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■ Bay Area Day Trips

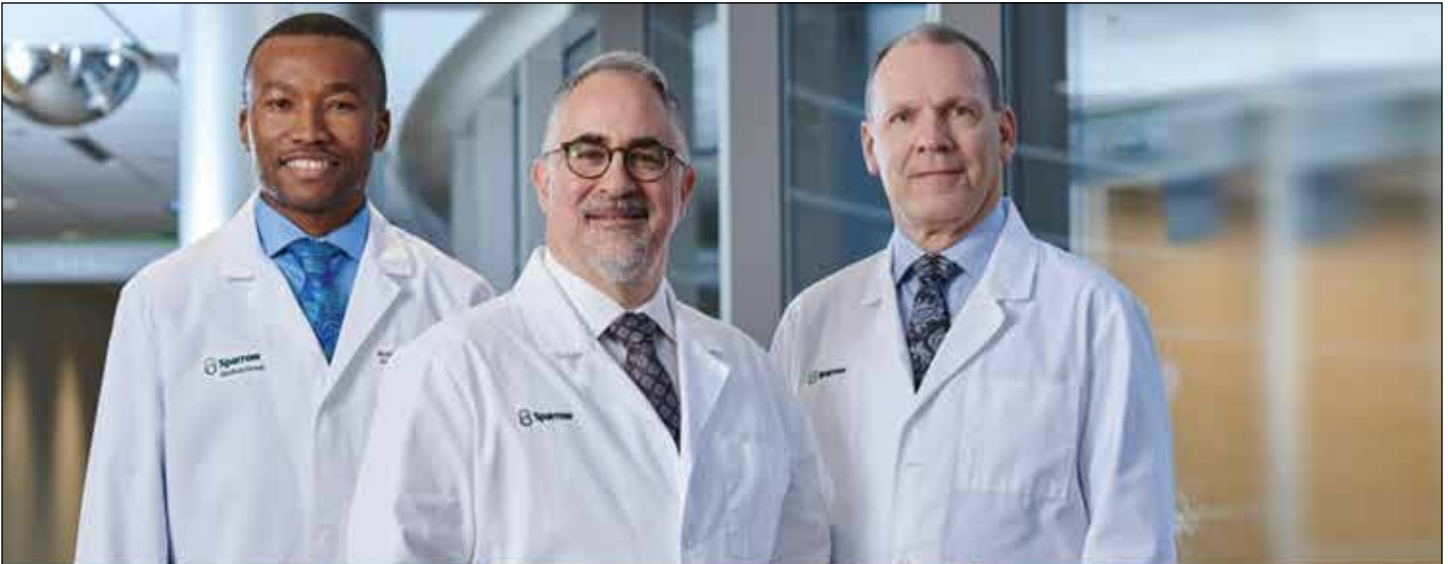
■ Networking
Strategies

■ Finance Tips (and Tools)
for Physicians

Career Guide

ENDOCRINOLOGY
SAN FRANCISCO, CA

June 2019



Leadership Endocrinology Position

Sparrow Medical Group (SMG) is a multispecialty physician group and the premier physician organization of Sparrow Health System (SHS) is seeking a dynamic, full-time Internal Medicine BC Endocrinologist to serve as the Practice Leader in its Diabetes and Endocrinology Practice, located in the Greater Lansing area. SHS and SMG are committed to improving top quality medical care across Mid-Michigan.

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- Internal Medicine board certification, diabetes concentration; Fellowship trained preferred
- 2 - 3 years experience

Position is hospital-employed and offers:

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Krysta Earhart, Provider Recruitment Specialist
Toll-free: 800.404.2876 | Direct: 517.364.6212 | Cell: 517.803.3634
Email: krysta.earhart@sparrow.org
www.sparrow.org

Equal Opportunity Employer

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.

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San Francisco has history, commerce and culture packed into just under 48 square miles.



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Learn good money habits with **Finance Tips for Physicians.**

8

Read about **Networking Strategies** to help you get ahead.



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 ■



PennState Health
Milton S. Hershey Medical Center

**ENDOCRINOLOGY
CLINICAL INVESTIGATOR/SCIENTIST**

The Division of Endocrinology, Diabetes, and Metabolism at Penn State Health Milton S. Hershey Medical Center, Penn State College of Medicine (Hershey, PA) is seeking an NIH-funded Clinical Investigator/Scientist with a focus on basic/clinical diabetes related research to join an expanding Diabetes program. A highly competitive departmental and institutional start-up package will supplement the candidate's extramural support to strengthen and expand the candidate's ongoing research with the goal of developing novel scholarly initiatives within the division and the institution in the field of diabetes. Joint appointments in Basic Science Departments are anticipated.

The Harrisburg-Hershey area includes the state capitol, a population of 500,000 and offers an excellent combination of low cost of living, excellent schools, cultural activities and attractions that bring millions of visitors each year. We're conveniently located within a short distance to major cities such as Philadelphia, Pittsburgh, NYC, Baltimore, and Washington DC.

