



Preparing For Life After Residency...

Life During Residency

I need sleep! I
need food! I
need money!
Why is
everyone
Yelling at me?



Let's Get Started

- ❖ Your CV
- ❖ Important Questions
- ❖ Job Search
- ❖ Interviews and Site Visits
- ❖ Finances/Benefits
- ❖ Contracts
- ❖ Post Contracts/Onboarding

Your CV

- ❖ A summary of your accomplishments and background.
- ❖ Key Things to Include
 - ❖ Your Personal Information
 - ❖ Education and Training (most recent first)
 - ❖ Leadership (ie, Chief Resident, participation in student organizations, projects)
 - ❖ Scholarships, Honors and Awards
 - ❖ Medically Relevant Work Experience
 - ❖ Research/Publications/Presentations
 - ❖ Service (volunteer activities)
 - ❖ Interests (Hobbies)
 - ❖ Certifications (ALS, BLS, ACLS, etc)
 - ❖ Licenses
 - ❖ Skill Sets
- ❖ Shorter is better
- ❖ Have a list of references available

Start with Important Questions...

- ❖ Ask Yourself Important questions and discuss with your spouse, if applicable.
 - ❖ What is most important to you, your spouse, your family?
 - ❖ Where is your family? Do you need to be near to them (aging parents)?
 - ❖ Spousal needs? Does your spouse need employment?
 - ❖ Religious Needs? Churches, Synagogues, Temples, etc.
 - ❖ Hobbies, what do you like to do for fun, vacations, weekends, etc.
 - ❖ What do you need to have close by? Within an hour? 2 hours?
 - ❖ Do you like big cities, suburban areas, rural/small towns?



Important Personal Questions...

- ❖ Do you want mountains, beaches, lakes, hot, cold – open to location?
- ❖ Do you need loan repayment?
 - ❖ (taxable income)
- ❖ Do you need a stipend?
 - ❖ (taxable income)
- ❖ What part of the country interests you?
- ❖ What state or region?
- ❖ What commute am I comfortable with?
- ❖ Is there a specific city?
- ❖ Do you prefer warm, moderate or cooler weather?



Important Personal Questions...

- ❖ Do you want access to certain activities?
 - ❖ Fine dining
 - ❖ Skiing
 - ❖ Theater
 - ❖ Shopping
 - ❖ Sporting events
 - ❖ Beaches
 - ❖ Lakes
 - ❖ Airport close by?
 - ❖ Is an hour sufficient?



Important Work Questions

- ❖ What type of position are you most interested in?
- ❖ What is your ideal type practice setting?
 - ❖ Private practice or employed
 - ❖ Do you want a partnership/shareholder opportunity?
 - ❖ How much business management do you want to do?
 - ❖ Do you want leadership opportunities?
 - ❖ How much autonomy do you want in a practice?
 - ❖ Do you prefer a guaranteed compensation or a productivity model?
 - ❖ Hospital type/size
 - ❖ Academic or non-academic
 - ❖ Research opportunities

Important Work Questions

- ❖ What is your ideal work/call schedule?
 - ❖ 4 Day Work Week, 7 on 7 off, flexible schedule, shift work, call schedule.
- ❖ What kind of patient base do you want?
 - ❖ Established patients or new patient base
 - ❖ Patient demographics
- ❖ How many patients do you want to see a day?
- ❖ Do you want to be involved in non-patient care activities?
- ❖ How much access do you want to other specialties?



What's Important in Your career? What are your Goals?



Now you are ready to start your search!

- ❖ Visit state, local and virtual job fairs
 - ❖ GBPW, <https://gbpw.georgia.gov/physician-practice-opportunities>
 - ❖ NHSC, <https://bhw.hrsa.gov/job-search-provider-recruitment>
 - ❖ Careermd, Practicematch, Healthcareers, Practicelink
- ❖ Talk to previous residents/fellows
- ❖ Contact hospitals directly in communities you are interested in
- ❖ Online job boards
- ❖ State Medical Education Boards
- ❖ Recruitment firms

Georgia Board For Physician Workforce (GBPW)

The GBPW administers service-cancelable loan repayment programs for physicians, dentists, physician assistants and advanced practice registered nurses.

Mission

The Georgia Board for Physician Workforce (GBPW) strives to identify the physician workforce needs of Georgia communities and to meet those needs through the support and development of medical education programs.

Vision

The GBPW works to see Georgia communities, especially in medically underserved areas, have improved access to needed physician generalist and specialists, thereby enhancing the health and well-being of Georgia's citizens.

