pay all add up to a compelling package. However, a recent Medscape report found that self-employed physicians are more satisfied than employed physicians (63 percent vs 55 percent). It suggests that employed physicians dislike the lack of autonomy, the limited income potential and limited influence in decision-making.

By contrast, their self-employed counterparts in private practice, enjoy the flexibility and greater autonomy in decision-making, particularly concerning income potential. “Being a solo practitioner and trying to run an efficient practice allows me to not have to see the large numbers of patients on a daily basis that my employed colleagues are faced with,” says J. Scott Litton Jr, MD, a private practitioner. “Patients are scheduled for 15- and 20-minute slots and gaps are purposely left in my schedule to accommodate the same-day call-ins. While this can be a very stressful day-to-day workflow, it is nonetheless very rewarding at the end of the day.”

Greater Satisfaction in Private Practice

Physicians working in private practice will typically draw a salary on a monthly or quarterly basis based on the practice income after all expenses – such as rent, staff and administrative costs – are paid. This gives a self-employed physician greater control over their income; they can choose to work longer hours to provide an evening or weekend service to their patients, for example. Writing for the American Academy of Family Physicians (AAFP), Peter Rippey, MD, makes the case that, “In

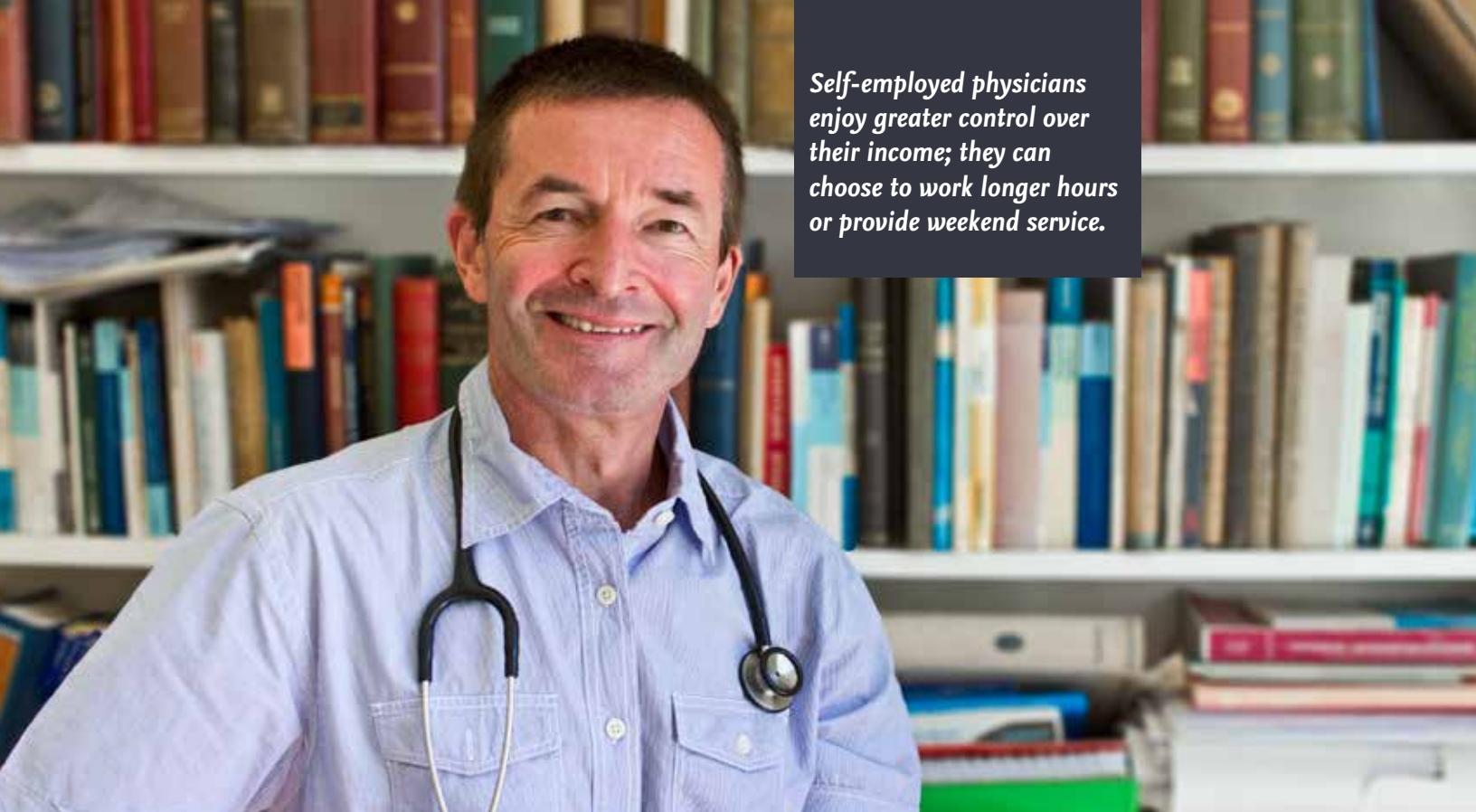
private practice, I also get to decide what hours I work, what procedural services I provide, what my scope of practice is, when I take vacation and who I have assist me.” He also points out that private practice can help to plug holes in medical provision and provide an important service for patients. “Private practices are a vital means for health care access, especially in rural areas (where) the next closest option may be more than an hour away,” he says.