Appropriate candidates must possess a MD, MD/PhD or foreign equivalent, NIH funding, the ability to obtain a medical license in the Commonwealth of Pennsylvania.

Qualified applicants should contact:

Andrea Manni, M.D.
Professor and Division Chief of Endocrinology, Diabetes, and Metabolism
c/o Heather Peffley, PHR, FASPR
Physician Recruiter
Penn State Health
hpeffley@pennstatehealth.psu.edu

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



PennState Health

ENDOCRINOLOGY PHYSICIAN

The Division of Endocrinology, Diabetes, and Metabolism at Penn State Health seeks a full time clinician with an interest in Diabetes care and taking a leadership role in an expanding Diabetes Program. While the primary focus of this position is patient care, demonstration of administrative experience and skills is desirable. Candidates will join an academic department, dedicated to education, innovation, leadership and work among highly qualified, friendly colleagues who foster excellent networking opportunities.

Located in a safe family-friendly setting of central Pennsylvania, our local neighborhoods boast a reasonable cost of living whether you prefer a more suburban setting or thriving city rich in theater, arts, and culture. Known for home of the Hershey chocolate bar, Hershey's community is rich in history and offers an abundant range of outdoor activities, arts, and diverse experiences. We're conveniently located within a short distance to major cities such as Philadelphia, Pittsburgh, NYC, Baltimore, and Washington DC. We're proud of our community involvement and encourage you to learn more about our organization.

Appropriate candidates must possess a MD, DO, or foreign equivalent and be board certified/eligible in Internal Medicine and Endocrinology and strong interest to foster a Diabetes Program. Candidates should be energetic and highly motivated.

Qualified applicants should upload a letter of interest and CV to:

Andrea Manni, M.D.
Professor and Division Chief of Endocrinology, Diabetes, and Metabolism
c/o Heather Peffley, PHR FASPR
Physician Recruiter
hpeffley@pennstatehealth.psu.edu

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



Priya Menon, MD
Endocrinologist

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The Hartford HealthCare Diabetes and Endocrinology Program has outstanding opportunities for Endocrinologists to provide a full range of inpatient and outpatient clinical services. The Program serves a large population with a variety of complex endocrine disorders, using a team approach toward diabetes wellness and prevention.

It's your choice! Growth opportunities are available in community hospital settings in central CT and the shoreline, and at Hartford Hospital, the most comprehensive tertiary academic medical center in the state.

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Interested candidates should email:
Pam Lasser, Physician Recruiter
pamela.lasser@hhchealth.org



www.hartfordhealthcare.com

Networking Strategies



In the business world, networking is an important skill. As a physician, the benefits of growing a network of colleagues are likely to be far reaching and long lasting. Because there are so many jobs available for physicians, networking may not seem necessary. However, if you have your eye on a leadership role or if you are interested in searching for a non-traditional job in the medical field, then networking is a good way to locate those opportunities at any stage in your career.

Maintaining a professional network of associates and co-workers can also help to keep your own skills and knowledge current and relevant. It will enable you to stay informed about the latest challenges, trends and best practices. By staying in touch with a variety of medical practitioners in different work environments, you can stay up-to-date with emerging areas of medicine, new specialty fields and job opportunities.

Also, by interacting with other physicians, you will be in a better position to develop a big picture view of healthcare. The perspective and insight gleaned from professional networks can help you to identify new ways to address old, familiar problems. A broader, informed perspective can also facilitate serving in leadership roles that may help shape medical research priorities or determine healthcare standards and practices in need of revision.


By and large, the majority of job opportunities for physicians are not widely advertised. Finding these types of opportunities requires creative problem-solving. Often, doctors who hold leadership roles or who have non-clinical jobs explain that they were asked or invited to assume such positions. This can only happen if those who are hiring for such positions know who you are and have a strong sense of what you can bring to the

table which often requires networking. In fact, statistics from the U.S Bureau of Labor Statistics show that 70 percent of all jobs are found through networking.

The first step in creating a strong network is to determine your professional goal and what you intend to achieve. Networking requires a give and take and will only pay dividends if you are genuine about wanting to get to know and help others. This might sound counter intuitive, but only if you are sincere about helping others will they want to help you in return. Heidi Moawad, MD, in an article in MD Magazine advises that it is important to enter into any networking opportunity without a 'me first' attitude in order to maximize the benefit for everyone - including yourself.

Now, let's take a look at seven networking strategies that you can use to expand your network:

1. Identify people who are likely to have the connections and knowledge to help you reach your goals. Start from your list of co-workers and associates. Begin with those you know and expand outward from there.
2. Expand your physician job opportunities by staying in close touch with your recruitment specialist. Prepare a high-level pitch. Keep practicing until you can convey who you are and your professional goals by speaking calmly, naturally and without hesitation.
3. Join professional groups and associations and take advantage of their physician networking opportunities by regularly attending meetings and conferences. Merritt Hawkins has this suggestion: When meeting a new, professional contact, get to know the person a little and start by asking for information—



By staying in touch with medical professionals in different work environments, you can stay up-to-date with new opportunities.

not a job. By talking to contacts, you can find out more about the person. Once you have made a new professional contact, make sure you have each other's information by exchanging business cards and follow up. Nothing beats sending a text, email, or even a handwritten note to demonstrate your appreciation and interest.

