



RIVERSIDE COUNTY MEDICAL ASSOCIATION

Medical Resident Toolkit

A Physician's Guide to Embarking on Your Medical Career.®

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***A Physician's Guide to Recruiting a New Associate was created by the Riverside County Medical Association.
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Benefits of Inland Southern California

Live, Practice, Play, the Inland Southern California Way!

Live

Welcome to the best place to live in Southern California! Because of the lower cost of living, you can afford a higher quality of life with all the same benefits of the higher priced communities like San Diego, Orange and Los Angeles Counties.

Affordable Housing - Inland Southern California living means saving an average of \$150,000 or more. When you take into account home size, yard space and amenities, you'll find that residents enjoy significantly improved living situations. Find your perfect home in Riverside or San Bernardino County.

Sunny Weather - Inland Southern California offers a diverse climate and geography that ranges from rolling hills to desert, alpine to wine country. On average the region has more than 340 days of sunshine each year.

Unique Communities - Endless possibilities await your living and lifestyle needs...and it is more than urban, suburban and rural...you name it and Inland Southern California has it! Whether it be wine country estates, historical downtown, creative communities, desert living, waterfront homes, horse property, farmland, mountain communities, or just about anything else you can think of, you can find it here.

K-12 Education - Every parent wants to send their children to the best schools. Inland Southern California is proud to have some of the nation's recognized top schools. Take some time and research schools in your target community. For more information: <http://www.rcoe.us/schools-districts/> and <https://www.cde.ca.gov/schooldirectory/details?cdscode=36103630000000>.

Higher Education - Inland Southern California has a thriving higher education community with dozens of colleges and universities in our region including: American Career College-Ontario, Barstow Community College, California Baptist University, California State University of San Bernardino, Chaffey College, College of the Desert, Community Christian College, Concorde Career College-San Bernardino, Copper

Mountain Community College, Crafton Hills College, Everest College-Ontario, Everest College-Ontario Metro, Everest College-San Bernardino, Kaplan College-Palm Springs, Kaplan College-Riverside, La Sierra University, Loma Linda University, Mayfield College, Mt. San Jacinto Community College District, Palo Verde College, Platt College-Ontario, Professional Golfers Career College, Riverside City College, Sage College, San Bernardino Valley College , The Claremont Colleges, University of California Riverside, University of La Verne, and University of Redlands. We are also proud of our medical schools in the area which include Loma Linda University School of Medicine, University of California Riverside School of Medicine, Victor Valley College and Western University of Health Sciences. For more information:

https://en.wikipedia.org/wiki/Template:Colleges_and_universities_in_the_Inland_Empire

Economy & Jobs - According to the June 16, 2017 California Employment Development Department, the current unemployment rates in Inland Southern California is 4.5%. Industries increasing employment positions the region include healthcare, construction, leisure/hospitality, information and government.

Airports & Travel - Inland Southern California is centrally located and served by the following major airports: Los Angeles International Airport (LAX), Ontario International Airport (ONT), Palm Springs International Airport (PSP), San Diego International Airport (SAN) and John Wayne Airport-Orange County (SNA).

P ractice

It doesn't matter how you want to practice...large group, small group, solo practice, rural clinic, hospital based or academic practice, Inland Southern California welcomes you in whatever mode of practice you desire.

Forget the commute...live in the community you practice. Because of the reasonable cost of living compare to the more densely populated parts of Southern California, you will have quality of life no matter where you practice in Inland Southern California.

Physician Community - Inland Southern California physicians are committed to working together to solve our physician shortage as well as improving the health of our community. Working together in organized medicine, the physicians of Riverside County Medical Association are here to support you and help you succeed.

Make a Difference - We Need You! Inland Southern California falls well below the recommended supply of primary care physicians and is one of two areas in California that falls short of the recommended supply of specialists. This shortage means you will have your pick of location, you will have patients, and your work will have a positive impact on your chosen community!

Play

Inland

Southern California is centrally located and a short drive away from all Southern California attractions. There are thousands of ways to play with your family locally.

Outdoors - There are hundreds of ways to enjoy the Inland Southern California outdoors! The only question is what is your favorite way to play? Inland Southern California outdoor activities include, but are not limited to camping, hiking, biking, boating, fishing, cycling and golfing.

Mountain Villages - Inland Southern California is home to Southern California's mountain communities. Along with year round shopping and sight-seeing, each season brings numerous activities. Winter activities include snow fun, skiing, snowboarding and tubing. Spring, summer and fall activities bring mountain biking, fishing, boating, hiking and camping. For more information:

<http://www.californiaoutdoorplayground.com/SB-Communities/Mountain-Communities.aspx>

Adventure - If you have a more adventurous side, Inland Southern California will not let you down, there is sky diving, paragliding and off-roading.

