

■ Enjoy Your Time in Anaheim

■ Tackling Physician Burnout

■ Is Your CV Working For You?

Career Guide

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November 11 - November 15, 2017 - Anaheim, CA

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DEPARTMENT of
INTERNAL MEDICINE
Quillen College of Medicine
EAST TENNESSEE STATE UNIVERSITY



Jeffrey A. Summers, MD, FACP

Dear Colleagues,

As Department Chair for Internal Medicine at East Tennessee State University, I want to make you aware of opportunities we have for clinician educators. We have a large residency program as well as five fellowship programs and are in need of general internists with interests in inpatient, outpatient, or traditional mixed practice.

I was raised in Western New York and practiced in Rochester for a number of years before relocating to northeast Tennessee. I have not looked back. We have a comfortable four season climate, recreational activities including boating, fishing, rafting, hiking, biking, and even skiing in the nearby North Carolina mountains. We have a thriving theater, arts, and music community. I was personally amazed at the strength of our public education which includes local high schools with as many as 38 Advanced Placement courses. Our low cost of living, low crime rate and no state income tax also make this region very attractive.

Our students, residents, and fellows are highly motivated enthusiastic learners who can benefit from the experience and expertise you would bring. We currently have 72 students in each graduating class, 29 fellows, and over 60 residents. The Tri-Cities Combined Statistical Area population is over 480,000 and there is demand for additional physicians.

If this interests you, please contact me, either through LinkedIn or through our recruiter, Karen Heaton. She will be able to arrange a time for us to talk about the opportunities we have here in Northeast Tennessee. Karen can be reached at 423-439-6367 or at heatonka@etsu.edu.

Sincerely,

Jeffrey A. Summers, MD FACP
Professor and Chair, Department of Internal Medicine Quillen College of Medicine
East Tennessee State University

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Enjoy Your Time in Anaheim

There's plenty of fun for every member of the family in Anaheim.

Just under 30 miles southeast of Los Angeles, the sunshine city of Anaheim in Southern California is known by most as home to Disneyland Resort. However, there's far more to this popular tourist hotspot than Disneyland – with restaurants, cultural activities, museums, and world class golf courses all within driving distance of most hotels and resorts. Anaheim is a city that thrives year-round; it bustles with excitement and fun things to do.

Here's just a handful of the attractions that you can enjoy during your stay here:

Disneyland Resort

As Anaheim's premiere tourist attraction, a trip to the Disneyland Resort is a "must-see". Composed of two different theme parks located across the street from each other, the Disneyland Park consists of the original Disneyland, which was opened in 1955, and the more recent addition of Disney California Adventure, which opened in 2001.

If you're looking for classic Disney, then Disneyland should be your first port of call. You'll find world-famous rides such as Space Mountain, Haunted Mansion, Jungle Cruise and It's A Small World as well as plenty of Disney character meet-and-greets, ideal if you're traveling with kids.

California Adventure is home to rides associated with Disney's latest classics, such as A Bug's Land, Monsters Inc., and the much-talked about Cars Land, a fully immersive experience. It is geared towards older children with fewer characters and more adrenaline-filled rides like Tower of Terror, Grizzly River Run and California Screamin' to name a few.

Children five or six years old will be able to go on the vast majority of the rides, but you might need to return to the hotel for rest part-way through the day in order to pace your little ones for a potentially long day.

The parks are best suited to children 10 and under, but you are never too old to find joy in a Disneyland adventure.

A 2-day ticket for both parks can be purchased for around \$105. There are also resort vacation packages that offer discounts to those who want to base their stay around the Disney parks.

