



Texas OPTI



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Our Mission

Texas OPTI is an educational consortium committed to assuring the advancement of osteopathic postdoctoral training.

In fulfillment of that commitment we enhance osteopathic graduate medical education through quality program development and advocacy on behalf of our interns, residents, fellows and member institutions.

3500 Camp Bowie Boulevard • EAD-426 • Fort Worth, Texas 76107
Phone: 817.735.2149 • Fax: 817.735.2330 • Online: <http://texasopti.hsc.unt.edu>



This month...

I'm pleased to welcome **Blair Chappell**, *Physician Recruiting Coordinator* for UNT Health at the UNT Health Science Center as our guest contributor for February. She offers valuable advice to our residents about how to secure a position after postgraduate training. You may email Ms. Chappell at: cchappell@hsc.unt.edu.

Hitting the Job Market

Blair Chappell, Physician Recruiting Coordinator

In order to find the right practice for **you** as well as that special *niche* you trained so diligently for, take some time to ask yourself questions such as:

- Do I want to work in an academic field?
- How many patients do I want to see each day?
- Do I want an inpatient or outpatient environment?
- Is there growth or autonomy in this prospective position?
- What's the call schedule, income and incentives, etc.?

What motivates YOU? According to *Merritt Hawkins & Associates*, residents receive more than 50 job solicitations during their last year of training. There is an astronomical shortage of physicians in the U.S., expecting to hit a low of 200,000 doctors by year 2020. This is good news for physician job-hunting!

Refine your CV! I can't tell you how many times I've received information from a great candidate and there is no contact information. Don't get me wrong, I like to see when you were born and that you like to cook; but if I can't contact you directly, it's a waste of our time. Make sure to include your full name, city you live in, your professional objectives, academic/research history, employment history, licenses and certifications, citizenship and professional memberships and publications. Make it clean and precise; don't write unnecessary commentary. Also, bring three *signed* letters of recommendation on letterhead for interview day.

Post your CV everywhere. It's better to have phone calls every night about opportunities rather than too few to choose from. A couple of great websites are www.practicelink.com and www.healthcareers.com. Search medical journals specific to your specialty, attend as many conferences as possible, and network, network, network! It's not a

bad thing to seem eager. Don't be afraid of recruiting firms; they work *for* you. The two type firms are **contingent** and **retained**. Contingent firms will shop your CV to all opportunities to find a great opportunity for you; they get paid only when you're placed. Retained firms are paid for the search up front by the client for their consultative approach. Reputable recruiting firms include Merritt Hawkins, Delta and Jackson & Coker.

A common mistake made by interns, residents and fellows is accepting the highest paid position in their hometown and not weighing the pros and cons of great opportunities practicing medicine elsewhere. Nearly seventy percent of trainees change positions within the first three years because of this. "Don't only look at the first year offer, look at the future of the practice, the potential quality of lifestyle and all the benefits included," says physician recruiter Norma Ondarza of Texas Health Resources. A salary of \$130,000 goes twice as far in small town, Texas as it would in Los Angeles, California. Also, your loved ones are eighty percent of the decision making process, so take the realtor/community tour to help find that perfect match.

Be accessible. It is not appealing when the candidate won't call or email me back, or they can't interview on the multiple dates I've provided. Normally, I will move on to another candidate assuming loss of interest. When someone is difficult on interview day...when it's the time to be most impressive...we perceive that candidate as being difficult with patients and co-workers, as well.

Know what to expect. Prior to the interview, obtain the address, contact numbers and arrive early. Research the company website beforehand. Interviews can take a full day; the decision to hire can take one week to three months. The offer letter, or *letter of intent*, is sent to you for signature and the contract will follow. Have your family and lawyer review these with you. Recruiting firms can provide a lawyer if needed. Don't sign anything you don't understand. Don't expect your call schedule or duties to be laid out clearly -- call to ask questions. Know terms such as *income guarantee*, *professional liability insurance* (malpractice), *CME* and *non-compete clause*. Expect several credentialing packets and three months to complete the process. Be compliant!

Interview genuinely. Maintain steady eye contact and be positive. Ask questions for clarification. Sell yourself. Be confident, not conceited. After each interview, take the time to write a thank you note and wait for *good* news!

Blair Chappell is the Physician Recruiting Coordinator for UNT Health, the 160-physician medical group practice affiliated with the University of North Texas Health Science Center in Fort Worth, and has been recruiting physicians for many years.

Save the Date!

ACOFP 46th Annual
Convention & Exhibit
March 4th-8th

RAD at UNTHSC
March 6th

In-Service Exams
Internal Medicine—March 6th
Rheumatology—March 10

AACOM Annual Meeting
April 15th-18th

DO Day on Capitol Hill...

"It's so important for members of the osteopathic community to be here for our DO Day on Capitol Hill. It demonstrates the community is dedicated to protecting and preserving the cornerstones of osteopathic medicine," Marcelino Olivia, D.O., Chairman of AOA's Council on Federal Health Programs. "The more people who we can get to participate in this event, the more Capitol Hill will understand osteopathic medicine and welcome our positions on important health policy issues."

DO Online Trainee Resources—www.do-online.org

Texas OPTI Members

Bay Area Medical Center * Driscoll Children's Hospital * JPS Health Network
Methodist Charlton Medical Center * Plaza Medical Center of Fort Worth
San Jacinto Methodist Hospital * Texas A&M HSC College of Medicine
Texas Osteopathic Medical Association * Texas Tech University Health Sciences Center
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