In an interview with ENT Today, Dr. Lisa Ishii, chief quality officer at Johns Hopkins School of Medicine in Baltimore says it's important to take advantage of as many growth and development opportunities as possible. Advancing your medical career "does require someone to stretch beyond their comfort zone." In fact, staying within your immediate circle means you will end up with a limited point of view. She adds, "It's really just a matter of stretching yourself to do it. If you stretch yourself to seek other ideas, thoughts, and innovative ways to address problems, then you'll come up with a more comprehensive [network]."

Dr. Ishii goes on to say that when you are at social events, you should limit your drinking. Getting intoxicated at social events with other physicians is unwise - your contacts could be scared off from your behavior and that could cost you valuable referrals.

4. Participate in online discussions and forums in order to make new contacts who you can meet later at conferences and/or networking events.

5. Connect via social media. The proliferation of social media sites such as LinkedIn is a game-changer for relationship building. While the traditional method of networking is attending local, regional, or national events, Dr Ishii says social media is "enabling people to stay connected in a way that they were never able to do." Now, with just a few clicks, you can read

about what someone was doing.

She adds, "With Twitter, Instagram, Facebook, and Snapchat, we have instant access with people all of the time. If anything, one has to be careful to limit oneself to not spending hours a day just browsing around, seeing what people are up to. But, with discipline, obviously, it's a great tool to stay connected with people."

When using social media to network, pay extra attention to what you post and how you represent yourself online. Based on the American Medical Association's policy statements, the American College of Physicians and the Federation of State Medical Boards have social media guidelines.

6. Stay in contact with former colleagues and employers. Allow 5-10 minutes each day for a call; slow and steady relationship building is the foundation of good professional networking.

7. If and when you leave a facility or practice for another, resist the temptation to bad-mouth your ex-employer. According to Merritt Hawkins, it is important not to burn bridges with the people you are leaving behind. The medical community is small. If you leave a practice, fire an employee, divorce another doctor or experience any other touchy circumstance, don't aggravate people too much in the process because you will pay the price when they try to sabotage your practice. Other disgruntled doctors can just as easily become your new practice's whistleblower to the medical board, initiate a hospital peer review, or go on a negative online smear campaign.

By all accounts, there are many reasons why cultivating a professional network is important for physicians. At the end of the day, expanding the depth and variety of your professional relationships helps you become better at what you do, and can

translate into an abundance of new—and often unexpected—professional opportunities. ■

Sources:

How Physicians Can Build a Network to Boost Their Career, Richard Quinn (January 7, 2018) - [ENT Today](#)

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How to Build a Professional Network and Why You Should Start Now, (January 17, 2018) - [Merritt Hawkins](#)

New Survey Reveals 85% of All Jobs are Filled Via Networking, Lou Adler, (February 29, 2016) - [LinkedIn](#)

New Recommendations Offer Physicians Ethical Guidance for Preserving Trust in Patient-Physician Relationships and the Profession When Using Social Media, ACP Newsroom (April 11, 2013) - [American College of Physicians Online](#)

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*.



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Nicole Laroche, CPC, CERS
Riverside Medical Group
Office: (757) 224-4990
Nicole.laroche@rivhs.com

The Division of Metabolism, Endocrinology and Nutrition, Department of Medicine, University of Washington is accepting applications for an Advanced Practice Provider (APP) at the rank of Teaching Associate. As a member of the Glycemic Control Consult Service, the APP will provide consultation to medical teams, patients and families, and nursing staff. The APP is responsible for providing Glycemic Control Consult Services independently and collaboratively with appropriate privileges, including initial and ongoing assessment, diagnosis and treatment of patient's medical, physical and psychosocial status.

University of Washington faculty engage in teaching, research and service. This position is a full time, 12-month appointment renewed annually with an anticipated start date of May 1, 2019 or after.

Please see additional information regarding the "Position Description" via UW Hires: <https://uw hires.admin.washington.edu/ENG/candidates/default.cfm?szCategory=jobprofile&szOrderID=157667&szCandidateID=0&szReturnToSearch=1>

Qualifications

1. Current and valid Washington state ARNP or PA Licensure.
2. Graduate Degree from an accredited Nurse Practitioner Program or PA-C Program. Nationally certified APP with DEA or foreign equivalent
3. Proven excellence working in an interdisciplinary collaborative team environment.
4. Effective interpersonal skills, leadership skills, and clinical expertise in the care of patients with hyperglycemia.
5. Training and experience in Diabetes Care and inpatient Glycemic Control management preferred but not required.
6. Certification as an Advanced Diabetes Management ARNP or PA and critical care experience preferred

