

# MEDICAL NEWS

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## FOUR CRDAMC CLINICS EARN NATIONAL RECOGNITION AS ARMY MEDICAL HOMES

FORT HOOD, Texas — After 12 months of hard work, four additional Carl R. Darnall Army Medical Center primary care clinics have been recognized by the National Committee for Quality Assurance (NCQA) as Level 3 Patient Centered Medical Homes. Thomas Moore Health Clinic, Bennett Health Clinic, Russell Collier Health Clinic and the Family Medicine Residency Center now bear the NCQA seal of approval. Last year our three Community Based Medical Homes received similar recognition.

The NCQA is a nonprofit organization dedicated to improving health care quality. Since its founding in 1990, NCQA has been a central figure in driving health improvement throughout the healthcare system. As part of the recognition process, NCQA reviewed hundreds of documents submitted by the staff at each of these clinics which provided fact-based evidence that the clinic was conducting business as a true Medical Home.

“Earning Level III NCQA recognition reflects CRDAMC’s commitment to The Surgeon General’s vision of transforming from a healthcare system to a system for health. Our clinics now rank amongst the highest nationwide – military or otherwise - in terms of quality. This achievement underscores our commitment to providing high quality care to our patients, where they need it. We are very proud of the hard work and dedication our teams put into making this transformation and are excited about the improved capabilities we bring to our patients,” Dr. (Col.) Frank Hauger, MD, CRDAMC Department of Family and Community Medicine, said.

The NCQA measures the ability of medical facilities to provide quality healthcare through standardized, objective measurement guidelines. NCQA requires recognized facilities to enhance access to care and patients’ continuity with their provider teams, keep track of patient data to help manage patients’ wellbeing, plan and manage care using evidence-based practices, provide self-care support and community resources, as well as track and coordinate tests, referrals and other care for patients. Finally, clinics have to show that they measure their performance and patients’ feedback to continue improving the quality of care.

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- Physician directed medical practice. The personal physician leads a team(s) of individuals at the

See CRDAMC, Page 8



Celebrity Chef Robert Irvine (left) and retired Marine Staff Sgt. Jason M. Ross (right) flip burgers.

(U.S. Navy photos by Mass Communication Specialist 2nd Class Sean P. Lenahan/Released)

Gary Sinise, an Emmy and a Golden Globe Award winning actor, entertains a crowd of children with music at Naval Medical Center San Diego (NMCS D) during an appreciation day for staff, patients, and families. The Gary Sinise Foundation along with sponsors American Airlines, Sysco Food Distribution, Chef Robert Irvine, and the Hyatt Regency La Jolla hosted the “Invincible Spirit Festival” event, which featured a performance by the Lt. Dan Band, a barbecue lunch provided by Irvine, and appearances by special celebrity guests Clint Howard and Kelly Carlson. In addition, Morale, Welfare, and Recreation set up a climbing rock wall, face painting, and bounce house for children.

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# Army Medicine's Workforce 2020 Project:

## *Caring for people while managing change*

U.S. Army Medical Command  
Story by Valecia Dunbar

SAN ANTONIO — The Workforce 2020 Project is an enterprise-wide initiative chartered Nov. 20 by the MEDCOM Chief of Staff to identify and develop process improvements to inform workforce restructuring decisions. WF 2020 key outcomes include realigning workforce with enduring missions, implementing business rules to assess change, and establishing processes and plans to shape the future force while minimizing adverse impacts to our valuable MEDCOM employees.

The WF 2020 Project is part of a broader transformation to meet current and future mission requirements.

“Our Nation has been at war over the last 12 years. With both conflicts coming to an end, the restructuring of a smaller, more agile Army, and changes in the Military Health System, we must appropriately assess and align the MEDCOM workforce to ensure the right capabilities exist in the right locations across Army Medicine,” says Ric Fiore, MEDCOM chief of staff and project champion.

To address changes driven by multiple internal and external forces, Army Medicine is charting a course that supports the strategic reset of the Army. The AMEDD Transformation Directorate (ATD) Program Management Office (PMO) is leading MEDCOM's WF 2020 project. Carey Klug, ATD director and WF 2020 project sponsor, is tasked with developing the processes to support force structure decisions that align workforce with future mission requirements. The WF 2020 project team, led by project lead Debra Caraway, is comprised of representatives from MEDCOM Human Resources, Resource Management, Manpower, Civilian Corps, and other key staff.

“In our current fiscal environment, building more facilities and hiring more people is not tenable,” says Lt. Gen. Patricia Horoho, Army surgeon general and commanding general U.S. Army Medical Command. “Instead, we need to innovate; we need to use our existing resources and know-how to create value for our beneficiaries and the Army. To transform from the traditional healthcare system, we must refine our abilities and increase our reach.”

Many questions surround the exact nature and

impact of the WF 2020 Project. The fiscal and strategic nature of the current environment dictates that “MEDCOM must change to survive,” says Klug. “The mission of Army Medicine is transforming. We can wait for change to happen, or we can drive the change to maintain relevancy and value into the future. Our current and future state is simply not resourced as it has been in the past.”

