



RECRUITING PHYSICIANS TO THE UNIVERSITY OF MARYLAND MEDICAL SYSTEM

## ENDOCRINOLOGY

Exceptional full-time opportunity for BC/BE Endocrinologist at Upper Chesapeake Health's Diabetes & Endocrinie Center. Support staff includes a nurse practitioner, certified diabetes educators, and registered dietitians. Competitive compensation/benefits package and attractive work setting in a growing community.

## ENDOCRINOLOGY FACULTY

The University of Maryland School of Medicine, Department of Medicine, is seeking a new faculty member to join a vibrant group of 27 physicians. Position is for a Professor or Associate Professor to assume the role of Head of the Endocrine Section at the Baltimore VAMC and contribute to the clinical, teaching and research programs at the VA and University. Must be board eligible/certified in Endocrinology. A competitive salary and full benefit package is offered.

## FAMILY MEDICINE

Full-time opportunity for BC/BE Family Medicine Physician on Maryland's Eastern Shore at Shore Health System, an affiliate of the University of Maryland Medical System. Competitive salary, benefit package and incentives. The Memorial Hospital at Easton and Dorchester General Hospital in Cambridge are private, not for profit hospitals with a combined 199 licensed beds offering a complete range of inpatient and outpatient services to over 100,000 people throughout the Mid-Shore of Maryland.

## HOSPITALIST

Chester River Hospital Center and Eagle Hospitalists, Inc. are recruiting a full time hospitalist to join their hospital program in Chestertown, Maryland. We are seeking 7 day on, 7 day off rotations with flex scheduling depending on volumes in terms of in hospital time. Competitive salary and benefits package, relocation reimbursement, sign on bonuses and incentive compensation available. Chester River is a 48 bed acute care hospital offering extensive medical and surgical services and some of the most advanced diagnostic tools available today.

## HOSPITALIST FACULTY

The University of Maryland School of Medicine, General Internal Medicine is seeking a Full or Part-Time internist for non tenure faculty position at the rank of Instructor and/or Assistant Professor for its inpatient Hospitalist services, including a newly formed Intermediary Care Unit (IMC) hospitalist service. All services provide 24/7 coverage and there are opportunities available for teaching. Competitive salary and benefits.

## INFECTIOUS DISEASE FACULTY

The University of Maryland's Division of Infectious Diseases and the Institute of Human Virology's Division of Clinical Care and Clinical Research is seeking a Full-Time non-tenure track Instructor or Assistant Professor faculty member for an appointment in the School of Medicine's Department of Medicine. Candidates must be board-certified in internal medicine; preferably BE or BC in infectious disease.

## INTERNAL MEDICINE

Exciting opportunity for BC/BE Internal Medicine Physician at Upper Chesapeake Health. Exceptional financial package includes salary, bonus opportunity and full benefits. Upper Chesapeake delivers care in a safe, community-based suburban setting that offers all the technology and benefits of a large city hospital with none of the hassles. Optional practice opportunities include nursing home and sub-acute rehab patients (not required, but optional for increased income potential).

## INTERNAL MEDICINE

Exceptional Part-Time or Moonlighting opportunity for BC/BE House Officer in central Anne Arundel County, Maryland at Baltimore Washington Medical Center, part of the University of Maryland Medical System. BWMC is a suburban community hospital consisting of 311 beds with a medical staff of 600+ physicians. Physicians will participate as members of the medical staff of Baltimore Washington Medical System.

## NEPHROLOGY

The Nephrology Division at the University of Maryland School of Medicine is recruiting a faculty member at the Assistant/Associate Professor level. Candidates must be board certified in Medicine and Nephrology and will be expected to serve as attending on the nephrology and transplant services. Interested candidates will also be expected to develop a focused basic and/or clinical research program.

## NEUROLOGY

Exceptional Full-Time opportunity for BC/BE Neurologist at Upper Chesapeake Health. Busy Inpatient and Outpatient practice. Office based EMG, EEG studies performed. Upper Chesapeake Health owns two not-for-profit hospitals in Northeastern, Maryland. Facilities are quality excellence award winners with advanced technology. Partnership track opportunity and competitive salary.

## NEUROSURGERY

Baltimore Washington Medical Center (BWMC) is seeking a BC/BE Neurosurgeon to join a very busy, established, single surgeon practice. Physicians will participate as members of the medical staff of Baltimore Washington Medical Center, an affiliate of the University of Maryland Medical System (UMMS). BWMC is a suburban community hospital consisting of 311 beds with a medical staff of 600+ physicians. Competitive salary and excellent benefits package.