Please send a copy of your cover letter and CV to:

Kim Mabee, Hiring Division Contact
Metabolism, Endocrinology and Nutrition
University of Washington
1959 NE Pacific St., Box 356426
Seattle, WA 98195-6422
Email: kmabee@uw.edu

UPSTATE
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Upstate Medical University, Department of Medicine

Applications are invited for faculty positions in the Division of Endocrinology, Diabetes and Metabolism at SUNY Upstate Medical University in Syracuse, New York. Positions will be focused primarily on patient care and teaching at our faculty group practice site (Joslin Diabetes Center, University Endocrinologists and Osteoporosis Center). We also seek endocrinologists whose primary focus is clinical and translational research in diabetes. Academic rank and competitive salary dependent on qualifications. Excellent benefits. The beautiful Central New York Fingerlakes region offers excellent schools, affordable housing, numerous recreational and social activities and gorgeous seasonal weather.

MD/MBBS/DO, BC/BE in Endocrinology and New York State license or eligible.

Please reply to: Deborah J. Tuttle, PHR, SUNY Upstate Medical University, Department of Medicine, 550 East Genesee Street, Suite 201, Syracuse, NY 13202

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Career Guide

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Endocrinologist

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SEEKING BC/BE ENDOCRINOLOGISTS

Lehigh Valley Health Network (LVHN) is a nonprofit community hospital system with over 1,700 beds across 7 full service hospital campuses, and over 2,000 medical staff providers representing 95 specialties. For 22 consecutive years, Lehigh Valley Hospital has proudly ranked as one of the nation's top hospitals on US News & World Report Best Hospitals list. This year's annual ranking lists Lehigh Valley Hospital as No. 5 top hospital in Pennsylvania and our endocrinology team ranked in the top 3% of leading hospitals in diabetes and endocrinology. The Division of Endocrinology comprises 12 endocrinologists and boasts an endocrinology fellowship that commenced in July 2018. Our Division participates in a multidisciplinary Endocrine Tumor Board and features eligibility for faculty appointment at the University of South Florida, LVHN's academic affiliate. LVHN also has a dedicated endocrine testing unit and active outpatient diabetes teaching program to assist with CGMS, insulin pump starts and education and classes for patients with DM1 and DM2. Endocrinology positions are available at our hospitals in Hazleton, East Stroudsburg, Bethlehem and Allentown, PA.

All of our campuses have easy access to the Department Chair, the network's fleet of air ambulances, advanced technologies and a platform to develop and grow your professional career. The communities served by LVHN include metropolitan-like cities, suburbs in the Pocono Mountains and rural communities with a moderate cost of living, fascinating history and small-town charm. All of these areas are close - but not too close -- to Philadelphia and NYC.

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Contact Kelsey Miller for additional information at Kelsey.Miller@lvhn.org or 484-862-3205

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Medical/Healthcare Business Broker:
(615)519-5156 or
Karen@TennBusinessBrokers.com



Endocrinology Opportunities

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Sutter Health is one of the nation's leading community-based, not-for-profit health care networks. It is our mission to deliver the latest and highest quality health care in Northern California. When you contribute to this mission, you'll be professionally rewarded as well as personally enriched by Northern California's lifestyle advantages. The Sacramento Valley Area offers cultural diversity, as well as ample outdoor activities including river rafting, skiing, and biking. Surrounded by winelands, it is also just 1.5 hours from the Lake Tahoe Mountains or the San Francisco Bay.

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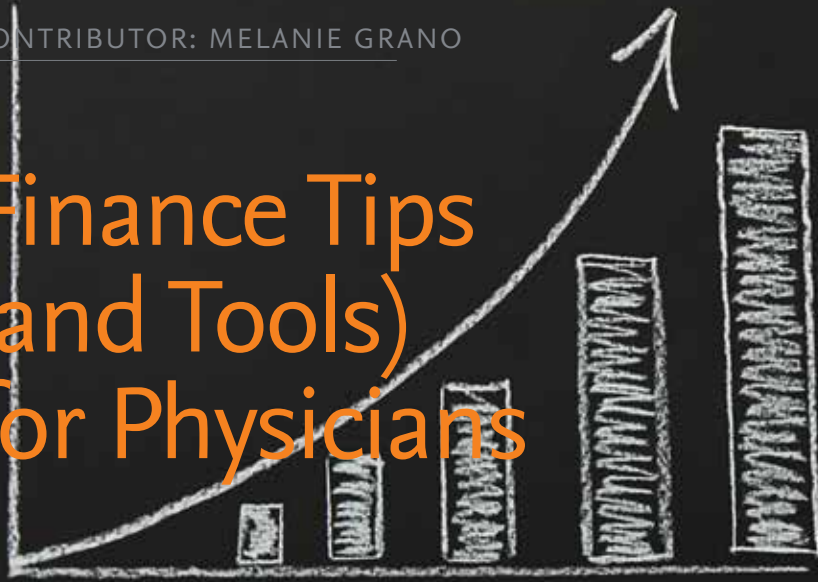
Community Information:

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To apply, please send your CV to develops@sutterhealth.org

For more information, please contact:
Sutter Health Sacramento Sierra Region
Physician Recruitment (800) 650-0625
develops@sutterhealth.org

Finance Tips (and Tools) for Physicians



Managing finances is often a headache for many people. Even though most doctors earn a reasonable income, it helps to practice good money management habits. Here are a few personal finance tips and tools to help you manage your money.