Although Klug readily admits that much is still uncertain, there is one thing that is certain. “I can tell you now, it's really about the people,” says Klug. “People are our most important asset; they add the real value to this organization.”

### External Forces:

The DOD, Military Health System (MHS), Defense Health Agency, and others influence how the WF 2020 Project work group will identify and recommend processes needed to support future workforce decisions. The impending financial constraints will require force reductions throughout the Armed Forces, and will generate reductions to MEDCOM. Additionally, multiple MHS studies, including the Modernization Study, Median Analysis of Mid-Sized Hospitals Study, and Small Hospital Study, will form the development of personnel management approaches that assist the WF 2020 project team in developing and standardizing processes to assist MEDCOM commanders in making personnel decisions.

### Internal Forces:

The implementation of new services and capabilities coupled with current force structure “initiatives” requires that we align our requirements, authorizations, and funding, as well as provide the tools to enable commanders to identify future changes to missions/services (enduring, temporary, or nonenduring) and align the workforce to those enduring missions in order to retain our valued personnel. The intent is to provide options for employees in temporary or non-enduring missions/ services to move to enduring positions. Options include training to qualify for an enduring position; permanent change of duty station (PCS) to another location where their valuable skill set is needed in an enduring position; and possibly other alternatives all focused to mini-

mize adverse impacts, on the organization and our people, such as a Reduction in Force.

### Managing Change:

“For the foreseeable future, MEDCOM will be continually affected by multiple studies and resource decisions that will drive change in our workforce structure, our facilities, and our services,” says Fiore. “There will be changes or reductions in the services we provide to our beneficiaries at some locations. There will be reductions in our military personnel and there will be reductions in our Civilian personnel. The key is to manage these changes in a way that minimizes the impact on our people. We can do this if we are deliberate in our hiring processes. We experience 6-8% attrition every year. Every vacancy is an opportunity to reshape. If we manage vacancies well, we can minimize impacts.”

The transformation process is guided by two key questions says Klug. “How do we set ourselves up for success in the future? How do we respond to change while ensuring the workforce is aligned with mission requirements?”

Keeping people informed and aware of the project is an important part of the PMO's directive. The WF 2020 work group is committed to leveraging the multiple communication platforms within Army Medicine to provide updates as the project progresses.

Leaders are looking at a culture change in the Army. The end state for Army Medicine is to achieve the surgeon general's vision to move Army Medicine to an Operating Company built around a System For Health. ATD's role is to deliver the technical and functional capabilities that will assist leaders in communicating the Operating Company principles of consistency, clarity, and accountability when faced with difficult workforce decisions and ensuing personnel actions.

“It comes down to one key point,” says Klug. “We must take care of the Soldiers, Civilians, and Families entrusted to our care. And, our people provide that care. Our future will be what we make of it and how we influence that is the biggest challenge we all face.”

## Senior airman Michael Connors selected for Officer Training School

By Steve Pivnick  
81st Medical Group

KEESLER AIR FORCE BASE, Miss. — Senior Airman Michael Connors is a step closer to his ultimate goal - to be elected President of the United States, he said.

Connors, a medical technician with the 81st Inpatient Operations Squadron Intensive Care Unit, learned Feb. 7, he had been selected for commissioning as an Air Force officer. He is one of 21 enlisted members selected this cycle out of more than 300 who applied.

“My application had to be submitted by August 2013 and selections were supposed to be announced in November,” said Connors. “That date

slipped a couple of times - until today.”

The future officer has his sights on the sky, having been accepted into the rated program. He will attend Officer Training School followed by the Basic Officer Course at Maxwell Air Force Base, Ala., sometime this year before entering training, either as an aircraft or drone pilot, navigator or air battle manager.

Connors graduated from Utah's Brigham Young University in 2010 with a bachelor's degree in political science. He had attempted to apply for a commission but learned there were no openings. So, after working a couple of years for Walmart, he enlisted in the Air Force in August 2011. Keesler was his initial

assignment. He currently is studying for a master's degree in business on-line with Liberty University in Virginia.

As for his presidential aspirations, he explained, “I'm trying to get experience in a number of areas. That's why I came into the military. As president you can't change something if you haven't experienced it. I'm aiming for 2024 but have to serve at least six-years as an officer so that might slip a bit.”

Connors said it was a privilege and honor to be offered this opportunity, but was adamant about giving credit to others who made it possible.

“It's humbling to be able to represent the enlisted side,” he said. “All the hard work has paid off. I definitely wouldn't

have made it without the people I work with and my chain of command that helped me through the entire process. It's all them. I wouldn't have been able to do this without them!”

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# An Invincible Spirit:

*Wounded Warriors and their caregivers celebrate the Road to Recovery at NMCS D*

By Regena Kowitz,

Naval Medical Center San Diego Public Affairs

SAN DIEGO — It's a warm February day in San Diego, and a crowd gathers in front of an outdoor stage. A short distance away, the air carries the smell of a barbecue and there are bounce houses, clowns, and face painting. You might think you're at a county fair, but you're actually at Naval Medical Center San Diego (NMCS D), enjoying the Gary Sinise Foundation's "Invincible Spirit Festival" and the culinary talents of celebrity chef Robert Irvine.