Night Out - There are many ways to spend an evening out on the town. Beyond the numerous fine dining restaurants throughout Inland Southern California, you can complement your evening by checking out one of the local casinos like Pechanga or Morongo or attend an event at one of the many amphitheaters and arenas like Citizens Business Bank Arena, Fox Theater, San Manuel Amphitheater or Hi Desert Playhouse Guild. For more information:

<http://www.pechanga.com/>

<https://www.morongocasinoresort.com/?chebs=gl-morongo>

<http://www.inlandempire.com/night-clubs/>

<https://www.sanmanuel.com/>

<http://www.hotwatercasino.com/>

Museums & Zoos - Throughout Inland Southern California there are dozens of zoos and museums to experience with your family and friends. Take some time to explore special places like The Living Desert, March Air Museum, San Bernardino County Museum, Orange Empire Railway Museum, Downtown Riverside Museum and the Hesperia Zoo.

Spas & Resorts - Inland Southern California is filled with hundreds of day spas and resorts to rejuvenate your life. The one spa you definitely want to visit is Glen Ivy Hot Springs which was founded in the 1860's and Two Bunch Palms will provide you with a little history.

Wine Country - Inland Southern California has its own wine country featuring hundreds of award winning wines in the Temecula Valley. For more information: <http://www.temeculawines.org/>

Professional Sports - Imagine being close enough to enjoy cheering for the Los Angeles Angels of Anaheim, Anaheim Mighty Ducks, LA Avengers, LA Charges, LA Clippers, LA Dodgers, LA Galaxy, LA Lakers, LA Kings, LA Sparks and San Diego Padres. Don't forget Inland Southern California is also home to professional motorsports, minor baseball teams plus our collegiate sports.

World-Renowned Festivals - Inland Southern California has some of the greatest festivals in the nation including the world renowned Coachella Valley Music & Arts Festival and StageCoach Country Music Festival. For more information:

<https://www.coachella.com>

<http://www.stagecoachfestival.com/>

Outlet Malls - Inland Southern California shopping includes every kind of store you can imagine, but it's also home to four gigantic outlet malls including Cabazon, Ontario Mills, Lake Elsinore and Barstow.

For more information:

<http://www.cabazonoutlets.com/>

<http://www.simon.com/mall/ontario-mills>

<http://www.outletsatlakeelsinore.com/>

<http://theoutletsatbarstow.com/>

Farmer's Markets - Farmers Markets are everywhere in Inland Southern California! Eat healthy as you stay and play in Inland Southern California. For more information:

<http://www.inlandempire.com/farmers-markets-in-the-inland-empire/>

Benefits to Practicing in an Underserved Area

Quality of Life - The cost of living in a medically underserved area is significantly less compared to urban and suburban areas. Living in a lower cost area allows you to purchase a bigger home for less cost, something you will not experience in other areas. Traffic is not a concern when it comes to living and practicing in the same area, allowing you to have a decreased drive time, reduced stress that is oftentimes experienced in highly congested areas; and more time to spend with friends and family.

You're a Hero - The lack of physicians in a medically underserved area is often overwhelming to those seeking medical care. Physicians who make the choice to practice in an underserved area change the lives of those they care for. This is why those that choose to practice there are considered **heroes** to their patients.

Ample Opportunities - Choosing to practice in a medically underserved area provides you ample opportunities. You will be able to pick and choose what opportunity is in-line with your career goals and lifestyle needs.

Negotiation Power - When it comes to negotiations, choosing to practice in an underserved area provides you with choices when it comes to work schedules, pay and incentives due to their need for healthcare providers in our communities.

Student Loan Repayment - Practicing in an underserved area oftentimes allows you the opportunity to qualify for various student loan repayment programs. Why use your hard earned dollars to pay off student loan debt when there are Federal and State programs that will reward you for practicing in an underserved area.

Professional Growth - The camaraderie that comes with working in an underserved area allows for continual professional growth. Since the physician community is small in underserved areas, the support received from colleagues is a welcomed benefit with the ability to collaborate with experienced physicians providing you with their knowledge and guidance. This is especially useful to those who are just embarking on their careers in medicine post residency or fellowship.

Decide What's Important to YOU!



Having a clear understanding of what your expectations are will allow you to choose an opportunity that meets your needs and desires. When needs are met we are content and the chances of leaving to seek out other opportunities diminish. When our needs are not met we tend to feel disappointed, frustrated and have a lack of fulfillment.