Track Your Finances

Keep track of how much you make, when you will be paid and how much you spend. List all your expenses, their costs, and when they occur. A little organization goes a long way. Each month, there are fixed expenses, such as rent or mortgage, insurance and car payments. These usually come due at about the same time every month and cost about the same each time. Then, there are the variable expenses which may be one-time expenses such as car maintenance or a recurring expense taken out at various times and amounts such as subscription or tax payments (see below). Know how much money you will need to make all these payments.

The traditional way is to use an Excel spreadsheet - which may work for some people while others prefer pen and paper or a ledger. Alternatively, there are pay-to-use tools that can help you manage your money. These include:

Mint (www.mint.com) is a budgeting app by parent company Intuit. The app creates a picture of your spending in real time. It automatically updates and categorizes transactions. Add in your own categories, track bills, split ATM transactions into the purchases made with that cash, and set budgets that alert you when they start to top out. This service enables you to check your credit score for free.

Wally (wally.me) is an app that provides insight into where your money is going. If you want to track your personal expense,

this app can provide with what you need. Instead of manually logging your expenses at the end of the day (or week or month), Wally lets you simply take a photo of your receipts. In addition, if you enable geo-location on your device, it fills in that info which is convenient and saves you the hassle of filling in the relevant details.


Pay Bills On Time

Pay your bills when they come due. Many people tend to want to hold onto their money until the due date is near. Unfortunately, this may give them a false sense of how much money they actually have available. Use your money and/or credit cards wisely, and be sure to avoid late fees, overdraft fees, and declined charges. To help you pay in a timely manner, sign up for automatic payments, but only if you're sure you will have money in your account. If you find that you have too many bills due at the same time, you may be able to contact the company to change your billing cycle.

Plan for the Future

Set goals if you have plans to buy big ticket items such as a house, a new car or pay off student loans. There are a few items to consider:

- Do you have any money left over after your bills are paid? If you find that you are scraping by each month, take a hard look at your expenses and see what you can cut out.
- Is your rent/mortgage payment too high?
- Are the subscriptions services you have worth the monthly expense?



Keep track of what you are paid and when you are paid. List all of your expenses and when they occur. A little organization can go a long way.

- Are you eating out/entertaining too much?

Exercising discipline can be the key to achieving your goals. If you find yourself with a surplus after all your bills are paid, set aside a portion of it for your savings. Even if it is a small amount, every bit brings you closer to your goals.

Brian J. Knabe, a doctor and a Certified Financial Planner with Savant Capital Management says that there are certain expectations of wealth and lifestyle associated with the medical profession. In addition to entering the workforce later, he says that many physicians feel the pressure to live up to those expectations. Agreeing with Dr. Knabe is Dr. David Rosen who adds, "I have found that what is unique amongst physicians versus other highly educated and paid professionals is that they are never taught about money during their training, they don't talk about it, and are actually encouraged not to." Dr Rosen is a board-certified anesthesiologist with nearly two decades of residency experience specializing in obstetric, trauma, orthopedics, and regional blocks, who helped found the Midwest Anesthesia Partners. He explains that physicians finish their education after years of studying and inevitably start spending with abandon and usually "don't think about saving, retirement or the impact of delayed investment."

Both physicians acknowledge that many physicians are extremely confident and this serves them well in medical practice as it helps them to make good decisions for their patients. The downside of this overconfidence can be damaging financially. Dr Rosen adds, "They think that since they are knowledgeable in medicine, that knowledge translates into their finances." In many cases, physicians are "more apt to listen to and act on a tip from a colleague regarding a hot stock, than actually do research, or even consult with a professional advisor."

Insurance

Dr Knabe advises physicians to remember that the value of future earnings is a young physician's largest asset. Be sure to invest in disability insurance to protect your financial future.

Aside from obtaining insurance to protect yourself should you become injured or disabled, you should also consider malpractice insurance. According to a 2010 American Medical Association report, 61% of doctors over the age of 55 were sued for malpractice. Although 65% of the claims are dismissed or dropped, they still cost doctors an average of \$22,000 per suit. Sometimes, when a claim does go to trial, the average cost increases to in excess of \$100,000. For this reason, be sure to purchase a good malpractice policy from a reputable insurance carrier.

In addition, physicians have a one in five chance of being on the wrong end of a lawsuit that's outside of their practice. According to Dr. Knabe, physicians are viewed as having deep pockets so they are more vulnerable to lawsuits. This is why, to minimize risks, he suggests that physicians should make sure they are insured in all areas, "including a substantial umbrella policy."

