



Resident Development

Your Job Search

Kate Shepard

EM Resident Development Liaison



YOUR JOB SEARCH

INFLUENCING FACTORS • PRACTICE MODEL • PARTNERSHIP

INFLUENCING FACTORS



CAREER



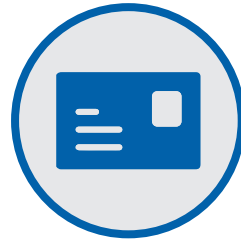
INCOME



FAMILY



LOCATION



LIFELONG CONTACTS



REPUTATION



TRAINING



GROUP DYNAMIC

INFLUENCING FACTORS



METRO



REGION



NON-METRO



VOLUME

PRACTICE MODEL



EMPLOYED MODEL

- Less to keep track of
- Benefits



INDEPENDENT CONTRACTOR

- More to keep track of
- More deductions
- More choices



PARTNERSHIP

- Sweat Equity
- Can pay off if you make it
- Is the contract stable?

Know What You Are Buying

- *Sweat Equity*

- For how long?
- At what opportunity cost?

- *Cash Equity*

- What am I buying?

- *Stability of Contract*

- What happens if it's lost?

- *History with New Partners*

- What percentage make it and when?

- *What's It Worth?*

- Right group in right place
can be home run

PARTNERSHIP



YOUR BENEFITS

KNOW THEIR WORTH • W2 vs. 1099



KNOW THEIR WORK

- Pension/Retirement Plans
- Vacation/CME
- Health/Life/Disability
- Relocation
- Malpractice
- Type of Policy
 - Group vs. Individual
 - Tail Coverage?
 - Commercial vs. Captive/RRG

W2 vs. 1099

EMPLOYEE

- **Taxes taken out**
 - Split FICA
- **Benefits**
 - Know what they are worth
 - Can't get cash instead
 - Pre-existing conditions
- **Retirement**
 - \$15K/year into 401-K
 - Possible matching

INDEPENDENT CONTRACTOR

- **Pay estimates**
 - Monthly/Quarterly
 - FICA – both sides
- **Incorporation**
 - No liability protection
 - Significant tax savings
- **Deductions**
 - CME
 - Tools
 - Travel/gas
- **Retirement**
 - \$49K/year into SEP
 - Defined Benefit Plans



YOUR SCHEDULE

YOUR SCHEDULE

- What kind of schedule will you have?
- If you're joining a hospital system, at which facility/facilities will you be expected to work?
- Is there solo coverage at the facility?
- Will women with young children get preferential scheduling?
- Will older docs get preferential scheduling?
- Two Important Questions to Ask:
 - a. Is the schedule flexible?*
Flexibility Schedule = Flexible \$
 - b. Will the group accept requests for time off?*
- Look at a copy of a monthly schedule and ask if you can call two of the docs on the schedule.

TRANSPARENCY

Know What You Generate



CASH-FLOW IN

- *Collections*
 - Commercial Insurance
 - Government Payors
 - Self-insured
 - Varies by site
 - \$60-\$130 per patient
- *Subsidy*



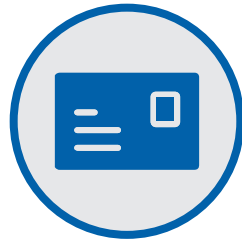
CASH-FLOW OUT

- *Expenses*
 - Physician Comp
 - Billing
 - Coding
 - Malpractice
 - Overhead
 - Interest Expense
 - Profit



YOUR CV

WHAT TO INCLUDE? THE BASICS:



Contact Information

- Full Name
- Title
- Certifications
- Address
- Phone Numbers
- Email Address



Education

- Undergraduate
- Medical School
- Internships
- Residency
- Fellowships



Appointments

- Postdoctoral
- Fellow/Scholar
- Chief Resident



Licensure & Certifications

- Each State
- Board Certifications

15



Experience

Reverse chronological order : the most recent position (residency) first

YOUR CV

YOUR CV



OTHER ACCEPTABLE INFORMATION YOU MAY CONSIDER INCLUDING:

- Publications, Awards & Accomplishments
- Memberships in Honorary Professional Societies
- Presentations & Abstracts
- Committee Assignments
- Community Service
- Languages: If fluent in any language other than English
- Information related to your personal life – hobbies, interests, etc.
- Marital/parental status (partner & children)

YOUR CV



WHAT NOT TO INCLUDE

- Avoid Clutter
- No Malpractice Incidents
- No Criminal Records
- No Licensing Issues
- No Medical License or DEA numbers
- Absolutely DO NOT include your social security number
- Avoid Personal Identifiers:
 - Age (birth date & birth place), gender, race, national origin, religion, political affiliation

YOUR CV

Curriculum Vitae: Sample CV Format

How to write a CV for a Physician Resident
Seeking a Permanent Position or Locum Tenens job

PATRICK JONES, M.D.