However, Rippey also recognizes that “the uncertainty of the health care landscape as the Patient Protection and Affordable Care Act continues to be implemented – along with the challenges related to payment, electronic health records (EHRs), meaningful use and ICD-10 looming on the horizon – seems to have spurred a mass exodus from private practice to employed positions.” In fact, the AAFP states that more than 85 percent of new physicians are employed.

The significant capital required to set up in private practice and the lack of financial certainty, especially in the first few years, do act as considerable barriers to new physicians who would like the autonomy and flexibility private practice can deliver. Some experts estimate that set-up costs alone can total somewhere in the region of \$70,000 to \$100,000. The American Small Business Administration estimates that 50 percent of new businesses fold within the first five years, this represents a serious financial risk for the would-be self-employed physician

The Costs Private Practice

Any physician that is considering investing in a private practice



Self-employed physicians enjoy greater control over their income; they can choose to work longer hours or provide weekend service.

would be well advised to seek expert financial and legal advice at an early stage.

The costs associated with setting up a private practice must include:

- Malpractice insurance
- Rent or mortgage for premises, as well as any redecorating costs
- Computer, records and accounting systems
- Basic office equipment and furnishings
- Sales and marketing costs, including signage and advertising
- Medical equipment and supplies, although the cost of this can be reduced by opting for “gently used” equipment until the practice is clearing a profit and it can be replaced for new
- Staffing costs
- External consultancy costs, e.g. tax and legal advisors
- Tax liabilities
- Professional development and other professional and medical credentialing costs

By assessing and planning for these complex costs a physician running their own private practice needs to be well versed in finance, human resources and business administration – as well as their own medical specialty.

Being Your Own Boss

If HR, marketing, finance, facility management, and revenue

cycle management don't hold much appeal to you as a physician, then private practice is probably not for you – unless you find yourself to be an experienced office manager.

However, Mark A. Rosen, MD, argues that, “if you are entrepreneurial and enjoy the business of medicine, including being a team player, taking risks, having a vision of the future and the marketplace, and negotiating with others, you will enjoy private practice. It isn't easy, but some of us find it rewarding.”

Not only do self-employed physicians have greater decision-making freedom, they can swiftly respond to events, office dynamics, medical treatments and trends because they are less hampered by bureaucracy than large healthcare groups.

This freedom might be realized in many ways: from sponsoring local sports teams, through to offering a sliding fee scale based on a patient's ability to pay. Building up a strong relationship with the local community in this way then enables the physician to enjoy a high patient retention rate, boosting profits and morale. You are free to decide which direction you want to take your practice because you are the boss. ■

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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*.