Travel Expenses

For regular physicians who make house calls and locum tenens physicians (before you take on an assignment), find out if you have to pay for travel out-of-pocket. These can include tolls, mileage, car service, gas, hotel and other unforeseen charges. Note that even if you are have these expenses reimbursed, you may still need to foot the bill upfront.

Record-Keeping

Use your smartphone as your digital assistant. Keep all your information about your assignments, speaking engagements or house calls in one place: a schedule of confirmations, travel itineraries, status updates, all through e-mail. Having your e-mail available on your phone in addition to using an app like Evernote (www.evernote.com), for example, helps keep you organized with all your information together. If you have receipts, paperwork, or notes that need to be kept together with a certain worksite, you can take a photograph and have access to all your documents on your phone and on your computer.

Taxes

One of the top priorities for physicians is to manage their taxes. Tax implications can vary depending on income level, family size, and property ownership. Typically, an employer pays one-half of your social security and Medicare taxes. Don't think of taxes only at "tax time" when it's too late to do anything about it. Most doctors file their personal taxes on a calendar year basis which means that you pay on April 15th for everything that happened between January 1 and December 31 of the prior year. It may be worthwhile engaging a financial advisor and tax specialist throughout the year to see what you can do to pay no more than what you owe.

If you are a locum tenens provider, you are an independent contractor. This means you are responsible for federal income, Social Security, and Medicare taxes. Depending on whether you own a corporation or file as an individual you will use different IRS forms. You may also have to pay tax estimates in quarterly installments. This is so you don't find yourself with an unmanageable amount after you file your taxes.

Whatever your particular circumstances, if you still encounter financial challenges, consider hiring a financial advisor. While this is an added expense, financial experts may have some creative solutions for your situation and should be able to personalize their advice for you. ■

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Endocrinologist

The Division of Endocrinology, Diabetes and Metabolism, Department of Medicine, University of Tennessee Health Science Center has openings for Clinicians/Clinical Investigators/Physician Scientists to join its vibrant faculty; academic rank based on qualification, preferred BC/BE in Endocrinology; U.S. citizenship or permanent residency; experience in diabetes, obesity, general endocrinology and metabolism. Opportunity to serve as Section Chief of Endocrinology at affiliated hospital.

Send letter and CV to Sam Dagogo-Jack, M.D., Chief of Endocrinology by email at sdj@uthsc.edu

The University of Tennessee is an EEO/AA Title VI/Title IX, Section 504 ADA/ADEA institution in the provision of its education and employment programs and services



The Division of Metabolism, Endocrinology and Nutrition, Department of Medicine, University of Washington is accepting applications for a full-time faculty member at the level of Clinical Assistant or Clinical Associate Professor, with expertise in the management of diabetes.

University of Washington faculty engage in teaching, research and service. The new hire will also contribute to clinical teaching through resident and fellow education and provide clinical service in the Endocrinology clinic and/or inpatient consultation service. This position is a 12-month annual appointment with an anticipated to start of July 1, 2019 or after.

Applicants must have an MD (or foreign equivalent), board certification in Internal Medicine (or foreign equivalent) and completed an ACGME accredited Endocrinology Fellowship. In order to be eligible for University sponsorship for an H-1B visa, graduates of foreign (non-U.S.) medical schools must show successful completion of all three steps of the U.S. Medical Licensing Exam (USMLE), or equivalent as determined by the Secretary of Health and Human Services.

Interested applicants should provide a cover letter and curriculum vitae via Interfolio: apply.interfolio.com/61250.

For questions, please contact Kim Mabee, Hiring Division Contact at kmabee@uw.edu.



Endocrinology, Metabolism and Diabetes

SCHOOL OF MEDICINE

UNIVERSITY OF COLORADO ANSCHUTZ MEDICAL CAMPUS

The Division of Endocrinology, Metabolism & Diabetes is looking to hire a full-time 1.0 FTE open rank faculty position. Depending on experience and background this position could be Instructor or Assistant Professor. This position reports directly to Bryan Haugen, MD, Head of the Division of Endocrinology, Metabolism & Diabetes. This is a clinician-educator position in the Division of Endocrinology. The primary responsibility is outpatient care for patients with all types of endocrine disorders, with a likely major focus on diabetes. However, the applicant should be comfortable with all endocrine disorders. Inpatient call and attending duties would be 2-4 weeks a year.

Other responsibilities would include teaching of medical students, residents and fellows. There is an expectation of scholarly activity as well. Your duties in this faculty position will include clinical service, teaching and scholarly activity.

Required Competencies:

1) Prior fellowship training in Endocrinology 2) Previous basic or clinical research experience in at least one of the following fields: Endocrinology, Metabolism, Diabetes, weight management, obesity and diet.

Minimum Requirements:

MD/DO board certified in Endocrinology, Metabolism & Diabetes

Preferred Qualifications:

1) Board certified in Internal Medicine 2) Board certified or eligible in Endocrinology, Metabolism & Diabetes

Applicants should be enthusiastic about a career in academic medicine with a strong interest in providing excellent clinical care in the outpatient and inpatient setting. There should be a desire for teaching and writing and an interest in opportunities in clinical research.