## OB/GYN - EASTERN SHORE

Full-Time opportunity for BC/BE OB/GYN on Maryland's Eastern Shore at Shore Health System, an affiliate of the University of Maryland Medical System (UMMS). The Memorial Hospital at Easton and Dorchester General Hospital in Cambridge are private, not for profit hospitals with a combined 199 licensed beds offering a complete range of inpatient and outpatient services to over 100,000 people throughout the Mid-Shore of Maryland. Competitive salary and comprehensive benefits package.

## OB/GYN - BALTIMORE

Full-time opportunity for BC/BE OB/GYN in central Anne Arundel County, Maryland. Baltimore Washington Medical Center, part of the University of Maryland Medical System (UMMS), opened an 18 bed obstetrical unit in late Summer 2009, and is recruiting now to ensure physician capacity for this growing community. BWMC is a suburban community hospital consisting of 311 beds with a medical staff of 600+ physicians.

## PSYCHIATRY

Full-Time hospital based Psychiatrist opportunity at Baltimore Washington Medical Center, Anne Arundel County, Maryland. Faculty teaching appointment at University of Maryland and Sheppard Pratt possible. Physician will participate as a member of the medical staff of Baltimore Washington Medical Center, an affiliate of the University of Maryland Medical System (UMMS). Excellent Salary and Benefits.

## PULMONARY CRITICAL CARE

Full-Time opportunity for BC/BE Pulmonologist/ Critical Care physician to join 5 pulmonologists at Maryland General Hospital. Diversified practice setting provides coverage for sleep lab and ICU. MGH is a 238-bed community teaching hospital and affiliate of the University of Maryland Medical System (UMMS). Competitive salary, incentives and benefits package available, J1, H1B visa welcome.

## PULMONARY CRITICAL CARE FACULTY

The Pulmonary and Critical Care Medicine Division at the University of Maryland School of Medicine is looking for a BC/BE intensivist to join their expanding critical care program, and staff its new state-of-the-art MICU at the University of Maryland Medical Center during the evening and overnight hours. Generous compensation package and an environment supportive of professional development.

Physicians interested in applying for these opportunities are invited to submit their CV to Sharee Selah; [sselah@umm.edu](mailto:sselah@umm.edu).



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Best Practices is produced by the University of Maryland Medical Center Marketing Department for the medical community of University of Maryland Medical System.

For questions, comments or requests for copies of Best Practices, contact Sharee Selah at 410-328-5817 or [sselah@umm.edu](mailto:sselah@umm.edu).



## A Message from OUR CHIEF MEDICAL OFFICER

Happy New Year! Welcome to the winter edition of Best Practices. Thank you for your interest in learning more about the University of Maryland Medical System (UMMS). As a constantly evolving medical institution, UMMS has grown to a multihospital system that has genuine impact throughout our State.

Our eleven hospitals and numerous ambulatory centers not only offer you a choice of locations – from urban to suburban and rural – but also a choice of practice settings, including academic, teaching and community. As you read our “Spotlight on Upper Chesapeake Health” and “Hospital by Hospital” sections, you will no doubt see our widespread commitment to implementing best practices in patient care, operational design and technology. We know that achieving our clinical vision cannot happen without active physician leadership and support. To that end, we strive to recruit physicians committed to excellence in both clinical quality and service. *The administration and leadership team are clearly interested in trying to better the practice of medicine, advance the services that are available here, and readily accept suggestions from many of the physicians throughout the medical staff.* Dr. Jason Birnbaum, Medical Director, Respiratory and Critical Care Services at Upper Chesapeake Health, provides his overview of how Upper Chesapeake Health continues to demonstrate a track record of meeting these objectives strengthened by our commitment to the practice of tomorrow's medicine here today at UMMS.

Kind regards,

**Glenn F. Robbins, M.D.**  
Senior Vice President and Chief Medical Officer  
University of Maryland Medical System

## PHYSICIAN CAREER Search TIPS: COMMON CV MISTAKES to AVOID

When applying for practice opportunities, one of the first rules for physicians to follow is to submit a professional curriculum vitae (CV). A CV should include a summary of educational and academic background as well as teaching and research experience, publications, presentations, awards, honors, affiliations and other details. If you are applying for an academic position, you will want to make sure that you include academic appointments as well as research and published articles, which can also be included as an addendum. Be prepared to include a list of four references along with a brief description of your career plans and goals.

Physician recruiters report that sometimes candidates leave out the most obvious information such as name, reliable contact information where they may be reached, the dates of completion for medical school and residency, and a date indicating when they will be available to begin.

### CHECKLIST:

- Do not include your social security number or licensing number on the CV.
- Do not build your CV in chronological order. It should always be written in reverse chronological order so that your most current accomplishments are listed first.
- Do not try and squeeze everything on one page.
- There are no excuses for misspelled words. Have one or two people proofread for you.