Interventional Neuroradiologist

The Department of Radiology and Medical Imaging at the University of Virginia is seeking a full-time Interventional Neuroradiologist. The Department has expanded its Neurointerventional program through the development of a service line contract with a large community health system (Bon Secours-Mercy Health) in Richmond, Virginia. Commuter travel in the Richmond area metro will be involved since there are multiple Bon Secours-Mercy Hospitals in the area.

Candidates must have a MD or DO, or their equivalent, be a Diagnostic and Interventional Neuroradiology fellowship-trained physician, or have completed a Neurology Residency and two-year Interventional Neuroradiology fellowship. Diagnostic Neuroradiology CAQs are preferred. Proficiency with state-of-the-art endovascular cerebrovascular treatment options, including flow diversion and stroke thrombectomy and being board-certified or eligible are required. Candidate must also have the ability to independently manage critically-ill patients with complex cerebrovascular disease (stroke, SAH, etc.) as the Neurointerventionalists oversee the operations and care provided in the Neurointensive care unit at St. Mary's hospital. Additional opportunities for the service line to grow even more are present, so the individual should have a strong desire and willingness to help grow the Neurointerventional program and practice.

Richmond is a metropolitan city and the capital of the Commonwealth of Virginia. A family-oriented city, it is situated on the James River in a desirable location and just two hours away from Washington, DC, the Atlantic Ocean and the Blue Ridge Mountains. Richmond has a rich and storied history, with unique architecture and a lively theatre, arts, and museum scene.

This is a restricted position, continuation is dependent on funding and satisfactory performance. Review of applications will begin on November 15, 2019, but the position will remain open until filled. To apply, visit <https://uva.wd1.myworkdayjobs.com/UVAJobs> and search for R0010349. Please attach a cover letter, curriculum vitae, and contact information for three references to your application. Incomplete applications will not receive full consideration. Rank and salary will be based on experience and history of achievement.

For additional information about the position, please contact David Loy, MD, PhD, Assistant Professor of Radiology & Medical Imaging and Director of Neuro-Critical Care and the Comprehensive Stroke Center, St. Mary's Bon Secours-Mercy Health at dl4zt@virginia.edu or David_Loy@bshsi.org or Alan H. Matsumoto, MD, Chair of Radiology & Medical Imaging at ahm4d@virginia.edu.

MINIMUM REQUIREMENTS	PHYSICAL DEMANDS
<ul style="list-style-type: none">• Education: M.D. or D.O.• Experience: Fellowship Trained in Interventional Neuroradiology• Licensure: Required to Practice	<ul style="list-style-type: none">• This position requires standing for long periods of time while performing interventional procedures.

For additional information about the application process, please contact Nicole Vaughan at nicole.vaughan@virginia.edu.

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Career Guide

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

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

Contact

Philip Prigal
p.prigal@elsevier.com
347-556-0473
to reserve your space!



The Department of Radiology at UPMC and the University of Pittsburgh, one of the largest academic radiology programs in the country, is pleased to announce that due to continued growth and expansion, we are recruiting for multiple subspecialty faculty and fellowship positions. UPMC, headquartered in Pittsburgh, PA, is a \$20 billion global health enterprise with 87,000 employees, including 4,900 physicians, more than 40 academic, community, and specialty hospitals, 700 doctors' offices and outpatient sites, an Insurance Services Division, an International Division, and an Enterprises Division focused on health care innovations, which will impact the lives of patients in meaningful, lasting ways.

Academic faculty positions will include a mix of clinical, teaching and research responsibilities. All faculty applicants must have completed fellowship training within their specialty, be board-eligible or certified with the American Board of Radiology and be eligible for licensure in Pennsylvania.

Academic Faculty Positions

- Abdominal Imaging
- Breast Imaging
- Interventional Radiology
- Musculoskeletal Imaging
- Neuroradiology

Fellowship opportunities, starting July 2020

- Breast Imaging Fellowship (newly created non-ACGME program)
- Musculoskeletal Imaging
- Pediatric Fellowships
 - o Advanced Pediatric Body Fellowship
 - o Interventional Radiology Fellowship
 - o Pediatric Neuroradiology Fellowship
- Women's Imaging Fellowship

Interested applicants should send a CV, letter of interest, and indicate the position(s) for which they would like to be considered to:
PittRadiology@upmc.edu.