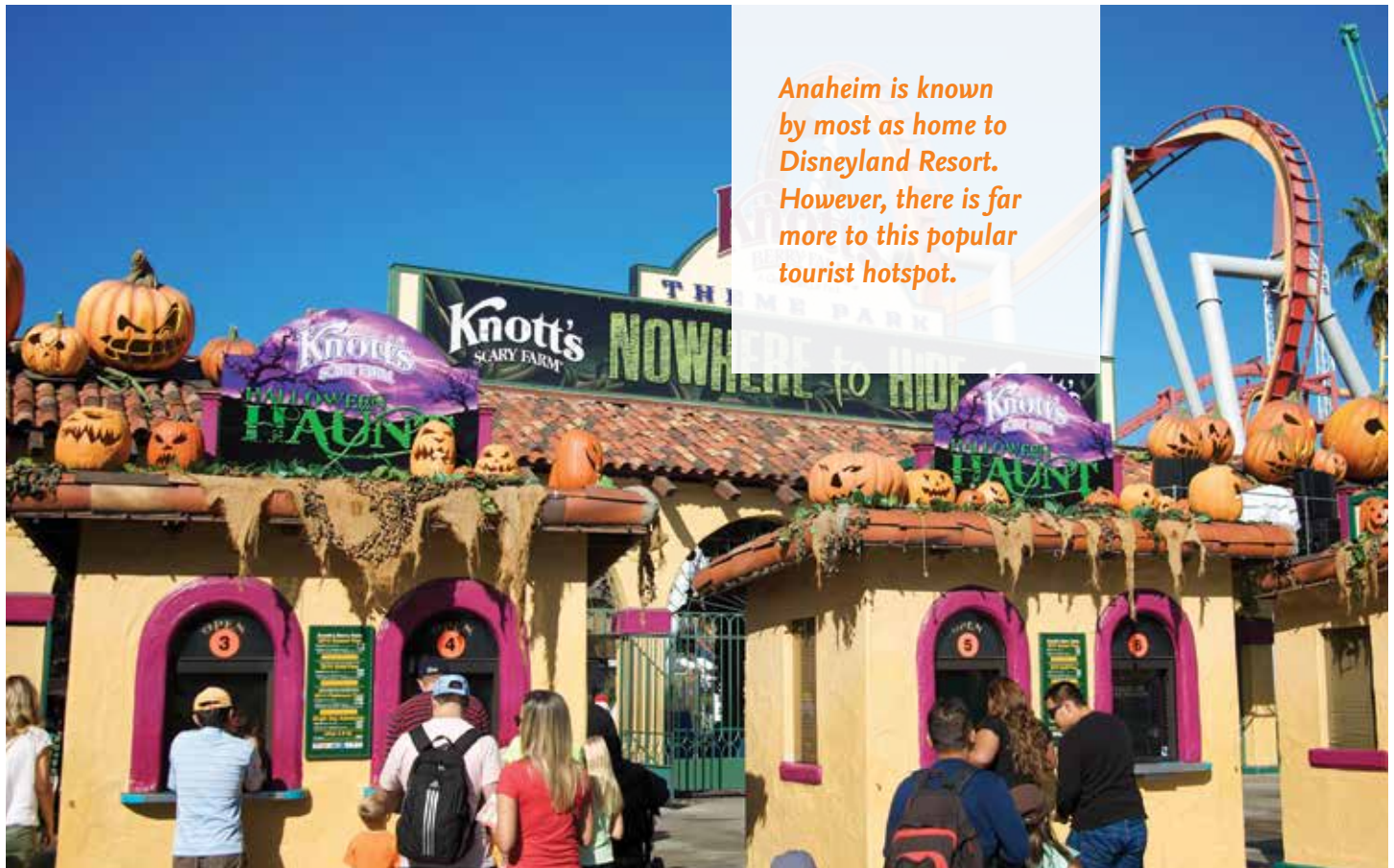
TIP: Download the Disneyland app – it offers wait times for rides, show listings and maps. Make use of the FastPass system wherever possible, especially on the most popular rides.

1313 Disneyland Drive | Anaheim, CA 92802 | (714) 781-4636
disneyland.disney.go.com

Medieval Times

Medieval Times is a family-oriented dinner show with a medieval theme. Don't go for the food – it's almost incidental – go for the entertainment and the sheer fun of picking a knight to cheer on in the unfolding tournament jousts. A great choice if you're traveling with kids, this is a fun night out that the whole family can enjoy.