- If you are not a citizen of the United States, include visa status so the recruiter does not have to ask you about it later.
- Do not forget to highlight board certifications.
- Be clear but not narrow in the objective statement.
- Do not use gimmicks like printing on colored paper.
- Do not send references until they are requested. Also, talk to your references first and make sure they are willing to vouch for you and have positive things to say.
- If you are listing articles published, list the actual title, publication and edition.
- Number the pages of your CV and put your name at the top of each page.
- Never address the cover letter with “to whom it may concern.” Address the recruiter or administrator by name.

If you plan on staying in the Maryland area, please visit our physician career website for a full listing of current openings at [www.ummsphysician.jobs](http://www.ummsphysician.jobs). I also welcome you to contact me, Sharee Selah, MBA, Director of Physician Recruitment Services, University of Maryland Medical System at [sselah@umm.edu](mailto:sselah@umm.edu).



[www.ummsphysician.jobs](http://www.ummsphysician.jobs)  
For a listing of key job opportunities within UMMS, see page 4.

## Spotlight on UPPER CHESAPEAKE HEALTH

Upper Chesapeake Health (UCH) offers the residents of Northeastern Maryland award-winning clinical expertise, leading-edge technology, and an exceptional patient experience in a warm community hospital setting.

UCH includes two acute care, not-for-profit hospitals - Upper Chesapeake Medical Center (UCMC) in Bel Air and Harford Memorial Hospital (HMH) in Havre de Grace. UCH also operates the Upper Chesapeake Health Foundation, the Ambulatory Care Center and two medical office buildings on the Bel Air campus.

Upper Chesapeake Health is the leading health care system and second largest private employer in Harford County with almost 3,000 team members and over 550 medical staff physicians. UCMC recently completed a \$39 million expansion project including renovations to the emergency department; a new critical care unit; five additional obstetric beds and 26 medical/surgical beds; and \$20 million in construction of a new parking garage and an outpatient facility called Physicians Pavilion II.

In response to unprecedented growth in patient volumes, Harford Memorial Hospital opened a new 10-bed cardiac unit in 2008. Part of a recently completed \$7 million renovation, the new unit provides additional inpatient beds, while also responding to a growing need for 24/7 cardiac monitoring.

A wide range of specialty services are offered at the two hospitals including nationally accredited programs in oncology, cardiovascular services, bariatric surgery and sleep disorders. Harford Memorial Hospital is



recognized for its total knee replacement surgery program. Upper Chesapeake Medical Center's orthopedics and spine surgery program continues to grow in the region. Specialty services available include The Family Birthplace, diabetes and endocrine center, behavioral health, and wound care to name a few. The Upper Chesapeake HealthLink community outreach program provides health screenings, educational programs, support groups and a Primary Care Clinic for under- and non-insured individuals in the community.

UCH partnered with the University of Maryland Medical System in July 2009 in order to continue its commitment to provide this growing community with expanded clinical services, programs and facilities and to enhance recruitment of physicians to the area. The vision is to become the preferred, integrated healthcare system creating the healthiest community in Maryland.

## JASON BIRNBAUM, M.D. MEDICAL DIRECTOR, RESPIRATORY & CRITICAL CARE SERVICES UPPER CHESAPEAKE HEALTH



### What do you like best about working at Upper Chesapeake Health?

The benefits of working at Upper Chesapeake Health became evident when I started to practice here. I would describe Upper Chesapeake Health's environment as a true community hospital. There is no limit to what we can treat from the most basic condition to the most complex. I like that we are not pigeon holed into certain areas of medicine that sometimes you see in tertiary centers where you deal with only complex issues, but also see simple garden variety issues that have great impact on quality of life.

### How would you describe the facilities?

I would describe the facility at Upper Chesapeake Medical Center as state-of-the-art. I believe that the amenities here are top notch. The physical plant is superlative and I believe that there is ongoing effort to further improve and develop what we have in place now. We also have a sister hospital – Harford Memorial Hospital located in Havre de Grace. This hospital is quaint – part of a small town where the people truly revere the hospital that has been there for almost a century.

### What would you tell a resident/physician considering pursuing a career at Upper Chesapeake Health?

The administration and leadership team are clearly interested in trying to better the practice of medicine, advance the services that are available here, and readily accept suggestions from many of the physicians throughout the medical staff. Upper Chesapeake Health has provided me with a wonderful environment to practice medicine and grow a career. It has also provided me with a forum to be an active participant within my community. I can see no other place I would rather practice than here at Upper Chesapeake Health.