For the second time since 2012, Sinise and Irvine have partnered to honor the service, sacrifice, and heroic spirit of our nation's wounded warriors and those who care for them. Their goal is to provide a break from the day-to-day challenges that many wounded warriors and their caregivers face on the road to recovery.

"We're here to bring a little joy, a little fun, and a little food," said Sinise. "We want to give everyone a good time and show support."

Irvine, a former member of the British Royal Navy, knows a thing or two about deployments and military service, said it's important to him for veterans, wounded warriors, and their caregivers to know that they aren't forgotten.

Sinise, also known as Lt. Dan for his iconic role in the film "Forrest Gump," has been visiting NMCS D for the past seven years, spending time with patients and staff, thanking them for their service, and boosting morale.

But he wanted to do more for the wounded warriors as well as their family members and the medical staff who spend countless hours providing care and guiding them through their rehabilitation. So, in 2012 he brought the first "Invincible Spirit Festival" to NMCS D.

"This festival lets patients and staff at the medical center know that their efforts are appreciated not only by celebrities, but by the broader community in general," said Rear Adm. Bruce Gillingham, commander, Navy Medicine West and NMCS D.

Appreciation and gratitude are definitely key components of this event.

Walking through the crowds, the interaction between patients and staff is notable for its sense of friendship and camaraderie. For many patients, what they have found at NMCS D is not just comprehensive, cutting-edge medical care that gives them their lives back. Many of them have formed lasting bonds with their caregivers because of the high level of dedication and compassion among the staff at the medical center. So, in addition to live music and plentiful food, the "Invincible Spirit



(U.S. Navy photos by Mass Communication Specialist 2nd Class (SW/AW) Sean P. Lenahan/Released)

**MTV Lifetime Achievement Award winner and actor Clint Howard pretends to punch San Diego Padre's Mascot, the Friar, during an appreciation day at Naval Medical Center San Diego for staff, patients, and families. The Gary Sinise Foundation along with sponsors American Airlines, Sysco Food Distribution, Chef Robert Irvine, and the Hyatt Regency La Jolla hosted the "Invincible Spirit Festival," which featured a performance by the Lt. Dan Band, a barbecue lunch provided by Irvine, and appearances by celebrity guests Clint Howard and Kelly Carlson. In addition, Morale, Welfare, and Recreation set up a rock climbing wall, face painting, and bounce house for children.**

Festival" also provides an opportunity for former patients to reconnect with their caregivers.

David Berling, a former patient, and his wife Melissa returned to the medical center for the festival. They both have a deep appreciation for the staff that cared for Berling after he was severely injured in 2007 and had to have both legs amputated above the knee.

"The level of expertise was great," said Berling. "The staff here was willing to work so hard and do everything they could to ensure that I had a very good quality of life."

In addition to the surgeons who worked to preserve as much of Berling's legs as they could, the couple is grateful to all of the staff they encountered at NMCS D. Like the physical therapist who walked with Berling for hours, holding his gait belt, as he learned to walk using his prosthetics. And the respiratory therapists who made sure he continued to breathe while he was in a medically induced coma.

According to Melissa, when they look back at the pictures they took to chronicle her husband's recovery, one thing that struck them was that he was never alone in any picture. He was with at least one of his caregivers in every single one of them.

That tireless dedication is second nature to the staff at NMCS D. They spend countless hours helping their injured and ill patients every step of the

way throughout their recovery. And this is why the "Invincible Spirit Festival" is so important, not just for the patients, but for the staff who care for them.

"Everybody is trying to do what's

best for our service members and their families, and our caregivers are invested in their recovery," said Jennifer Town, director of the Comprehensive Combat and Complex Casualty Care (C5) program that provides medically-advanced rehabilitation to wounded, ill, and injured service members.

For Town, the festival is an opportunity for everyone who contributes to the care of wounded warriors to be recognized and realize that their contributions are valuable.

"Those who participate in wounded care aren't just a group of people, we are a team," said Town. "Whether it's answering phones, taking blood, or administering paperwork, everyone who touches a patient in some way deserves to be recognized and appreciated for all they've done in support of our wounded warriors and their families."

According to Gillingham, it's because of that emotional investment that the medical center's staff has in their patients' recovery that it's important to pay attention and watch for compassion fatigue, stress-related symptoms associated with the continual exposure to the suffering of others. Events like the festival that bring the caregivers and patients together to take a break and just enjoy the day helps relieve a little of that stress.

"Today, what I've enjoyed the most is just seeing the smiles on the faces of our patients and staff," said Gillingham.