7662 Beach Boulevard | Buena Park, CA 90620 | (714) 523-1100
www.medievaltimes.com



Anaheim is known by most as home to Disneyland Resort. However, there is far more to this popular tourist hotspot.

Richard Nixon Presidential Library and Museum

Less than 20 minutes from Anaheim is the Richard Nixon Presidential Library and Museum in Yorba Linda. Having had a sizeable update lately, this attraction provides a treasure trove of information for anyone who is interested in US Presidential history, or President Nixon himself.

There are seventy new major exhibits, 30 multi-media experiences, 11 original films, more than 600 photographs and over 300 artefacts housed within the building. Free educational tours, as well as free concerts every week, make this a must-see for anyone in the area.

Admittance to the museum costs \$16 for adults, with reduced rates for children, seniors and military.

TIP: Avoid bringing a large bag with you, with security in place this can result in extended waiting times.

18001 Yorba Linda Blvd | Yorba Linda, CA 92886 | (714) 993-5075
www.nixonlibrary.gov

Napa Rose Restaurant

Situated in Disney's Grand Californian Hotel & Spa, this award-winning restaurant offers fine dining with a Napa Valley wine-themed setting. With interior design based on the work of Scottish art nouveau designer Charles Rennie Mackintosh and food prepared by chef of the year winner Andrew Sutton, this

is the place to enjoy upscale Californian cuisine and one of the most extensive wine lists in the city.

If a full meal isn't what you're looking for, enjoy a few drinks and a small bite in the Napa Rose Lounge. There is seating by the fireplace, or out on the terrace where you can take in the view.

Napa Rose has wine and food tasting events most Saturday afternoons from 2 pm until 3 pm if you're looking for something to do before dinner. The lounge is open from 5 pm until 11 pm, and dinner is served from 5:30 pm until 10 pm.

TIP: Reservations are recommended, as Napa Rose is usually busy.

1313 Disneyland Drive | Anaheim, CA 92802 | (714) 635 2300
www.disneyland.disney.go.com/dining/grand-californian-hotel/napa-rose

Sightseeing Tour with AMG Tours & Coach

One of the highest rated tour organizers in Anaheim, the full-day sightseeing tour from AMG is a perfect way to catch all of the major landmarks that the city has to offer. Lasting 8 hours and restricted to smaller groups to ensure participant interaction, this tour will take you through such landmarks and areas as Hollywood, home to the walk of fame, and Beverly Hills, where you'll walk down Rodeo Drive.

You may be happy to know this tour isn't rushed – there are numerous stops to enjoy the sites up close, enjoy lunch at Farmers' Market and explore Venice Beach. Restricted to a maximum of 15 people, this is a refreshing change from some tours that hustle large crowds from stop to stop. There is also complimentary hotel pickup from the Disneyland and the Knott's Berry Farm area.

TIP: Be sure to confirm your departure time with the supplier, and be there early to avoid being left behind!

Reservations - (714) 993-5075
www.amgtours.net

Universal Studios Hollywood

Take a day trip to discover the magic behind Hollywood's most memorable movies and TV shows at Universal Studios. Experience the glamor of Hollywood on the park's world-renowned studio tour and enjoy the dynamic thrills of dramatic rides. Round-trip transport from your Anaheim hotel is most likely included (inquire with your hotel's concierge).

Start your day early for a full day of adventures. Get the inside scoop on how movies are made on Universal's famous behind-the-scenes studio tour. Continue your day with the chills and thrills of the park's exhilarating rides and attractions - from Hollywood's reel monsters in House of Horrors to the terrifying grasp of the Decepticons® in Transformers™: The Ride-3D. Or step inside some of the more widely-known films such as Shrek, Jurassic Park, King Kong and Revenge of the Mummy.

One-Day General Admission starts at \$105. There is a front-of-line option (which means priority access to each ride and show) for \$179.