<https://gbpw.georgia.gov/loan-repayment-programs>

Georgia Board For Physician Workforce (GBPW)

GBPW Loan Repayment Programs

- ❖ **The Physicians for Rural Areas Assistance Program (PRAA)**
- ❖ **The Georgia Physician Loan Repayment Program (GPLRP)**
- ❖ **The Dentists for Rural Areas Assistance Program (DRAA)**
- ❖ **The Physician Assistant Loan Repayment Program (PALRP)**
- ❖ **The Advanced Practice Registered Nurse Loan Repayment Program (APRNLRP)**

- ❖ **Applications must be postmarked by November 1 to begin the following year!**

Georgia Board For Physician Workforce (GBPWF)

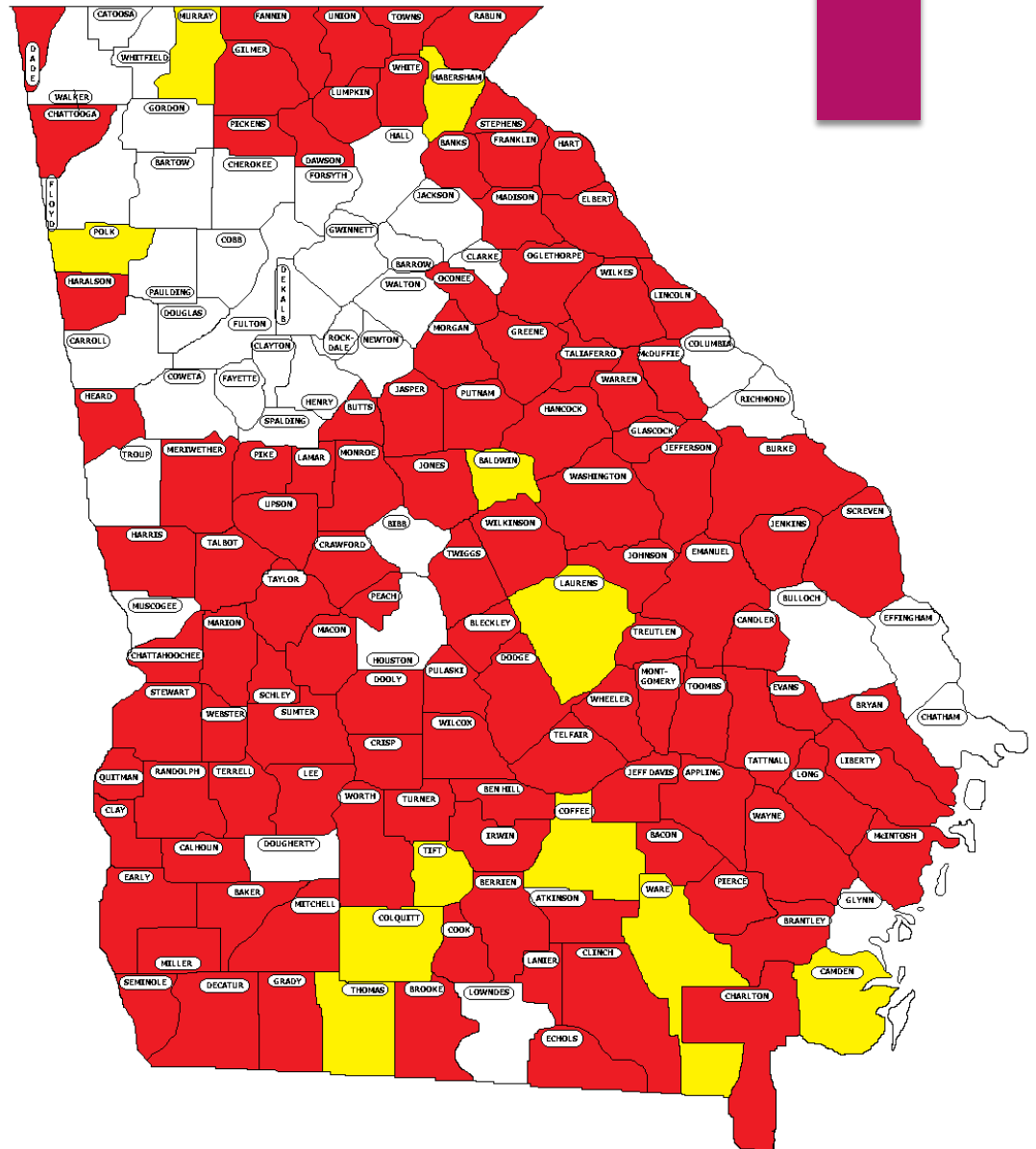
The Georgia Physician Loan Repayment Program (GPLRP) is

- ❖ a loan repayment program funded by the State of Georgia and a grant from the U.S. Department of Health and Human Services (HHS), and Health Resources and Services Administration (HRSA)
- ❖ It is limited to physicians and aimed at those physicians practicing the specialties of family medicine, internal medicine, pediatrics, OB/GYN, geriatrics or psychiatry
- ❖ in a Health Professional Shortage Area located in a qualifying county.
- ❖ and provides service cancelable loans of up to \$25,000 per year for an initial, two-year period.
- ❖ The participant may elect to re-apply for additional funding to be awarded on an annual basis for two additional years for a maximum of four years.
- ❖ According to HRSA, state loan repayment programs are not taxable. However, it is still advised to consult an accountant.