**Celebrity Chef Robert Irvine (left), Commander, Navy Medicine West and Naval Medical Center San Diego (NMCS D) Rear Adm. Bruce L. Gillingham (center) and Gary Sinise (right), an Emmy and a Golden Globe Award winning actor, answers questions during a media availability at NMCS D during the staff, patient, and family appreciation day.**



(U.S. Navy photo by Mass Communication Specialist 3rd Class Pyoung K. Yi/Released)

**Director for Naval Center Combat & Operational Stress Control (NCCOSC) Capt. Scott L. Johnston speaks during NCCOSC's Ribbon Cutting and Open House ceremony at Naval Medical Center San Diego Building 14. The Open House included a tour of the Independent Duty Corpsmen Program Spaces, Virtual Reality Room, and Advanced Dental Assistant Program Lab.**



**Senior Health Facility Planner of Navy Medicine West (NMW) Lt. Alex Aldana (center) receives an award as Officer in Charge of Surface Warfare Medical Institute Cmdr. Jeremy J. Hawker (left) and Commander, Naval Medical Center San Diego (NMCS) and NMW Rear Adm. Bruce L. Gillingham (right) applaud during Naval Center Combat & Operational Stress Control's Ribbon Cutting and Open House ceremony at NMCS's Building 14.**



**Independent Duty Corpsmen students performing a simulated trauma treatment during Naval Center Combat & Operational Stress Control's Ribbon Cutting and Open House Ceremony at Naval Medical Center San Diego's Building 14.**



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Chair, Psychiatry and Behavioral Sciences Search  
c/o Clara Irizarry, MPA  
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# Nurse and Nurse Practitioners

## National Conference for Nurse Practitioners aims to improve quality of patient care with evidence-based sessions, hands-on workshops

Nurse practitioners are invited to attend the National Conference for Nurse Practitioners: The Conference for Primary and Acute Care Clinicians, April 23-26, 2014, at the Hilton Chicago in Chicago, IL. The conference provides a forum for evidence-based educational sessions, hands-on workshops, and skill-building sessions that deliver comprehensive, results-oriented strategies. Nurse practitioners in primary and acute care settings will learn from top-rated speakers in a variety of sessions including drug updates, chronic pain, laboratory diagnosis, health disparities among LGBT persons, ARDS and asthma, heart failure, dermatology, pediatrics, geriatrics, billing and coding, and much more. CE and Rx credit will be awarded.

The conference will kick off with the keynote address, "Awesome Practiced Daily!" by Carol L. Thompson, PhD, University of Tennessee College of Nursing. Breakout sessions, workshops, and skill-building sessions will follow over the course of the conference. Hands-on workshops are incorporated throughout the program and are among the most popular annual offerings. Featured workshops, presented as two-part courses, include "Basic Suturing," "Common Office Procedures," "Dermatologic Procedures," "Orthopedic Assessment/Upper

Extremity/Joint Injection," and "Principles of Splinting."

The 2014 conference offers up to 21.75 contact hours and up to 16.5 hours toward advanced pharmacology requirements. Lippincott Williams & Wilkins is accredited as an approved provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

The conference is sponsored by Wolters Kluwer Health – Lippincott Williams & Wilkins, publisher of The Nurse Practitioner journal. For complete registration information, visit the National Conference for Nurse Practitioners website at [www.ncnconference.com](http://www.ncnconference.com).



### • CRDAMC

Continued from page 1

practice level who collectively take responsibility for ongoing patient care.

- Whole person orientation. The personal provider is responsible for providing all of the patient's health care needs or for arranging care with other qualified professionals.

- Coordinated and Integrated Care. Each patient's care is coordinated and integrated across all elements of the health care system and the patient's community.

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- Improved access: In the PCMH, enhanced access to care options are available through open scheduling, same day appointments, secure messaging, and other innovative options for communication between patients, their personal physician and practice staff.

Army Medicine's goal is to have all of its primary care facilities in the continental United States and overseas achieve NCQA recognition and transform to the Patient Centered Medical Home model of care no later than Oct. 1, 2014. The transition to the PCMH model of care is part of Army Medicine's overall shift from a health care system to a system for health.

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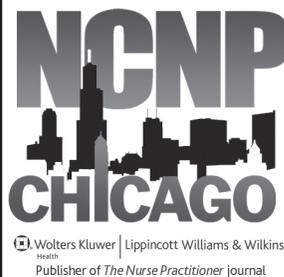
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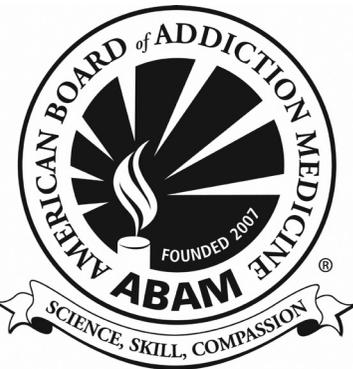


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**Please call Health Director, Buck Wilson for more information at (910) 703-1207**

**Miscellaneous**  
 We are actively recruiting for Licensed Clinicians (LICSW/LMHC), Nurse Practitioners and Psychiatrist. Recognized by the Boston Globe as one of the 2013 TOP 100 places to work, Bay Cove Human Services is a private, not-for-profit corporation that provides a wide variety of services to individuals and their families who face the life-long challenges of developmental disabilities, aging, mental illness and drug and alcohol addiction. Please visit **www.baycove.org** for further information and to apply accordingly.