What Type of Setting Fits You - Every physician has their own idea of which type of setting would be the perfect environment for them. Some feel they would best serve patients by working in a hospital setting. Some are more focused on providing ongoing care to the same patient and would best serve the community in a clinic setting or possibly multi-specialty clinic, and some physicians longed for the day they would complete their training and open a practice of their own. It is crucial to take some time to ponder where you see yourself so when you embark on your job search you have a clear understanding of which setting would work best for you.

Partnership Opportunity - You've had many years to think about how you envision your career while completing your studies and training. Did you picture yourself as a partner in a practice? If that is the case then you need to be sure to seek out opportunities that will provide a partnership. A partnership opportunity typically requires you to practice with the group anywhere from three to five years before a partnership takes effect.

Teaching Opportunity - Have you ever considered teaching? If you have that burning desire to share the knowledge and skills you possess with others you may want to consider checking out medical school teaching opportunities. The added benefit to teaching medicine in an academic setting is it makes you eligible for the Faculty Loan Repayment Program (FLRP) to assist you in paying back your student loan debt.

Don't Wait Until the Last Minute to Search

Every year thousands of Residents in their final year embark on their first job search as a physician. Take the time needed to interview and explore which opportunity is best for you!



Delaying your search can cause panic and often times bad decisions are made due to rushing.

Getting a job is the easy part, finding the right job is the important part!



You should start the interview process one year prior to completing your residency to ensure you are not rushing and creating a sense of desperation, and possibly accepting an opportunity that is not the best fit for you. Statistics show when individuals accept a position out of desperation, they will usually seek out a new opportunity within the first year because of lack of fulfillment.

Prepare for Interviews

Research The Practice You Are Interviewing With - The more you know about the practice, the more the practice will feel you truly want to be part of their organization.

Learn about Their Needs and Goals - If you can easily articulate their needs and goals it will leave them feeling that you are the perfect fit for their practice. You want to ensure that they perceive you as being an asset that will make a positive impact to their practice or hospital.

Stay Mobile - Provide your email and cell number to ensure they can contact you with ease. A delayed response could convey a lack of interest.



Remember impressions are made in the *first few seconds* of meeting a person.

Get Your Paperwork in Order

CV - Make sure your CV is current and accurate. Your CV is a representation of you and is the first form of interaction you will have between yourself and your potential future employer or business associate. *You want to shine!* <http://www.uwmedicine.org/education/md-program/current-students/student-affairs/career-advising/year-4-get-residency/curriculum-vitae>



Medical License - Have a copy of your medical license handy and ready to send out when requested to prevent delaying the onboarding process. You do not want to give your new associate the impression you are irresponsible or not ready to work. The Medical Board of California takes approximately six months to issue a new medical license – Start your process early.

http://www.mbc.ca.gov/Applicants/Physicians_and_Surgeons/



References - Have references readily available that include a good contact number, an email address and notating the best way to make contact. Don't forget to let your references know you will be using them so they are prepared when potential associates contact them.

Sample Interview Questions

Be prepared with your answers

- Describe one of your most successful accomplishments?
- Give me a specific example of a time when you had to conform to a policy with which you did not agree and how did you handle that?
- What motivates you to do your best on a job?
- What is your typical way of dealing with conflict?
- What unique skills do you poses?
- Tell me about a recent situation in which you had to deal with an upset staff member or patient.
- Describe to me the steps you would take in explaining complicated instructions or information to a patient.
- Why are you interested in this practice?
- What are you career goals? Why do you feel we are a good fit?
- How do you handle emergency situations and workload stress?
- Why should we hire you? What will you add to our practice?
- Tell me about a time when you misdiagnosed a patient and how you resolved the issue.
- Describe a time when you were faced with a stressful situation and explain the coping skills you demonstrated.
- What do you do if you disagree with a patient?
- How would your patients describe you?
- What are your weaknesses and strengths?
- Why did you choose this career?
- Why do you want this position?
- Describe a time when you anticipated potential problems and developed preventative measures.
- What electronic medical record systems have you work on? What Challenges have you had in using EMRs?

www.SoCalDocJobs.com

www.SoCalDocJobs.com was developed to provide you with easy access to job opportunities and other information specific to Inland Southern California.