For more information please visit: <http://www.radiology.pitt.edu/>.

EEO/AA/M/F/Vets/Disabled.

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.

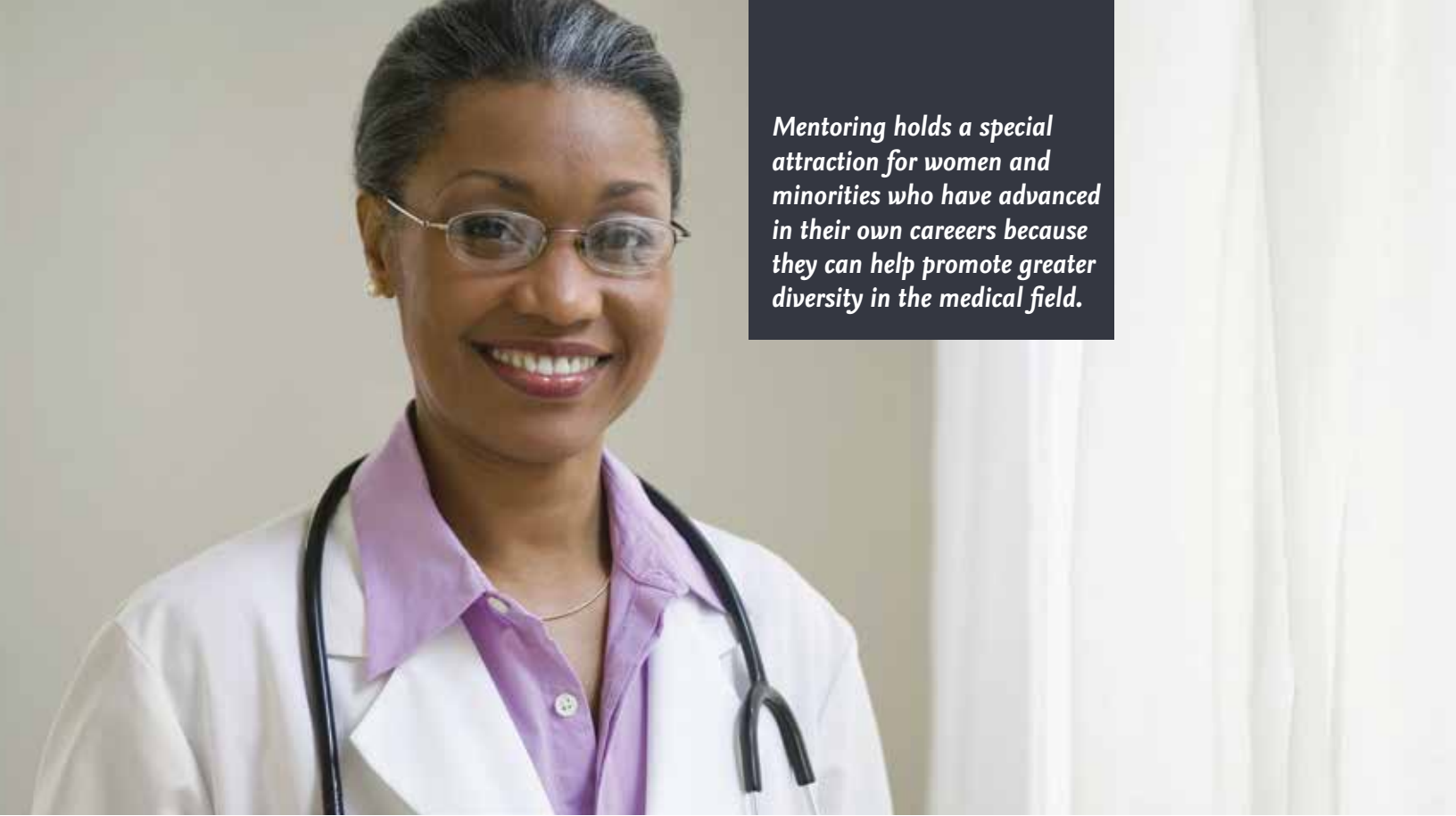
Time management can also be critical - mentors need to be available to their mentee. It can work well if both parties are able to schedule a regular time to meet, listen and talk through their concerns away from the workplace. It is ideal if you can make this a regular occasion; for example, lunch on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

medicalmentor.org/about-us ■

Sources:

Become a Physician Mentor for Residents, American Medical Women's Association - amwa-doc.org

How Mentors Can Help Young Doctors Prevent Burnout, Rosalyn E. Plotzker, MD; Medscape (March 9, 2017) - medscape.com

Becoming a Physician Mentor, Sue Jacques; Physicians Practice (Feb 20, 2013) - physicianspractice.com

Finding a Mentor in Medicine, American Academy of Family Physicians; aafp.org

What happened when I talked about what others ignore - racism in medicine, Jennifer Adaeze Okwerekwu; STAT (April 27, 2016) - statnews.com

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*.



Pediatric Imaging

The Department of Radiology and Medical Imaging at the University of Virginia (UVA) is seeking a full-time, Fellowship trained, board-certified Pediatric Radiologist to join its pediatric radiology division and further complement its busy diagnostic and procedural services.

The pediatric radiology section provides pediatric radiology training for the diagnostic and interventional radiology residents at UVA, as well as for medical students and pediatric residents. A dedicated children's outpatient facility, the Battle Building, is a short walk from the main hospital. X-ray, fluoroscopy, and ultrasound services are provided in the Battle Building and all modalities are provided in the main hospital. There is a close working relationship between the pediatric radiologists and our pediatric subspecialty colleagues.

The UVA Health System is a Level 1 Trauma Center, has child life specialists and a busy 56 bed NICU and clinical and research imaging technology of the highest caliber.

The Department of Radiology and Medical Imaging includes 52 Clinical Faculty, 14 Research Faculty, 40 Residents, and 25 Fellows/Clinical Instructors.

Charlottesville, home of the University of Virginia, is a cosmopolitan community with a charming, small-town feel. Seated at the foothills of the Blue Ridge Mountains, Charlottesville boasts excellent schools and is home to several historical places of interest including Monticello, the home of University of Virginia founder and third President of the United States, Thomas Jefferson. Charlottesville is consistently ranked as one of the best places to live in the United States by a variety of media outlets.

To apply, visit <https://uva.wd1.myworkdayjobs.com/UVAJobs> and search for R0008024 Assistant, Associate or Full Professor of Pediatric Imaging. Please attach a cover letter, curriculum vitae, and contact information for three references to your application. Incomplete applications will not receive full consideration.

Candidates for this position must have an MD or equivalent degree, hold a Subspecialty (Certificate of Added Qualification) Certificate in Pediatric Radiology, or be eligible to obtain subspecialty certification, and be eligible for Virginia State Medical Licensure. Clinical expertise (inclusive of fluoro, but not IR procedures) and a commitment to the academic mission is essential. Rank is dependent on qualifications and experience.

For additional information about the position, please contact Dr. Reza Daugherty, Chief of Pediatric Radiology at rd2ca@virginia.edu. For additional information about the application process, please contact Nicole Vaughan at nsv3w@virginia.edu.

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Cleveland Clinic Imaging Institute

Cleveland Clinic's Imaging Institute is expanding! We are seeking Board Eligible/ Certified Radiologists to join the Imaging Institute. Cleveland Clinic, an internationally renowned mid-western sub-specialty medical center, is comprised of a 1400+ bed main hospital, 11 regional hospitals, and 18 ambulatory care centers located within Northeast Ohio. All facilities are fully networked (imaging and RIS).