**Wake Forest®**  
**Baptist Medical Center**  
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 Hiring Primary Care Clinician to care for patients age 18+. Opportunity to work with Residents and students. Please send CV to **mkiger@wakehealth.edu**. EOE/AA

**Wake Forest®**  
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**PHYSICIAN & NURSE PRACTITIONER**  
 Vermillion-Parke Community Health Center looking for a Physician & Nurse Practitioner to join its outstanding and compassionate team. FT/PT; Full benefits; Loan repayment through the Nat'l Health Service Corps. Forward resume to:  
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 The Clinic You Can Trust  
**Family Medicine Physician - Wellton, AZ**  
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**Sunset Community Health Center** is a FQHC/ Non-profit serving the rural areas of Yuma County, Arizona. We have 4 clinics serving the underserved. Located in the warm climates of southern Arizona close to San Diego, CA and within 3 hours of Phoenix, AZ. You get a small town life-style with easy driving to major metropolitan areas. Contact: Dr. Ellen Piernot, CMO for details of salaries and benefits.  
 Email: **epiernot@sunset-chc.org**  
 Visit our website at:  
**www.sunsetcommunityhealthcenter.org**  
 for additional information.

  
**Sunmount DDSO** is hiring:  
**All titles require Budget approval to fill**  
**Physician**  
 (New York State License to practice, have an M.D., M.B.B.S. or D.O., one year postgraduate training and one year medical experience)  
**Nurse Practitioner**  
 Must have a certificate and current registration to practice as a Nurse Practitioner in NYS  
**Physician's Assistant**  
 Must be registered as a Physician's Assistant by NYS Education Dept OR Possess a limited permit to practice as a Physician's Assistant in NYS  
**Occupational Therapist**  
 Must have a limited permit or a license and current registration to practice in New York State  
**Psychologist**  
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**SUNMOUNT DDSO**  
**2445 STATE ROUTE 30, TUPPER LAKE, NY 12986**  
**(518) 359-4155**  
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**Mental Health**



**Education/Experience:**

- Master's degree and license in mental health preferred, program management or related field. Experience working with persons with mental illness preferred. CAC preferred.
- Prior military service is strongly preferred or in-depth knowledge of military culture.
- Excellent customer service skills needed in interactions with the military community and within the Jefferson Center organization.

**Duties:**

- Development and oversight of the Veteran Services program, Total Force, including outreach to the military community to identify the mental health needs of veterans and their families. Build relationships and/or partnerships within the military community that are beneficial to the implementation and growth of the program.

Send cover letter and resume to:

[kimberlym@jcmh.org](mailto:kimberlym@jcmh.org)

Visit: [www.jcmh.org](http://www.jcmh.org), click on careers tab.  
EOE M/F/D/V and tobacco free

**Psychiatrists**

**PSYCHIATRIST**

Rimrock is recruiting for a FT or PT Psychiatrist to provide psychiatric services to our patients with co-occurring disorders. No call required. Rimrock has a solid reputation for treatment of multiple addictions and eating disorders. We are Montana's largest addiction treatment facility with 90 beds. Rimrock is near the mountains and Yellowstone Park with great recreational opportunities. EOE

Contact Rimrock Human Resources

1231 North 29th Street

Billings, MT 59101

1-800-227-3953

[www.rimrock.org](http://www.rimrock.org)

**Physicians**

**Eastern Shore Rural Health System, Inc.** recruiting for:  
• Family Practice Physician • Internal Medicine Physician  
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Jeannette R. Edwards (jre@esrh.org) 757-414-0400 ext. 112

Medical Director/Chief Medical Officer – Provide leadership & medical expertise to our dynamic team of providers, assure system infrastructure and processes that support our patient centered, holistic approach. FT, but will consider PT. Shared between administrative & clinical responsibilities. Exp. in a community health center, teaching and international medicine is pref'd. The Portland Community Health Center is a federally qualified health center located in the heart of beautiful Portland, Maine. We offer competitive compensation & full benefits pkg. To apply, please email cover letter, resume and salary expectations to: [atucker@portlandchc.org](mailto:atucker@portlandchc.org)

**LARNED STATE HOSPITAL**  
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- Psychiatrists • Pharmacists
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or contact Human Resources at 620-285-4380



CODAC Behavioral Health Services in Tucson, AZ seeks the following:

- Psychiatrist (MD, DO)
- Physician – Internal or Family Medicine
- Family Nurse Practitioner

Full-time professionals needed to provide services at our Outpatient Integrated Primary Medical and Behavioral Health Care programs in beautiful, sunny Tucson, AZ. Familiarity with the public mental health systems is a must. Duties will include: Assessment, Evaluations, Medication Management, Service Coordination, Treatment and/or Referrals. We have an electronic health record system including e-prescribing, so candidate must be computer-literate. Competitive Salary and full benefit package is provided including health insurance and retirement benefits. Please contact:

Estella R. Searcy at 520-202-1713 and/or submit your CV on-line at [www.codac.org](http://www.codac.org)

**Physicians**



Lexington Clinic, Central Kentucky's oldest and largest multi-specialty group practice, is seeking a BC/BE FAMILY MEDICINE PHYSICIAN to join a very busy primary care practice located in Lexington, Kentucky.