100 Universal Plaza | Universal City, CA 91608 | (855) 275-5071
www.universalstudios.com

Anaheim Hills Golf Course

A favorite destination for some of Orange County's most experienced and accomplished golfers, Anaheim Hills Golf Course is located just a few minutes' drive from Disneyland, and is open to both members and visitors alike. A mainstay of the local golfing scene for 40 years now, the par-71 course offers a challenging environment while also being accessible to less experienced players.

With 18-hole green fees ranging from \$37 to \$72 during weekends and holidays, prices are reasonable.

6501 Nohl Ranch Road | Anaheim, CA 92807 | (714) 998-3041
www.anaheimhillsgc.com

Flight Deck Flight Simulation Center

If you fancy yourself a potential Top Gun, don't miss the opportunity to get an authentic pilot experience at this flight simulation center. You will receive classroom training and in-flight instruction so you can test your skills on the same equipment that fighter pilots use to train – in one of the center's F-16 Fighter Jet simulators. Or you could try your hand at commercial flight and “fly” one of the Boeing 737 simulators. Kids must be over the age of 11 and at least 41” tall to participate.

TIP: Advance reservations are required.

1650 S Sinclair Street | Anaheim, CA 92806 | (714) 937-1511
www.flightdeck1.com

Anaheim's Packing District

Anaheim's newly developed Packing District is located at the intersection of Anaheim Boulevard and Santa Ana Street. You can stroll the downtown neighborhood, browse many local independent eateries, and even visit the local farmer's market.

Head to the restored citrus Packing House, and you'll discover more than twenty artisan food vendors, and live music on its Mezzanine Stage every weekend.

Close by, The Packard Building has been restored to its original 1920's glory and is now home to the Anaheim Brewery and Umami Burger.

440 S. Anaheim Boulevard | Anaheim, CA 92805
www.anaheimpackingdistrict.com/visitor-information

Downtown Disney

While the two redeveloped downtown areas of Anaheim – the Packing District and Center St. Promenade (between Harbor and Anaheim Boulevards) – are packed with great independent eateries, the Downtown Disney area is heaving with national and international restaurant brands and great shopping. Wander through the walking plazas to browse stores including Ana & Elsa's Boutique, the Lego Store, and World of Disney. You'll also find a range of familiar and family-friendly eateries, ranging from coffee chains like Starbucks to restaurants like Rainforest Café or Ralph Brennan's Jazz Kitchen.

1313 S Harbor Boulevard | Anaheim, CA 92802 | (714) 781-4565
www.disneyland.disney.go.com/destinations/downtown-disney-district ■

ABOUT THE AUTHOR

Melanie Grano is a freelance business writer who contributes to career-based publications, including *ThirdCertainty* and *Computer Times*.



DEPARTMENT *of*
INTERNAL MEDICINE
Quillen College of Medicine
EAST TENNESSEE STATE UNIVERSITY

Internal Medicine, Clinician Educator

The Department of Internal Medicine, East Tennessee State University (ETSU) Quillen College of Medicine seeks Clinician/Educators in an established university practice. The ideal candidate will have the unique opportunity to be the faculty attending physician for clinical and educational activities that focus on the care of patients and the teaching of internal medicine residents and medical students. ETSU is located in the beautiful foothills of the Appalachian Mountains in a

progressive town of more than 65,000 that draws from a population of over 500,000. The area offers award-winning public school systems, no state income tax and a family friendly environment for the outdoor enthusiast.

Qualified candidates must be internal medicine board certified/board eligible; position open to experienced physicians as well as current graduates with demonstrated leadership ability and a passion for teaching and excellence in patient care. The job duties will be flexible and can include inpatient and/or outpatient care and may be tailored to optimize work-life balance. Up to 20% salaried, protected time provided for educational duties and scholarship along with compensation from clinical collections. Competitive pay, flexible time, comprehensive benefits package, generous CME allowance and relocation support provided. AA/EOE