Georgia Board For Physician Workforce

Physicians for Rural Areas Assistance Eligible Communities Map

- ❖ Eligible Practice Locations in Red Counties of 35,000 or less*
- ❖ Newly eligible locations in Yellow Counties of more than 35,000 but less than 50,000*



National Health Service Corp (NHSC)

- ❖ National Health Service Corps Loan Repayment Program (NHSC LRP) awardees commit to serving at least two years of either full-time or half-time clinical practice at an NHSC-approved service site in a Health Professional Shortage Area (HPSA).
- ❖ Must have accepted a position at a NHSC approved site then you can apply to the NHSC Loan Repayment Programs
- ❖ For detailed information - <https://nhsc.hrsa.gov/>
- ❖ Online job board - <https://bhwh.hrsa.gov/job-search-provider-recruitment>

You found some great sounding jobs! What's Next?

- ❖ Once you have emailed or responded to an online ad or met a recruiter at a recruitment fair, etc., you will speak with the recruiter (either in house or with a firm). They will need to speak with you to see if you might be a good fit for the practice and have the qualifications they are looking for. They will need your CV!
- ❖ If the recruiter deems you are a good fit, and you want to move forward as well, the next step is typically a phone interview.
- ❖ Depending on if the position is a hospital employed or a private practice determines who you speak with.
 - ❖ Hospital employed - VP of Medical Group and/or a physician with the practice
 - ❖ Private Practice – usually the Office Manager or lead physician
- ❖ If interested after the call....
 - ❖ Research the hospital-physician relationships
 - ❖ Research the medical community
 - ❖ Research the local community
 - ❖ Does the community offer the things that are most important to you and your family?
 - ❖ How do your personal and work questions measure up?
- ❖ Next Step – on site visit!

What to Ask Before the Site Visit

- ❖ Things to ask before you visit
 - ❖ What expenses does the group cover for the site visit?
 - ❖ (flight, hotel, rental car, etc.) \$\$\$\$\$
 - ❖ Cost for spouse and children to visit?
- ❖ Who is responsible for making reservations
 - ❖ Some groups ask candidates to make travel plans
 - ❖ Some groups work with a travel agent
 - ❖ Some groups handle everything for you



Your visit.....

- ❖ Take more time versus less time
- ❖ Ask for a very detailed community tour, the good and bad areas.
- ❖ Bring your spouse/significant other.
- ❖ Tour Schools if applicable
- ❖ Visit during the week and weekend if possible, to get a good feel for the community.
- ❖ Make sure you have free time to explore on your own.
- ❖ Try and meet people outside of the medical community
- ❖ Make note of the social life
- ❖ Tour the hospital and meet local physicians
- ❖ Meet all partners and their spouses if possible
- ❖ Spend time with the office manager and employees
- ❖ Meet the hospital administration (if applicable)
- ❖ Get business cards from everyone you meet, if possible, so you can write thank you letters and follow-up questions
- ❖ If you really like the opportunity once there, LET THEM KNOW!!!!



Questions for the Practice

- ❖ If you are looking at a private practice.....is there an opportunity for partnership?
 - ❖ Yes?
 - ❖ What are they looking for in a partner?
 - ❖ What are the buy in costs?
 - ❖ How long until you can become a partner?
 - ❖ What are the ramifications of leaving the practice?
 - ❖ What are the overheads costs?
 - ❖ If not a partner, who employs you?
 - ❖ No?
 - ❖ Ask a lot of questions!!

Questions for the Practice

❖ Patient Care

- ❖ What are the patient demographics?
- ❖ Is the practice mainly inpatient, outpatient or both?
- ❖ How many hospitals will I be admitting to?
- ❖ How do I receive patient referrals?
- ❖ How is billing handled?
- ❖ What procedures are done in the office?
- ❖ How easy is it to refer patients within and outside of the group?
- ❖ What specialists are in the community?
- ❖ Will I have my own MA, PA or nurse?
- ❖ What is the practice looking for in a new physician?
- ❖ Is the area near the practice growing?
- ❖ How close to the hospital/practice am I required to live?
- ❖ Are there opportunities to get involved with committees or leadership roles?
- ❖ Will someone mentor you?
- ❖ What technology does the practice use?
 - ❖ (i.e. EMR, digital x-ray, etc.)