We are actively recruiting for the following opportunities:

Department of Regional Radiology

These positions will primarily be based at one of our Academic-Affiliated Regional Hospitals and may allow approximately 25% of time at our Academic Main Campus. Formal fellowship training is preferred. The Section of Regional Radiology includes an extensive system of community hospitals and ambulatory care facilities as well as imaging centers in the Greater Cleveland, Ohio area. The Department of Regional Radiology is a stable, relatively large group with some of the most current technology available. This continues to evolve as the Cleveland Clinic continues to invest in radiology for what is among the larger single vendor integrated PACS-RIS-voice recognition systems in the U.S.

Section of Breast Imaging

The Section of Breast Imaging is currently seeking Board Eligible/ Certified Breast Imaging Radiologists to join our team. This position requires formal fellowship training in Breast Imaging. Experience in MRI breast and interventional breast imaging is required. This position does not require overnight or weekend call.

Cleveland Clinic offers a very competitive salary enhanced with an attractive benefits package. We offer a pleasant, stable and collegial work environment with an unmatched quality of life.

Interested candidates should submit an application online by going to www.clevelandclinic.org/careers and search under Physician Opportunities. If you have questions or any issues applying, please email Lauren Judd at juddl@ccf.org

The grass is greener



Are you a **General/Interventional/Nuclear Medicine** or a **Radiation Oncologist** wanting to move where it's all so much easier?

Come and work at **Southern District Health Board** in New Zealand



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Visit our site <https://www.southernhealth.nz/work-us> to learn more

Or contact our SMO Recruiter, Milair Ryalls - Milair.Ryalls@southerndhb.govt.nz



Bassett Healthcare Network Bassett Medical Center

Opportunities for General and Interventional Radiologists in central NY State!

Bassett Healthcare Network, a rural academic health system in central New York and major teaching affiliate of Columbia University, is seeking well trained, BC or recently trained BE General Radiologists and Interventional Radiologists to join our staff, serving patients in our growing multi-hospital network.

Candidates for the General Radiologist opportunity should be proficient in all or most modalities of General Radiology including CT, US, MRI, Breast Imaging and Nuclear Medicine.

Candidates for Interventional Radiologist opportunity should have subspecialty training in Vascular and Interventional Radiology. Position is 25% V & IR with the remainder in General Radiology. Types of cases include Interventional Oncology, GI Bleed Interventions, Nephrostomy and Biliary Drainage.

Pertinent Highlights Include:

- State-of-the-art imaging labs
- Installed equipment includes McKesson PACS, Siemens Flash and Edge CTS, Philips 3.0T MRI and 1.5 T MRI, PET/CT, Philips Ultrasound Units with 3D/4D
- Hologic Digital Breast Tomosynthesis Systems
- Multi-Specialty Group, Closed Medical Staff, 270+ physicians
- Group employed model with competitive salary
- Comprehensive benefit package, including but not limited to medical, dental, CME, transition stipend and paid malpractice insurance
- Forbes' 2018 America's Best Mid-Size Employers

Bassett Healthcare Network is an integrated health care system that provides care and services to people living in an eight county region covering 5,600 square miles in upstate New York. The organization includes six corporately affiliated hospitals, as well as skilled nursing facilities, community and school-based health centers, and health partners in related fields.

Enjoy an outstanding quality of life in this lakeside resort town located south of the Adirondack Mountains and north of the Catskills. The combination of a modern practice within a growing academic and research oriented healthcare system, coupled with excellent schools and multiple outdoor recreational, cultural and artistic activities, makes this a unique opportunity. In addition, Cooperstown provides easy access for a weekend trip to major northeast metros.

Click here to learn more about Bassett: <https://youtu.be/2mLeVBpj5Io>

For confidential consideration, please contact:
Colleen E. Donnelly, Medical Staff Recruitment
Phone: 607-547-6982
Email: colleen.donnelly@bassett.org
Visit our web-site at: www.experiencebassett.org

Bassett Medical Center provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, creed, sex (including pregnancy, childbirth, or related condition), age, national origin or ancestry, citizenship, disability, marital status, sexual orientation, gender identity or expression (including transgender status), genetic predisposition or carrier status, military or veteran status, familial status, status a victim of domestic violence, or any other status protected by law.