Application Materials Required Cover Letter, Resume/CV, List of References Application Materials Instructions: Applications are accepted electronically at cu.edu/cu-careers, Career Opportunities, refer to requisition ID: 12800

CHIEF, DIVISION OF ENDOCRINOLOGY NYU WINTHROP HOSPITAL | MINEOLA, NEW YORK

NYU Winthrop Hospital (NYU Winthrop), a 591-bed university-affiliated medical center and ACS Level 1 Trauma Center located less than an hour from New York City on Long Island, seeks an accomplished and progressive physician leader to serve as the Chief for the Division of Endocrinology.

This is an exciting opportunity as the Division Chief will serve as a founding faculty member of the LCME accredited NYU Long Island School of Medicine. Utilizing a problem-based learning methodology, NYU Long Island is NYU's only accelerated three-year MD program. In addition to academic responsibilities with the new medical school, the Division Chief will provide strategic leadership in the direction and coordination of administrative, clinical, educational and research endeavors. With the strong support of senior leadership and committed resources, the Division Chief will advance this very important division through the recruitment of faculty members, establishing multidisciplinary clinical programs and expanding clinical research activities.

NYU Winthrop' Division of Endocrinology is recognized for providing innovative, comprehensive and disease-specific care and education to patients with one of the region's top Diabetes Research Centers. Evidence of NYU Winthrop's vision of connecting clinical care to research and education is the 95,000 square foot, state-of-the-art Research and Academic Center. The Division of Endocrinology is prominently positioned within the five-story building allowing for advanced diabetes and obesity research and clinical care. The Adult and Pediatric Endocrinology Suite offers advanced technology, educational programs, clinical space, and Winthrop's Medically Supervised Weight Management Program, HMR® Program, which U.S. News & World Report has named a "Best Diet for Weight Loss."

NYU Winthrop is a major regional healthcare resource with a deep commitment to medical education and research. NYU Winthrop offers sophisticated diagnostic and therapeutic care in virtually every specialty and subspecialty of medicine and surgery along with a full complement of inpatient and outpatient services delivered by an expansive network of the region's leading medical experts. U.S. News & World Report has named Winthrop as one of the best hospitals in New York Metropolitan region, including citing adult and pediatric Diabetes and Endocrinology as high performing specialties.

Successful candidates should hold the academic rank of Associate Professor or above and will have demonstrated clinical leadership experience for advancing outcomes in quality, performance management, growth and academic initiatives. Strong interpersonal skills and the ability to work collaboratively with other professionals to advance clinical programs and research are required. Qualified candidates will be Board certified endocrinologists.

Interested candidates should submit their CV to:

PAUL ESSELMAN, SENIOR EXECUTIVE VICE PRESIDENT, MANAGING DIRECTOR

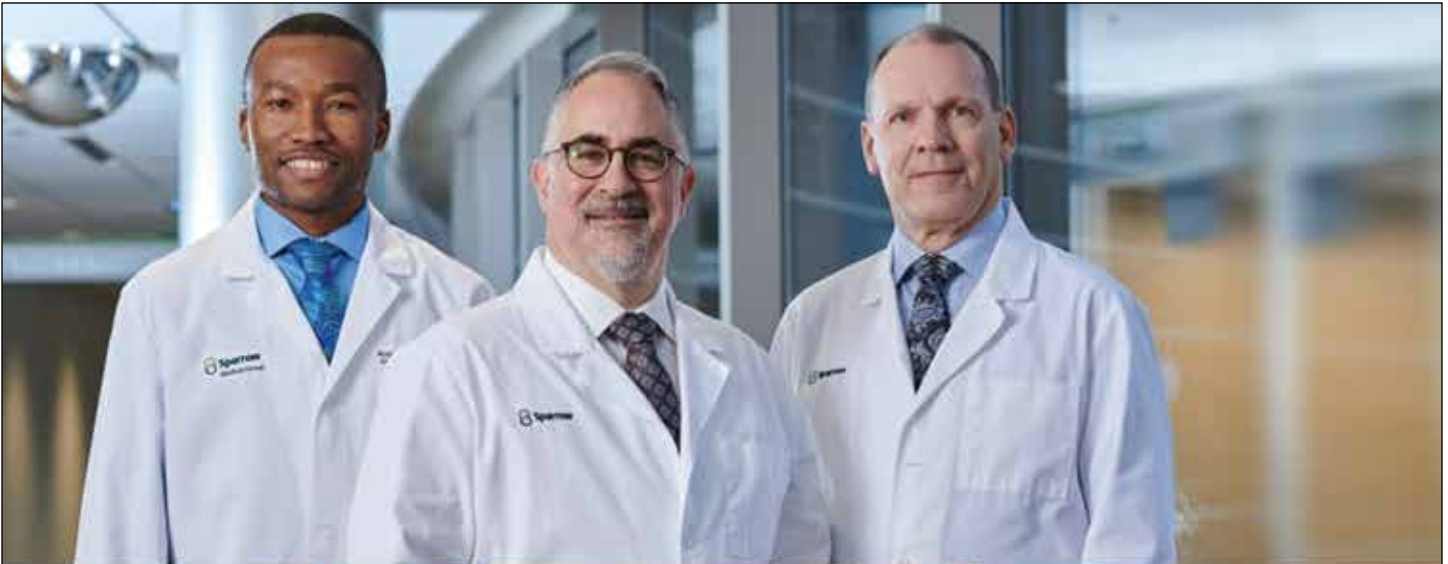
Cejka Executive Search

800.209.8143

pesselman@cejkasearch.com



4 CityPlace Drive, Suite 300 | St. Louis, MO 63141



Leadership Endocrinology Position

Sparrow Medical Group (SMG) is a multispecialty physician group and the premier physician organization of Sparrow Health System (SHS) is seeking a dynamic, full-time Internal Medicine BC Endocrinologist to serve as the Practice Leader in its Diabetes and Endocrinology Practice, located in the Greater Lansing area. SHS and SMG are committed to improving top quality medical care across Mid-Michigan.

- Adult outpatient only
- Monday-Friday, 8am - 5pm, no call
- 800+ monthly patient average
- EPIC EMR
- Patient consults include Diabetes and Endocrinology
- Top performer in quality initiatives
- Membership in the Mayo Clinic Care Network connects Sparrow physicians with Mayo Clinic experts through eConsults and additional clinical resources

Requirements:

- Internal Medicine board certification, diabetes concentration; Fellowship trained preferred
- 2 - 3 years experience

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 about this position by contacting:

Krysta Earhart, Provider Recruitment Specialist
Toll-free: 800.404.2876 | Direct: 517.364.6212 | Cell: 517.803.3634
Email: krysta.earhart@sparrow.org
www.sparrow.org

Equal Opportunity Employer

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.

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PennState Health
Milton S. Hershey Medical Center

**ENDOCRINOLOGY
CLINICAL INVESTIGATOR/SCIENTIST**

The Division of Endocrinology, Diabetes, and Metabolism at Penn State Health Milton S. Hershey Medical Center, Penn State College of Medicine (Hershey, PA) is seeking an NIH-funded Clinical Investigator/Scientist with a focus on basic/clinical diabetes related research to join an expanding Diabetes program. A highly competitive departmental and institutional start-up package will supplement the candidate's extramural support to strengthen and expand the candidate's ongoing research with the goal of developing novel scholarly initiatives within the division and the institution in the field of diabetes. Joint appointments in Basic Science Departments are anticipated.

The Harrisburg-Hershey area includes the state capitol, a population of 500,000 and offers an excellent combination of low cost of living, excellent schools, cultural activities and attractions that bring millions of visitors each year. We're conveniently located within a short distance to major cities such as Philadelphia, Pittsburgh, NYC, Baltimore, and Washington DC.

Appropriate candidates must possess a MD, MD/PhD or foreign equivalent, NIH funding, the ability to obtain a medical license in the Commonwealth of Pennsylvania.

Qualified applicants should contact:

Andrea Manni, M.D.
Professor and Division Chief of Endocrinology, Diabetes, and Metabolism
c/o Heather Peffley, PHR, FASPR
Physician Recruiter
Penn State Health
hpeffley@pennstatehealth.psu.edu

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



PennState Health

ENDOCRINOLOGY PHYSICIAN

The Division of Endocrinology, Diabetes, and Metabolism at Penn State Health seeks a full time clinician with an interest in Diabetes care and taking a leadership role in an expanding Diabetes Program. While the primary focus of this position is patient care, demonstration of administrative experience and skills is desirable. Candidates will join an academic department, dedicated to education, innovation, leadership and work among highly qualified, friendly colleagues who foster excellent networking opportunities.

Located in a safe family-friendly setting of central Pennsylvania, our local neighborhoods boast a reasonable cost of living whether you prefer a more suburban setting or thriving city rich in theater, arts, and culture. Known for home of the Hershey chocolate bar, Hershey's community is rich in history and offers an abundant range of outdoor activities, arts, and diverse experiences. We're conveniently located within a short distance to major cities such as Philadelphia, Pittsburgh, NYC, Baltimore, and Washington DC. We're proud of our community involvement and encourage you to learn more about our organization.

Appropriate candidates must possess a MD, DO, or foreign equivalent and be board certified/eligible in Internal Medicine and Endocrinology and strong interest to foster a Diabetes Program. Candidates should be energetic and highly motivated.

Qualified applicants should upload a letter of interest and CV to:

Andrea Manni, M.D.
Professor and Division Chief of Endocrinology, Diabetes, and Metabolism
c/o Heather Peffley, PHR FASPR
Physician Recruiter
hpeffley@pennstatehealth.psu.edu

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