Direct inquiries to, Search Committee via Karen Heaton
Quillen College of Medicine, Box 70622, Johnson City, TN 37614

heatonka@etsu.edu

Apply at: <https://jobs.etsu.edu>

Tackling Physician Burnout

Burnout is the state of mental and physical exhaustion caused by one's professional life. The term was first used by the psychologist Herbert Freudenberger, the author of *Burnout: The High Cost of Achievement* to describe the consequences of people in high-stress careers with set ideals. Freudenberger noted that burnout was particularly prevalent in 'helping' professions like healthcare. In fact, burnout is on the rise in the medical industry. The 2017 Physician Lifestyle Survey reported that 51% of the participants (over 14,000 participants) suffered from burnout. That's up from 46% in 2015 and 40% in 2013.

Burnout also appears to be more common in women than in men. Approximately 55% of women in the 2017 study reported burnout compared to 45% of men. Conversely, 45% of men and 39% of women reported being happy at work.

Why Physicians Suffer Burnout

Healthcare is a high-stress industry, making it ripe for burnout. There are a number of things that can cause burnout:

- Long, demanding hours
- Pressure from patients or colleagues
- Employer issues
- Work overload
- Too many administrative challenges

Problems outside of work can also lead to burnout. Marital issues, family problems, and financial worries are all major contributors. Understanding how at risk you are for burnout as a physician is important. Once you know what can trigger

it, you can begin to develop preventive coping mechanisms to head it off at the pass.

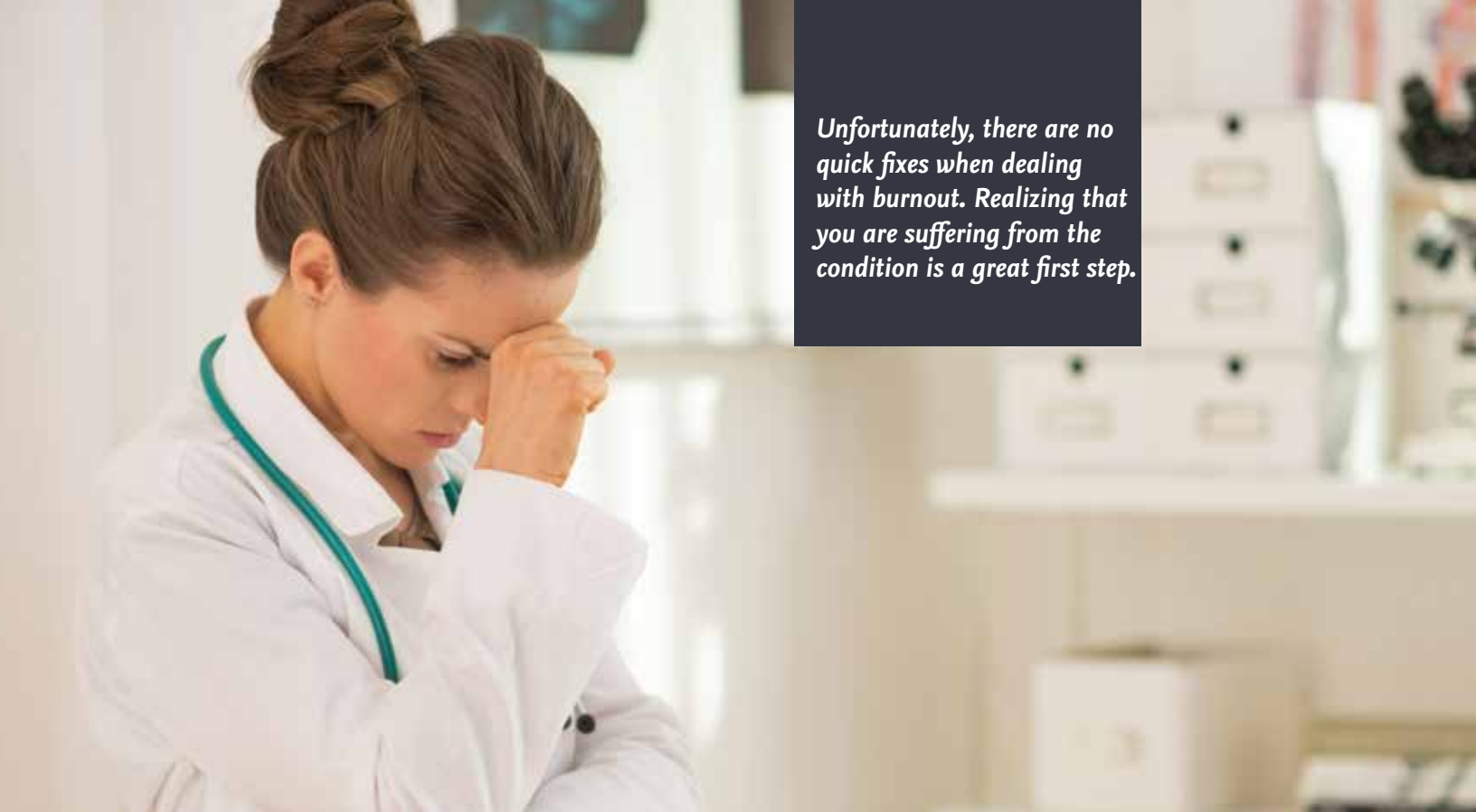
How to Identify and Avoid Physician Burnout