This position will offer a competitive salary guarantee with production-driven quarterly bonuses and excellent benefits. Opportunity for partnership is available after one year! EOE.

Interested candidates, please contact:

**Lora Neace, CPCS,**  
**Recruitment &**

**Credentialing Specialist**

o. 859.258.4508 | f. 859.258.6122

[lnac@lexclin.com](mailto:lnac@lexclin.com)



~ Family Physician ~  
~ Optometrist ~

Yakima Neighborhood Health Services (YNHS) in Yakima, WA, seeking a Family Physician and Optometrist for our Community Health Center in Central WA State. We provide over 100,000 visits annually, at five locations, to low income and disadvantaged individuals in the Yakima Valley. We also have a special focus to serve the homeless. Accredited by the Joint Commission and recognized by NCQA as a Patient Centered Medical Home. YNHS offers multi-disciplinary teams to provide comprehensive, holistic care (medical, dental, pharmacy, vision, nutrition, and outreach). Our staff enjoys competitive salaries and benefits. If you are interested in learning more about working with a dedicated team to serve those most in need, please send a CV/resume to:

**Rhonda Hauff,**  
**Chief Operating Officer/Deputy CEO,**  
at [rhonda.hauff@ynhs.org](mailto:rhonda.hauff@ynhs.org)  
or call 509-574-5552

**Physicians**



**Emergency Department positions** available in the Division of Emergency Medicine, University of Tennessee Health Science Center, Memphis, TN. Board certification in Emergency Medicine preferred. Emergency Department physicians will provide care at the Regional Medical Center (the MED) in Memphis, TN. The MED is a Level One trauma center with approximately 30,000 ED visits/year. These positions are principally adult emergency medicine; participation in education of students and residents in Medicine is expected. Send CV/cover letter to: Chantay Smartt, M.D., Chief of Emergency Medicine, Regional Medical Center via fax 545-8996 or email at: [csmartt@uthsc.edu](mailto:csmartt@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, employment programs and services.



**General Internist Partner Opportunity**  
**Mowery Clinic**, a large well-established multi-specialty clinic in Salina, Kansas, is seeking a **BC/BE General Internist**. The clinic currently has three FTE General Internists, with one planning for retirement upon the hiring of a new partner, thereby providing a well-established practice for the new physician. This opportunity will enable a well-qualified candidate to join a highly respected independent medical group and provide traditional outpatient and inpatient care to a wonderful patient population. Mowery Clinic is committed to delivering quality healthcare and offers a competitive compensation and benefit package, including immediate partner status, a first-year earnings guarantee, and a relocation expense allowance. For more information about this opportunity, please contact:

**Jenny VonLintel, Clinic Administrator,**  
at (785) 822-0261  
or [jvonlintel@moweryclinic.com](mailto:jvonlintel@moweryclinic.com)



**PSYCHIATRISTS**

**IMMEDIATE CAREER OPPORTUNITIES for:**

- **Medical Director (Psychiatrist)** - East Orange Hospital, East Orange, N.J.
- **Child & Adolescent Psychiatrist** - St. Clare's Hospital, Denville, N.J.
- **Outpatient Psychiatrist** - St. Clare's Hospital, Denville, N.J.
- **Per Diem Psychiatrists** - Various Hospitals throughout New Jersey
- **Adult and/or Child Psychiatrist** - Lourdes Health System, Willingboro, N.J.
- **\$5K Bonus - Adult/Child Psychiatrist** - South Jersey Hospital System (Inspira), Bridgeton, N.J.

CFG is a broad based healthcare provider that is dedicated to increasing access to care via innovative applications of technology like Telepsychiatry and virtual environments. In addition to running its own clinics, CFG provides hospital based programs including inpatient psychiatric services, ED evaluations, psychiatric crisis center intervention, medical/surgical floor consults, school-based programs, partial hospitalization programs, residential treatment services and healthcare services for correctional facilities. We are currently accepting inquiries and ask that you contact our recruiter, Ms. Deborah Carey of CFG Health Network. Ms. Carey has met with our client and has an in-depth knowledge of what they are seeking. We are confident that she will be able to convey the needs and spirit of our partnership to you. Please submit your resume via fax to: 856-396-3179 or by email to [dcarey@cfgpc.com](mailto:dcarey@cfgpc.com)

Check out our website: [www.cfghealthnetwork.com](http://www.cfghealthnetwork.com)



UNIVERSITY of MARYLAND

**Coastal Community Openings for BP/BC Emergency Physicians**

Physicians/Vibrant full-time career possibilities in spectacular coastal community settings tucked in and around the stunning Chesapeake Bay not far from the Baltimore metropolitan area, Washington, DC & Philadelphia. Live and work in an atmosphere that fosters work/life balance.