Come check us out today!

www.SoCalDocJobs.com

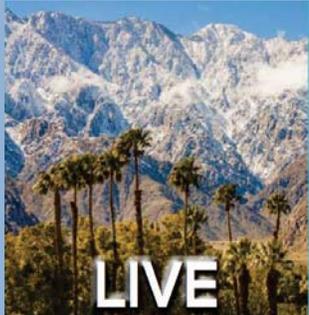
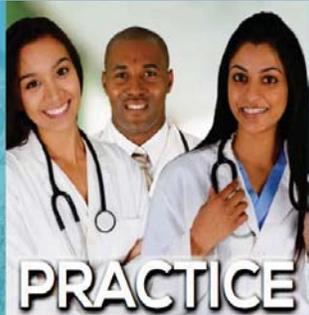
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 <p>LIVE</p> <ul style="list-style-type: none">Affordable HousingSunny WeatherUnique CommunitiesQuality of LifeConveniently Located <p>Endless Possibilities!</p>	 <p>PRACTICE</p> <ul style="list-style-type: none">Practice Where You LivePick Your Perfect PracticeCompetitive CompensationSupportive Physician CommunityWork - Life Balance <p>Make A Difference!</p>	 <p>PLAY</p> <ul style="list-style-type: none">Outdoor AdventuresMuseums & ZoosSpas & ResortsWine CountryWorld-Renowned Festivals <p>Best Life Ever!</p>
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Job Searching Tips



- ✓ Decide what's important to you
- ✓ Consider the entire package
- ✓ Look for opportunities that assist you in paying back student loans
- ✓ Time to get those papers in order - update your CV, have your medical license and references handy
- ✓ Get ready to interview

Consider the Entire Package

When it comes to reviewing an offer consider the entire compensation package not just the salary. Take into consideration all benefits, bonuses, student loan repayment programs and potential partnership opportunities.

Don't rush to choose...Take time to consider everything an opportunity has to offer. This is a very important step and could make all the difference in feeling satisfied or feeling disappointed.

Benefits - Be sure that the offer includes benefits important to you such as health benefits. . We never know what the future holds should a medical emergency or illness transpire. You want to ensure that you have health insurance. You do not want the lack of health coverage to cost you your savings. Remember one of the most common causes of bankruptcy is medical bills. Life insurance is another added benefit to take into consideration.

Vacation - Vacation time, sick time, maternity time, CME time, and holidays could all be part of the package. Make sure you understand what is being offered.

Paid CME - If the practice is willing to compensate for CME's that is a plus since it is one of the ongoing requirements you will have in order to keep your medical license current.

Medical License Renewal - In order to practice medicine it is a requirement that you have a current and active medical license. Is the cost of maintaining your license included as part of your package?

Moving Expenses - This should be an option to be negotiated. Keep in mind moving expenses can be costly and may be considered as part of your compensation package.

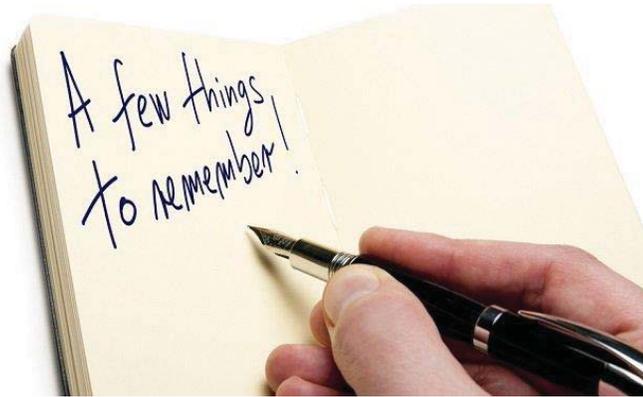
Student Loans - Student loan debt is a concern for most new physicians. The amount of money to be paid back is overwhelming, causing many to focus on salary when it comes to looking at opportunities even if the position is not what they truly desire. Don't be the one who accepts a less than desirable opportunity based solely on the income you will make. You can overcome your student loan debt by choosing to work in an underserved area where you would be eligible for various *Federal or State Loan Repayment Programs* or seek out opportunities that provide a student loan repayment program. Most underserved areas are aware of the high student loan debt that physicians incur and have developed student loan repayment programs of their own to offer as an incentive.

Take Time but Don't Linger



- Rushing creates a feeling of unhappiness
- Slow down and review the offer to ensure you clearly understand what you are agreeing to.
- Make sure you're getting what YOU want
- Get a feel for the practice or facility. Make sure they are in-line with who you are and how you want to practice.
- Have a contract attorney review your offer & ask for changes to the contract if needed
- Don't sign a binding offer prior to reviewing the contract
- Be a negotiator
- Signing Bonus- Be mindful of how long the bonus requires you to stay with the practice and what will happen if you leave prior to that time frame.
- Be diligent but make a timely decision. There may be other candidates in the running.