Unfortunately, there are no quick fixes when dealing with burnout. Realizing that you are suffering from the condition is a great first step, however. The following steps won't all work for you, but one or two could provide the solution you need to get rid of burnout.

See your doctor It may seem counter-intuitive to visit another medical professional given your training, but a physician trained in Stress Management can offer a different perspective and identify issues that may be aggravating the issue. Existing medical conditions, nutritional imbalances, and lack of sleep can all play a part and add to the feeling of burnout.

Be aware of your feelings When you're feeling burned out, it can be difficult to determine exactly how you feel and what is wrong, which can add to your stress levels. Being present in the moment is a great way to zero in on exactly how you feel as you are feeling it, so you can isolate any triggers that might not previously have been obvious to you. Doing this frequently throughout the day, even if it's just for a couple of seconds, can help you understand how you feel and why. Once you know how you feel - whether you are stressed, angry, tense, or tired - and why you feel this way, you can take steps to fix it.

Exercise more Exercise can be a great stress reliever. If you feel like you are suffering from symptoms of burnout and you don't have an exercise plan, consider incorporating it into your daily routine. Health professionals have some of the busiest



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lives of any profession, but even 10 minutes of jumping rope or yoga stretches in the morning can help you focus.

Talk to people Reaching out to friends, family and even colleagues can be a great way to relieve stress. Even if you only tell someone how you are feeling at that very moment, saying it out loud can help you understand how you feel. Speaking to other professionals can help you understand that other may feel the way you do. Knowing that you are not alone can be a big help.

Get away from it all If you're burned out at work, trying to power through it is not the answer. Instead, take a break and try to get away from it all. It doesn't have to be for a week; a weekend can work, too. A change of scenery could be just the thing you need to recharge your battery.

Be open to new opportunities Quitting your job may seem like the most straightforward solution, but there's no guarantee that you won't feel exactly the same way in your new job. Before considering quitting, implement some of the strategies above that can help you relieve stress and achieve a better work-life balance. If you still feel burned out after a couple of months of implementing these coping techniques, then you should take a closer look at your hours and responsibilities and consider other career options that will work best for you (ex: locum tenens work; seeing less patients; relocating to a rural setting).

Remember, it's normal to feel stressed in any profession. But when feeling fed up becomes the norm, it's time to take steps to deal with burnout before it affects your entire life. ■



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Clinical Academic Hematologist/Oncologist

The Department of Internal Medicine at East Tennessee State University's Quillen College of Medicine seeks candidates who are BC/BE (at time of hire) for an Assistant/Associate Professor clinician educator in Hematology/Oncology.