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## Physicians

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 918-453-5655, Benjamin-king@cherokee.org

Primary Care FM or IM Physicians for community health center in Flagstaff, AZ. We are 2 hrs. north of Phoenix, 4 season mountain community near Sedona & Grand Canyon. Guaranteed salary, full benefits, loan repayment opportunity & more. Contact:  
**Sandy Seby, sseby@nchcaz.org, 928-522-9514**  
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 Retiring in 2014 after 36 yrs. in successful solo practice of Internal Medicine. Located approx. 2 miles outside the Capital Beltway in MD. Residential area of mostly federal employees. Within 2 mile radius of 3 nursing homes, senior citizen living building and senior citizen living area. Great potential.  
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 FT or PT BC/BE physician to join existing dept staffing 2 urgent care facilities. Lab & x-ray on site; open 7 days/wk, no call; shifts are 8-12 hrs/day. Comp salary & benefits pkg. Contact Valeri Saffer, CEO at:  
**vsaffer@tmimontana.com or fax 406.721.3907**

**Cheshire Medical Center  
 Dartmouth-Hitchcock Keene  
 FAMILY MEDICINE**  
 Dartmouth Hitchcock Keene, a multi-specialty community practice is seeking BC/BE Family Physician/General Internist for an ambulatory practice focused on Medical Home. Full time is 32 hours plus 4 hours for panel management. Weekday call (phone only) is approximately 1:16, weekends 1:8. Competitive compensation.  
**Interested candidates should contact:**  
**Julie Wolf @ 603-354-5450**  
**Or: jwolf@cheshire-med.com**

**COMMUNITY HEALTH Care** Tacoma, WA - We are currently seeking Family Practice Physician's with Obstetrics, Physician's Assistants and Nurse Practitioner's to join our team. We offer competitive compensation, great benefits and employer paid malpractice insurance.  
**To apply visit www.commhealth.org or call 253-722-1539 for more information**

**Cheshire Medical Center  
 Dartmouth-Hitchcock Keene  
 UROLOGY**  
 Dartmouth Hitchcock Keene, a multispecialty community group practice, is seeking a BC/BE General Urologist. The combined position between DHK and Dartmouth Hitchcock Medical Center includes an academic appointment. Excellent opportunity to use your laparoscopic and robotic surgical skills to practice in a state-of-the-art urology facility with on-site procedure and treatment rooms. Outpatient practice is Mon-Fri, 8am-5pm. Call 1:5. Competitive compensation.  
**Interested candidates should contact:**  
**Julie Wolf @ 603-354-5450**  
**Or: jwolf@cheshire-med.com**

**Family Physician – Fitchburg, MA**  
 Family Practice Physician needed to staff community health center serving primarily uninsured or underinsured residents of the North Central Worcester County area. Qualifications: BC/BE candidate. This is a great opportunity to work in our new facility to be completed in Spring 2014. We offer attractive salary & benefits package. Please submit resume and cover letter to the Attention of Sarah Johnson, Human Resources Manager, Community Health Connections Family Health Center, 275 Nichols Rd, Fitchburg, MA 01420 or fax to: 978-665-5959 or Email to: sjohnson@chcfdc.org; phone calls welcome 978-878-8505 (direct line). EOE

## General Internists, Geriatricians and Employee Health Physicians

Dartmouth-Hitchcock Clinic in Lebanon, NH is seeking BC/BE Internists, Geriatricians and Employee Wellness Specialists to join the Section of General Internal Medicine, a growing and energetic academic, ambulatory practice. The Section is an integral member of the dynamic Dartmouth-Hitchcock Primary Care Group which has a focus on clinical and educational quality improvement, outcomes and population health. We are actively engaged in re-designing how we deliver primary care and are looking for faculty with enthusiasm and interests in outcomes research, population health and new models of care delivery. These positions involve delivering high-quality, team-based outpatient care and participating in innovative outpatient resident and medical student teaching opportunities. Successful candidates will receive a faculty appointment at the Geisel School of Medicine at a rank commensurate with experience. Full-time and part-time applicants will be considered

Desired backgrounds for the successful candidates include experience in primary care clinical practices, patient-centered medical homes, geriatric settings and a keen interest in preventive and lifestyle medicine.

Dartmouth-Hitchcock, located in Lebanon, NH on the Vermont/New Hampshire border is where you will find that traffic is a memory and outdoor activities abound. This unique area of Northern New England offers excellent schools, lively arts, and an unmatched quality of life in a beautiful, rural setting and because the area is also home to the prestigious Ivy League Dartmouth College, it offers a vibrant, academic and professional community setting. Candidates should submit a cover letter and a curriculum vitae to:

**Kathryn Kull**  
**Dartmouth-Hitchcock Medical Center, One Medical Center Drive, Lebanon, NH 03756**  
**E-Mail: GIM@dhphysicians.org**



Dartmouth-Hitchcock



GEISEL  
 SCHOOL OF  
 MEDICINE  
 AT DARTMOUTH

Dartmouth-Hitchcock Clinic is an affirmative action/equal opportunity employer and is especially interested in identifying female and minority candidates.

**www.dartmouth-hitchcock.org**



## PSYCHIATRIST MD OR DO



**Located in Vista, California, Vista Community Clinic is a private, nonprofit outpatient community clinic located in North San Diego County serving people who experience social, cultural or economic barriers to health care in a comprehensive, high quality setting.**

### Position

Part-time Psychiatry MD or DO or part-time or full-time Family Medicine/Psychiatry MD or DO.