Questions for the Practice

- ❖ How exactly does call work and who creates the call schedule?
 - ❖ How often will you be on call and how far in advance is the schedule made?
- ❖ What are the CME allowances each year and how much CME time is provided.
- ❖ Licenses and Dues
 - ❖ Who pays for the initial and renewal of your state license, DEA and Association dues?
- ❖ Who pays the expenses for pagers, cell phones and other electronic devices?
- ❖ Office Staff
 - ❖ Who hires and fires?
 - ❖ Do you have a role in the hiring process?
- ❖ Partner details
 - ❖ How many partners are in the practice? How many physicians are in the practice?
 - ❖ What is the turnover rate of partners?
 - ❖ How are decisions made?

Financial Questions

- ❖ Will you have an income guaranteed & for how long?
 - ❖ What is the compensation plan after guarantee?
 - ❖ Are there RVU incentives? Quality Incentives?
- ❖ How will you be paid and how often.
- ❖ Are there opportunities for income outside of the practice? (i.e. can you keep teaching stipends, speaking honoraria, expert witness fees or revenue from published works?)
- ❖ What are the overhead costs?



Benefits

- ❖ **What do they offer?**
 - ❖ **Retirement plans**
 - ❖ **How long does it take to be vested?**
 - ❖ **Health insurance**
 - ❖ **When do benefits start?**
 - ❖ **Are the benefits available to my dependents?**
 - ❖ **Life insurance**
 - ❖ **Malpractice insurance**
 - ❖ **Who covers premiums?**
 - ❖ **Does it come with tail coverage?**
 - ❖ **Health savings accounts (HSA)**

Contracts

❖ Negotiating contracts

- ❖ Ask for what you want.....don't keep coming back with changes in what you want.
 - ❖ Salary/Income Guarantee
 - ❖ Compensation plan after guarantee
 - ❖ Incentives
 - ❖ Stipends
 - ❖ Relocation expenses
 - ❖ Benefits
 - ❖ Vacation time/PTO
 - ❖ CME time and allowance
 - ❖ Loan repayment-what are the terms for forgiveness?
 - ❖ Sign on Bonus
 - ❖ Student loan forgiveness (GBPW and NHSC)
 - ❖ Retention Bonus
 - ❖ House hunting trips
 - ❖ Are there restrictive covenants?
 - ❖ Are there non compete clauses?

❖ **HAVE AN ATTORNEY REVIEW YOUR CONTRACT!!**

Licensing and Credentials

- ❖ Apply for license and DEA number as soon as you know the state you will be practicing in.
- ❖ Credentialing
 - ❖ Fill out and hand in all medical staff applications and all employer paperwork as soon as possible to avoid delays in your start date. Most credentialing for hospitals take 60 – 90 days from the time they receive all of your paperwork.

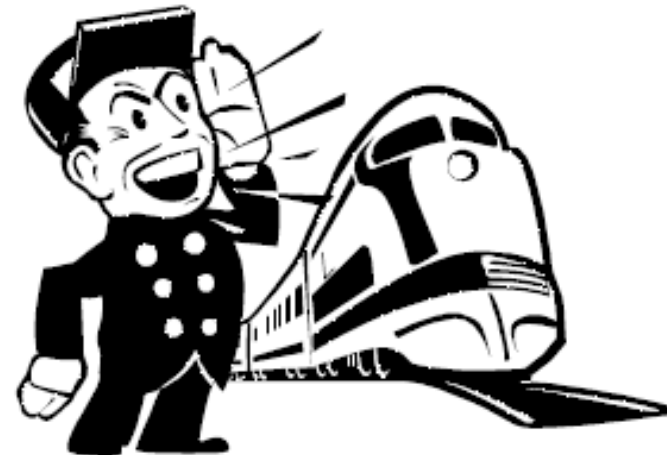
Finding a Place to Live!

- ❖ **House Hunting - (2-4 months before start date)**
 - ❖ **Renting versus buying**
 - ❖ **Explore/research neighborhoods in advance**
 - ❖ **Visit schools**
 - ❖ **Meet local people**
 - ❖ **Visit churches or other areas of importance to you.**



On-boarding

- ❖ Onboarding begins within a few months of when you will be starting your job!
 - ❖ The hospital or practice will be Advertising/marketing you to the community
 - ❖ You should meet local and referring physicians
 - ❖ You should attend community/chamber of commerce events
 - ❖ You should meet hospital department heads
 - ❖ You should volunteer for community health screening, fairs, etc.
 - ❖ If there is a physician's lounge, frequent it often and meet as many of the medical staff as you can!



A Physicians Perspective on life after residency....

- ❖ What is life really like after training?
- ❖ What does a \$300,000 salary really look like?
 - ❖ Can you buy a million dollar house and a Porsche?
 - ❖ How much will you take home?
- ❖ Student loans... what you need to know (from receiving money to paying your loans).

QUESTIONS

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