



Texas OPTI

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Staying in touch...and keeping our interns, residents
and fellows informed and educated.

Editor: Eryn Loney, MLA

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. Currently, there is a shortage of physicians in the U.S. This is *good* news for physicians who are 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.

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!

Residents Teaching Medical Students

In your fast-paced daily environment, how do residents successfully teach students? How do they impart wisdom, knowledge, positive role modeling, and leadership skills in the midst of their own busy schedules? Helene Alphonso, D.O., Director of Osteopathic Medical Educations from JPS Health Network in Fort Worth shares her thoughts with us...“Someone once summarized clinical education as ‘see one, do one, teach one.’ Every resident is a teacher at some point in their career. ‘It has been estimated that first-year residents devote approximately 10% of their time to teaching, while senior-level residents may spend as much as 70% of their time teaching, a high proportion of which is informal role modeling.’ Residents as Teachers: A Guide to Educational Practice, T.L. Schwenk & N. Whitman (1993). ‘The importance of the teaching role of the resident is undisputed. Medical students, interns, and program directors agree that students and interns on ward rotations gain more knowledge from their residents than from their attending physicians.’ (Spickard, Wenger & Corbett, 1996.) Because of this trust in their upper level residents, one must be cautious of continuing medical practice habits because of habit, and be sure to use an evidence base in teaching students.

‘Evidence suggests that many residents teach ineffectively....**they rarely cited literature, asked questions, or gave feedback to their learners**--all teaching behaviors found to be highly effective in the faculty development literature.’ (Morrison, 2000.) Fortunately medical specialty organizations have compiled algorithms and guidelines which are readily available online. Residents teaching medical students should be sure to review and reiterate these guidelines as an evidence based beginning of the therapeutic process. They can then give a case example or use a patient seen on rounds as that example to show how guidelines are applied in vivo. Often practice does not exactly follow guidelines, and an exploration of treatment options with a risk benefit assessment of each is necessary.

Medicine is an *art* and teaching art can prove challenging. By utilizing accepted practice guidelines and explaining the thought process behind medical decision making, residents can learn as they teach, and be sure to pass on accurate information to their peers and medical students. ‘To teach is to learn twice.’”

Save the Date

OMM Training Workshop

February 4th
9 am until noon

TOMA 56th Midwinter Conference

February 3-5

OPTI GMEC Meeting/AODME Conference

Wednesday, April 25th
6:30-8:30 pm

TCOM Education Conclave

August 2nd & 3rd

OPTI Board of Trustees Meeting

August 2nd

News + Notes

Faculty position available at Conroe Medical Education Foundation Family Medicine Residency Program!

Conroe is seeking a faculty member practicing the full range of family medicine, including OB. We are a well respected, unopposed community based program with superb faculty and residents. Our facilities, personnel and benefits are outstanding. We enjoy substantial federal and state grants which have allowed an expansion of teaching opportunities and which can afford Public Health Service recognition of your faculty appointment. All candidates must be able to obtain a Texas license. Contact Jennie Faulkner, C-TAGME, Medical Education Director: jfaulkner@lonestarfamil.org for additional information.

Texas OPTI Members

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