### Responsibilities

Provide consultation-liaison services for patients suffering from both psychiatric and medical disorders by focusing on the evaluation and treatment of patients serving adolescents, adult, seniors and their families. Preferably able to serve children as well, but not required.

### Requirements

- Graduation from a recognized school of medicine
- Valid California medical license as MD or DO; Board certified or eligible
- Authorized to practice psychiatry in California
- Certified as a diplomat in the American Board of Psychiatry and Neurology in psychiatry
- Completion of a psychiatric residency or family medicine/psychiatry residency in an ACGME approved residency program
- Psychiatrist with Medicare and California Medicaid numbers prior to start of employment
- Valid DEA certificate
- 2 years experience working full-time as psychiatrists and MD or DO in child and adult psychiatry

**Contact Us:**

**visit our website at [www.vistacommunityclinic.org](http://www.vistacommunityclinic.org)**

**Forward resume to [hr@vistacommunityclinic.org](mailto:hr@vistacommunityclinic.org) or fax resume to 760 414 3702.**

EOE/M/F/D/V

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SOURCING THE HUMAN MISSION



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STG International, a government contractor with healthcare professionals in 35 states, is a national leader in the provision of medical staff and support services. We work in a variety of government inpatient and outpatient settings nationwide.

STG International is seeking qualified candidates for full-time civilian opportunities for Primary Care Physicians to support the Immigration & Customs Enforcement (ICE) Detention Centers located in:

- Stewart, GA
- El Centro, CA
- Tacoma, WA
- Jena, LA

Physicians must be Board Certified, plus 2 yrs min experience in an Internal or Family Medicine environment. Maintain a state specific license or willing to obtain, possess current DEA, ACLS and BLS. Interested candidates please apply online at our website:

[www.stginternational.com/careers](http://www.stginternational.com/careers) or send a current CV to [recruiting@stginternational.com](mailto:recruiting@stginternational.com)

Great benefits! Competitive compensation! STG is an EOE compliant organization



FAMILY MEDICINE POSITIONS

Elliot Health System is proud to support our men and women in uniform. At Elliot Hospital, it all comes together. Collaborative and supportive colleagues. Hospital leadership that is physician-based. And a high quality of life in one of the most livable states in the country. It's no wonder that we boast one of the lowest turnover rates of physicians in the country—less than 4% in the past decade. It's a place where you truly can live well, work well and build a better life for you and your family. Due to our amazing growth and our commitment to providing the best possible care to our patients, Elliot Health System is hiring for multiple positions throughout our organization. We are committed to actively recruiting those whose service is coming to an end. Listen to what our military veteran's have to say about working here.



Dr. Michael McCarten  
Captain, Medical Corps  
US Navy, (Retired)

In my 30 year Navy career I reported for duty to over a dozen different commands. I considered some as 'good commands', others 'bad commands' based on the spirit of the command members, the attitude of the Command Suite toward its sailors, and the sense of pride in command accomplishments. The Elliot is a 'good command' as it offers all the intangible elements that made military commands enjoyable: a sense of pride, a sense of mission, and an eye on the future.



Christopher O'Donnell  
Commander,  
Medical Service Corps  
US Navy, (Retired)

Elliot Health System brings together an amazing group of professionals from around the world, dedicated to providing the best care to New Hampshire communities. When I chose the NH/ME seacoast area to retire after serving in Navy Medicine, the Elliot's reputation for being a progressive organization with amazing talent quickly stood out. The organization's patient-focused approach is closely aligned with what I had experienced throughout the Military Health System. The Elliot Team supports your need to grow both personally and professionally - including a firm commitment to a strong work/life balance!

If you are interested in a physician career with Elliot Health System, please contact:  
Jill M. Stagner - Director, Medical Staff Recruitment · Email: [JStagner@Elliot-HS.org](mailto:JStagner@Elliot-HS.org)

Like us on Facebook: [facebook.com/ElliotPhysicians](http://facebook.com/ElliotPhysicians) Follow us on Twitter: @ElliotPhysician

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### Admission Requirements

- Applicants must have a current/active, unencumbered United States R.N. license
- Applicants must have an overall GPA of 2.6 or higher on a 4.0 scale (*Please see website below for details*)
- Applicants must have graduated from a college or university that is regionally accredited and a Nursing Program accredited by the Accreditation Commission for Education in Nursing (formerly National League for Nursing Accrediting Commission, NLNAC) or the Commission on Collegiate Nursing Education (CCNE)
- Applicants who graduated from a diploma program will be reviewed on an individual basis
- \*Complete a minimum of 36 semester hours

*\*12 semester hours are credited with an RN License*

Please check the application deadline date carefully on our website at:

<http://www.nova.edu/nursing>

### **For further information please contact:**

Matthew DeBruin, Director of Student Outreach  
Nova Southeastern University, College of Nursing  
Phone: (954) 262-1975 Email: [mdebruin@nova.edu](mailto:mdebruin@nova.edu)  
Website: [www.nova.edu/nursing](http://www.nova.edu/nursing)