Things to Remember When Using a Recruiter



- If you don't want to search on your own, you may want to consider using a recruitment firm.
- Recruiters have access to a variety of opportunities, which provides them the ability to find opportunities that fall in-line with what you are seeking.
- They help you provide a Polished CV and expose you to the community.
- Prevent over exposing your CV to potential employers by limiting the number of recruitment firms you work with at the same time to two. You want to prevent multiple firms from sending your CV to the same practices which could create the stigma that you are having difficulty securing.

Loan Repayment Programs

California State Loan Repayment Program (SLRP) - Provided by OSHPD

www.oshpd.ca.gov/HWDD?SLRP.html

Requirements:

- Must work in an underserved area
- Requires the provider's site to match the award on a dollar-for-dollar basis with non-federal contributions (directly or through donations from public or private entities)
- Must be located on the SLRP Certified Eligible Site List.

Steven M. Thompson Physician Corps Loan Repayment Program (STLRP) – Provided by

OSHPD <http://www.oshpd.ca.gov/hpef/Programs/STLRP.html>

Requirements:

- Be an allopathic or osteopathic physician or surgeon
- Be free of any contractual service obligations (i.e. the National Health Service Corps Federal Loan Repayment Program or other financial incentive programs)
- Have outstanding educational debt from a government or commercial lending institution
- Have a valid, unrestricted license to practice medicine in California
- Be currently employed or have accepted employment in a Health Professional Shortage Areas (HPSA) or Primary Care Shortage Area (PCSA) in California
- Commit to providing full-time medical services in a HPSA or PCSA for a minimum of three (3) years.

Shortage Designation Program (SDP) - Provided by Federal Government

<http://www.oshpd.ca.gov/HWDD/Shortage-Designation-Program.html>

Program Information: The Shortage Designation Program (SDP) provides technical assistance to clinics and other primary care providers seeking recognition as a federally designated Health Professional Shortage Area (HPSA) for Primary Care, Dental Health, and Mental Health disciplines or Medically Underserved Area/Medically Underserved Population (MUA/MUP). SDP provides data analysis services and liaisons between the federal government and healthcare provider sites applying for HPSA or MUA/MUP status. Shortage designations: Enable clinics to be eligible for assignment of National Health Services Corp Personnel or apply for Rural Health Clinic Certification, Federally Qualified Health Center status (FQHC), FQHC Look-Alike, or New Start/Expansion program, depending on the designation.

Faculty Loan Repayment Program (FLRP) - Provided by the US Department of Health & Human Services <http://www.hrsa.gov/loanscholarships/repayment/faculty/>

Requirements:

- Applicants must have an eligible health professions degree or certificate
- Have a full-time or part-time employment commitment to be a faculty member at an approved health professions institution for a minimum of two-years
- Education from one of the following types of eligible schools: Allopathic Medicine, Osteopathic Medicine, Dentistry, Nursing, Pharmacy, Allied Health, Podiatric Medicine, Optometry, Veterinary Medicine, Public Health (graduate level only), a school offering physician assistant education programs, a school offering graduate programs in behavioral and mental health.

National Health Service Corp Loan Repayment Program (NHSC) - Provided by HRSA <http://hrsa.gov/loanscholarships>

Requirements: Competitive program for primary care medical, dental and mental health clinicians working at approved NHSC facilities in Health Professional Shortage Areas. Full-time clinicians working at high-need sites can receive \$50,000 for their initial 2-year commitment and may be eligible to apply for additional years of support to repay their student loans. Part-time opportunities are also available.

The Public Service Loan Forgiveness (PSLF) - The Public Service Loan Forgiveness Program forgives the remaining balance on your Direct Loans.

<https://studentaid.ed.gov/sa/repay-loans/forgiveness-cancellation/public-service>

Requirements:

- You must have made 120 qualifying monthly payments under a qualifying repayment plan
- Made loan payments while working full-time for a qualifying employer (See site for the specifics on qualifying employer.)



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- Setting up Medical Corporations, Corporate Contracts, Employment Law Compliance Audits, Contract Reviews
- Physician Employment Agreements - starting at \$500 for review and \$750 for memorandum summary and review depending on size of contract and discounted hourly rates for revisions to same
- Estate Planning (revocable trust, pour-over wills, advance health care directives, durable powers of attorney, trust transfer deed) - \$1,500 for individuals and one property; \$2,000 for married couples and one property; \$150 for each additional property or business transfer
- Employee Handbooks - \$900 for 5 employees or less; \$1,250 for 6- 15 employees; \$2,500 for 50-100 employees; hourly for 100 plus employees starting at \$3,500

==== PRACTICE AREAS ====

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