12 JAMES STREET, PORTVILLE, PA, 00001 • (000) 555-2345 • EMAIL: PATRICK.JONES@ABCXYZ

OBJECTIVE
To obtain a position in the pediatric neurology department of a well-reputed children's hospital

EDUCATION

Bareston College of Medicine <i>Doctor of Medicine, Magna Cum Laude</i> Honors: Alpha Omega Alpha Medical Honor Society	Bareston, TX May 2006
College of Illinois <i>Bachelor of Science in Biology, Magna Cum Laude</i> Honors: Pre-Medical Student Association, President (2001-2002); Golden Key National Honor Society; Phi Beta Kappa National Honor Society	Chicago, IL May 2002

INTERNSHIP AND RESIDENCY

Pediatric Hospital of Portville <i>Pediatric Resident, specialty in neuro-oncology</i> The Pediatric Hospital is a 270-bed pediatric hospital with a Level II Pediatric Regional Resource Trauma Center. As a senior resident, responsibilities included supervising medical students and interns in the pediatric intensive care unit.	Portville, PA 2006 - present
--	--

RESEARCH AND PUBLICATIONS

Roberts LN, and Jones PM. "The Effect of Proton Radiation on Pediatric Cancer Patients." *Oncology Journal*. 2008 May; 111(3): 117-20.

Jones PM, Smith JA. "Gender Differences in Juvenile Brain Tumors." *Pediatric Journal*. 2005 July; 347(4): 284-7.

PROFESSIONAL MEMBERSHIPS

American Medical Association, member since 2006
American Academy of Pediatrics, member since 2006

MEDICAL VOLUNTEER EXPERIENCE

Bareston Children's Hospital <i>Emergency Department Volunteer</i> Responsibilities included entertaining patient families, stocking emergency room cabinets, transporting patients, and running errands for emergency department staff.	Bareston, TX September 2002 – May 2004
St. Francis Pediatric Hospital <i>Pre- and post-surgery Nurses Assistant</i> Responsibilities included transporting and playing with pediatric surgery patients before and after their surgery, acting as a liaison to parents, and running errands for nurses.	Chicago, IL September 1999 – May 2002

Curriculum Vitae: Sample CV Format

How to write a CV for a Physician Resident
Seeking a Permanent Position or Locum Tenens job

COMMUNITY SERVICE

The Children's Center <i>Family Activity Volunteer</i> Responsibilities included planning and implementing creative activities and field trips for post-adoption families	Bareston, TX July 2004 – May 2006
--	---

College of Illinois <i>College Tutor</i> Tutored struggling undergraduate students in a variety of subjects, including biology, chemistry, English, and all levels of math.	Chicago, IL September 2000 – May 2002
--	---

REFERENCES

Dr. Stephanie Brower, M.D.
Pediatric Residency Director
Pediatric Hospital of Portville
Portville, PA 00001
(000) 555-5432

Dr. Lance Rogers, M.D.
Professor of Pediatric Oncology
Pediatric Hospital of Portville
Portville, PA 00001
(000) 555-0384



YOUR INTERVIEW



DIFFERENTIATE YOURSELF

- Along with your CV, include a cover letter that describes your strengths and how you will be a benefit to the team you want to join
- Provide letters of recommendation along with your application
- Come to the interview prepared
- Know about the hospital and the group – both the organization and the people
- Dress Professionally
 - Men: Wear a dark suit with a tie
 - Women: Wear a suit (pants or skirt) and closed toed shoes
- Send thank you letters to everyone you interviewed with
- Call the decision-makers to thank them for their time and let them know you are very interested

YOUR INTERVIEW



AFTER THE INTERVIEW

Once you know what is being offered, then you can decide to move forward with this opportunity, or move on to the next.

- Until you receive a formal offer from an organization, continue to explore all of your options
- Make sure you accept an offer because it is right for you, not because you are being pressured, and that the offer has everything that was verbally agreed upon and discussed during the interview process
- If you receive an offer, but decide the opportunity isn't right for you, be sure to let the appropriate people know that you are kindly declining the offer to pursue other options

YOUR INTERVIEW



YOUR CONTRACT

YOUR CONTRACT

WHAT TO CONSIDER

Know what you're worth

- Don't take the first offer given just because it sounds good
- Know what the industry standards are for that location

Know what you want out of your job

- Does the opportunity being offered meet those needs?

Get everything in writing

- If it's not in writing, then don't count on it

YOUR CONTRACT

WHAT TO CONSIDER

What kind of Malpractice Insurance is provided, if any?

- Who is paying the premiums?
- What are the coverage limits?
- Is there tail coverage?

Are there Non-Compete Covenants?

- Can you or can't you practice elsewhere - within a specified region or hospital(s) - for a specified period of time?

What is the length of the Out-Clause - 30, 60, 90 days?

- More importantly than how much notice you'll need to give, consider how long it will take to replace any colleagues who may leave.

YOUR CONTRACT



KNOW THE NO'S

- No non-competes
- No restrictive covenants
- No tail to purchase

ACCEPTING THE JOB



BE EXCITED!

- *Before you accept*
 - Visit the facility
 - Meet other group members
 - Do your homework
- *Accepting the job*
 - Ideally in person
 - If not then on the phone
 - Always good to follow up with an email



Kate Shepard

EM Resident Development Liaison

O : 770·874·5477 M : 706·201·7048

E : KSHEPARD@APOLLOMD.COM

WWW.APOLLOMD.COM/RESIDENTS