Activities consist of clinical care in both outpatient and inpatient settings in addition to the teaching and supervision of medical oncology fellows, internal medicine residents and medical students. Faculty candidates should have a commitment to promote education and pursue continuous personal scholarship. Those with an interest in oncology clinical trials are also encouraged to apply. Salary and academic rank commensurate with experience and academic record. AA/EOE

ETSU is located in the beautiful foothills of the Appalachian Mountains in a progressive town of more than 65,000 that draws from a population of over 500,000.

The area offers award-winning public school systems, no state income tax and a family friendly environment for the outdoor enthusiast.

Apply at: <http://www.etsu.edu/jobs/>

Inquiries can be directed to: Internal Medicine Search Committee
via Karen A. Heaton
Quillen College of Medicine, Box 70622, Johnson City, TN 37614 Email:
heatonka@etsu.edu



Why Quillen?

The Department of Internal Medicine offices are located on the historic Mountain Home Veteran's Administration Campus in beautiful east Tennessee. The vintage architecture stands in stark contrast to the advanced technology and approaches taken by the cardiology division. The structural heart disease program, advanced electrophysiology, and convenient on-site diagnostics offered in the clinical offices are utilized by our expert faculty to offer the best cardiac care in the region.

While practicing state of the art cardiology may be your vocation, there are many opportunities to enjoy your off time as well. Large arts and crafts communities exist around the nearby Smoky Mountains. Jonesborough, Tennessee's oldest town, is located just 5 minutes from ETSU. The historic buildings are filled with galleries and restaurants that welcome visitors daily.

For prospective faculty, we offer a collegial and supportive environment with great opportunities for faculty development, research, practice growth, and educational interactions. All of this is in a community noted for excellent public education with nationally recognized programs, low cost of living, no state income tax, and some amazing activities in the region. Ropes courses, water sports including flatwater and whitewater kayaking, white water rafting, mountain biking, hiking the Appalachian Trail or one of our area Rails to Trails pathways are all readily available. Snow skiing and The Great Smoky Mountains National Park are an hour away. For those interested in the Arts we have a wide variety of live performances throughout the region, including theaters, symphonies, dance and eclectic music that ranges from indigenous roots music to classical and everything in between.

If you are interested in state of the art cardiology in a supportive, family friendly, economically stable community, please contact us at heatonka@mail.etsu.edu.



Our Mission

The primary mission of the Quillen College of Medicine is to educate future physicians, especially those with an interest in primary care, to practice in underserved rural communities. In addition, the College is committed to excellence in biomedical research and is dedicated to the improvement of health care in Northeast Tennessee and the surrounding Appalachian Region.

The Quillen College of Medicine endeavors to meet community and regional health needs by identification, creation, and execution of the necessary programs through utilization of its diverse resources. The college is a major health care provider for East Tennessee. In view of this responsibility, the college emphasizes primary care as the focus of medical practice and training programs. The primary care physician is defined as the physician of first and continuing contact, coordinating the entire care of the patient. Primary medical care is a function rather than a discipline. This care is provided by family physicians, general internists, general pediatricians, and obstetricians/gynecologists. In addition to meeting the clinical and service responsibilities, the college also supports a significant research endeavor.

The Quillen College of Medicine has an experienced and qualified faculty in the biological, behavioral, and clinical sciences. In addition to the full-time faculty, a number of practicing physicians in the community participate in the educational process as both part-time and volunteer faculty.



Is Your CV Working?

How to Stand Out as a Candidate and Create a Good First Impression.

After graduating from medical school, you may assume that you'll be able to walk into a job at practically any medical facility in the country. After all, the world needs qualified doctors and nurses. Unfortunately, getting the job that you want in medicine can often be as difficult as getting into medical school in the first place. Hundreds of candidates, all likely as qualified as you, are applying. For less specialized roles, the competition can be much more intense. Often, the only chance candidates have at getting a foot in the door is their CV. And because most candidates have received the same level of education and work experience, the smallest thing can make a difference. Research shows you only have 6.25 seconds to impress an employer—you better make those seconds count. With that in mind, is your CV working?

Is Everything Present and Correct?