## CALENDAR

Events listed below are best suited for residents and fellows.

### Career MD Job Fair, Baltimore, MD

Thursday, March 4, 2010  
5 pm – 9 pm  
Hilton Baltimore  
401 W. Pratt Street  
Baltimore, MD 21201

## HOSPITAL by HOSPITAL

### BALTIMORE WASHINGTON MEDICAL CENTER (BWMC)

BWMC approved for elective angioplasty study. The Maryland Healthcare Commission has approved Baltimore Washington Medical Center as a participant in a nationwide C-PORT E elective angioplasty study. The study's objective is to assess whether elective percutaneous coronary interventions can be safely and effectively performed in hospitals that do not offer open heart surgery. Dr. Peter Reyes, interventional cardiologist and assistant professor of medicine at the University of Maryland School of Medicine, and Dr. Samuel Yoon are principal investigators for BWMC's involvement in the study. Enrollment for the study began in the fall 2009.

### MEMORIAL HOSPITAL AT EASTON

Shore Health System's investment in the daVinci® Surgical System for Memorial Hospital offers some of the most sophisticated surgical options for people on Maryland's Mid-Shore. Powered by daVinci's state of the art robotic technology, the surgeon's hand

movements are scaled, filtered and seamlessly translated into precise movements made by the EndoWrist instruments and projected onto a high definition computer monitor. A team of specially trained nurses and a certified urologist use daVinci to perform delicate prostate cancer surgery. Men who are candidates for robotic prostatectomy benefit from reduced risks and side effects. Gynecologists on the Shore Health System medical staff are now using the daVinci technology to perform minimally invasive hysterectomy and removal of the fallopian tubes and ovaries.

### DORCHESTER GENERAL HOSPITAL

The Shore Health System Regional Sleep Disorders Center now operates an affiliate at Dorchester General Hospital in Cambridge. A panel of physicians and registered polysomnographic technologists conduct, evaluate and interpret sleep studies performed in comfortable, hotel-like rooms. The study recreates a person's normal sleep experience which is observed, measured and electronically recorded. The results of the studies are used to address symptoms of sleep disorders,

such as snoring, day time sleepiness and insomnia. The full medical resources of Shore Health System are available for individuals who need referrals for otolaryngology, neurology, surgery and pulmonary medicine as well as psychological and behavioral health services.

### KERNAN ORTHOPAEDICS AND REHABILITATION

Peter Gorman, M.D., Chief of the Division of Rehabilitative Medicine, and his colleagues – Drs. Richard Macko, Michael Makley and George Wittenberg – discussed ongoing and upcoming clinical trials at Kernan Hospital in the fields of spinal cord injury, traumatic brain injury, and stroke during an event aimed at physicians. The dinner and talk, Rehabilitation Research Initiatives at Kernan Hospital, was the topic of the Kernan Keynote, an annual physician event, held October 13th. The evening was topped off with a tour of the new Rehabilitation Research Center at Kernan.

### CHESTER RIVER HOSPITAL CENTER (CRHC)

Chester River Hospital Center recently held a ribbon-

cutting ceremony and open house to celebrate the relocation of its Cardiopulmonary Rehabilitation center. The new space provides a more spacious and modern facility. The center offers both cardiac and pulmonary rehabilitation programs, as well as adult fitness.

The new Specialty Clinic at Chester River Hospital Center is now offering plastic surgery services and procedures. These services are being provided by Dr. Nelson Goldberg. Eventually the Specialty Clinic will offer five different medical specialties—one each day of the week. CRHC will be adding additional specialties based on the needs of the community.

### MARYLAND GENERAL HOSPITAL

has consistently reduced its C-section rate over the past seven years, a trend which benefits both patients and physicians. The hospital's OB Department was recently recognized by the Maryland Safety Network's Perinatal Collaborative for having the lowest percentage of deliveries by C-section in the state between January 2008 and March 2009 out of the 27 Maryland and DC hospitals that participate in the collaborative.

**THE UNIVERSITY SPECIALTY HOSPITAL** has recently engaged in discussions with the State of Maryland to continue to investigate the options for Brain Injured patients. Some initiatives include broadening the acceptance criteria for the Brain Injury Rehabilitation program to include anoxic as well as traumatic injury. The program, which is accredited by the Commission on Accreditation of Rehabilitation Facilities, is often faced with discharge limitations due to specific criteria of state waiver programs available in the community. As the need is recognized, the challenges create a ripe environment for a cooperative effort with hospital, community, and state leaders to look at the need of this ever-increasing population. The USH program is designed to provide behavioral management and modification for those with behavioral or cognitive issues following a brain injury, with an ultimate desire for discharge back into a community setting.