The biggest mistake you can make on your CV is not including all of your relevant information. At the same time, be careful not to overdo it. In most instances, a two- to four-page CV is enough. However, experienced academics would usually have longer CVs because of the nature of their jobs. There aren't strict rules to the structure of your CV as accepted practices. Your name, your education, and details of your current and previous positions are by far the most important. According to [Ladders](#), employers focus the majority (80%) of the initial six seconds on these areas.

For residents or new physicians who do not have much work experience yet, the most emphasized category in your CV should be your medical education. Include the name of your medical school, the city and state or country where it is located, your degree, and year of completion. For your list of internships, residencies, and fellowships, include your area of specialization, the facility, and its location, as well as the year of completion. Also, highlight academic or other achievements. Below is a breakdown of everything a thorough medical CV should cover:

- Education
- Training
- Internship
- Residency
- Fellowship
- Practice
- Academic Distinctions/Leadership Positions
- Research
- Practice Experience (distinguish categories like management, direct care, hospital-based, etc.)
- Publications
- Presentations
- Professional Memberships
- Board Certification (list boards and national examinations that you have taken)
- Licensure (list down the states where you have a license to practice medicine)
- Other Relevant Work Experience
- Professional Honors/Distinctions
- Other Relevant Specialized Skills

Aside from having all of the correct information, you must also make sure that your CV is well-structured and accurate. It is important that you don't embellish because chances are it will be spotted quickly. The Society for Human Resource Management found that 60% of HR professionals discover "inaccuracies" in the resumes they review.

Does it Pass a Quick Scan?

Often a quick scan is all your CV receives. It has to cut the mustard in this respect. CompHealth has a guide to making sure your CV stands out within 15 seconds. The key points are

making sure that your CV:

- Aligns with the skills and experience the job requires
- Includes all of the key information employers look for: education, board certification, work history, career history, timelines
- Is easy on the eyes
- Is error-free

If your CV looks good at first pass, you can then start analyzing it in detail.

Is it Free of Typos or Errors?

As a medical professional, you need to be meticulous in your attention to detail. In our world, one small error can have significant, often harmful consequences. An error or typo on your CV isn't a good start. In a survey of 150 executives by Accountemps, 40% said one typo was enough to rule a candidate out.

When you've spent so long polishing your CV, it can be hard to see the forest through the trees. Typos aren't immediately obvious. The key, therefore, is to have someone look over your CV for you. Better yet, find a healthcare professional or someone who has experience recruiting employees to take a look at your CV. They will be able to offer a level of insight your friends or family can't.

Does Your CV Come with a Cover Letter?

Some physicians looking for a practice opportunity might think that a cover letter isn't important. More often than not, however, a cover letter will differentiate you from other people who applied for the position. While all CVs can look and read the

same, a cover letter is a chance to stand out and be different. You might be the only candidate to include one at all.

Craig Fowler, former president of the National Association of Physician Recruiters (NAPR), stresses the important role a cover letter can play. He believes eight out of ten candidates who express interest in a role don't include a cover letter with their CV. It can really be a differentiator between getting the interview and getting passed over for consideration.

A cover letter is the best way to show your future employer that you have researched the position and the organization before you applied. Where your CV will show you are qualified, a cover letter can describe why you want the role, what you like about it and why you should be considered.

Don't overdo it, however. A single-page, three-paragraph cover letter is recommended. Use simple language and a professional, business letter layout.

Ideally, the first paragraph should include a self-introduction and should state why you are writing. The second paragraph should provide the reasons behind your interest in the opportunity, why you like the position and why you want to work for that organization. In the third and last paragraph, thank the recipient for reviewing your application and conclude the letter by saying that you look forward to hearing from the recipient soon.

Underestimating the importance of your CV and not giving it the time and attention it deserves is as bad as not having one at all. As the first thing recruiters and healthcare HR professionals read about you, make sure they are impressed.

We hope these tips will help your CV catch a recruiter's eye. ■

Mountain Home Veteran's
Administration Campus,
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Clinical Academic Hematologist/Oncologist

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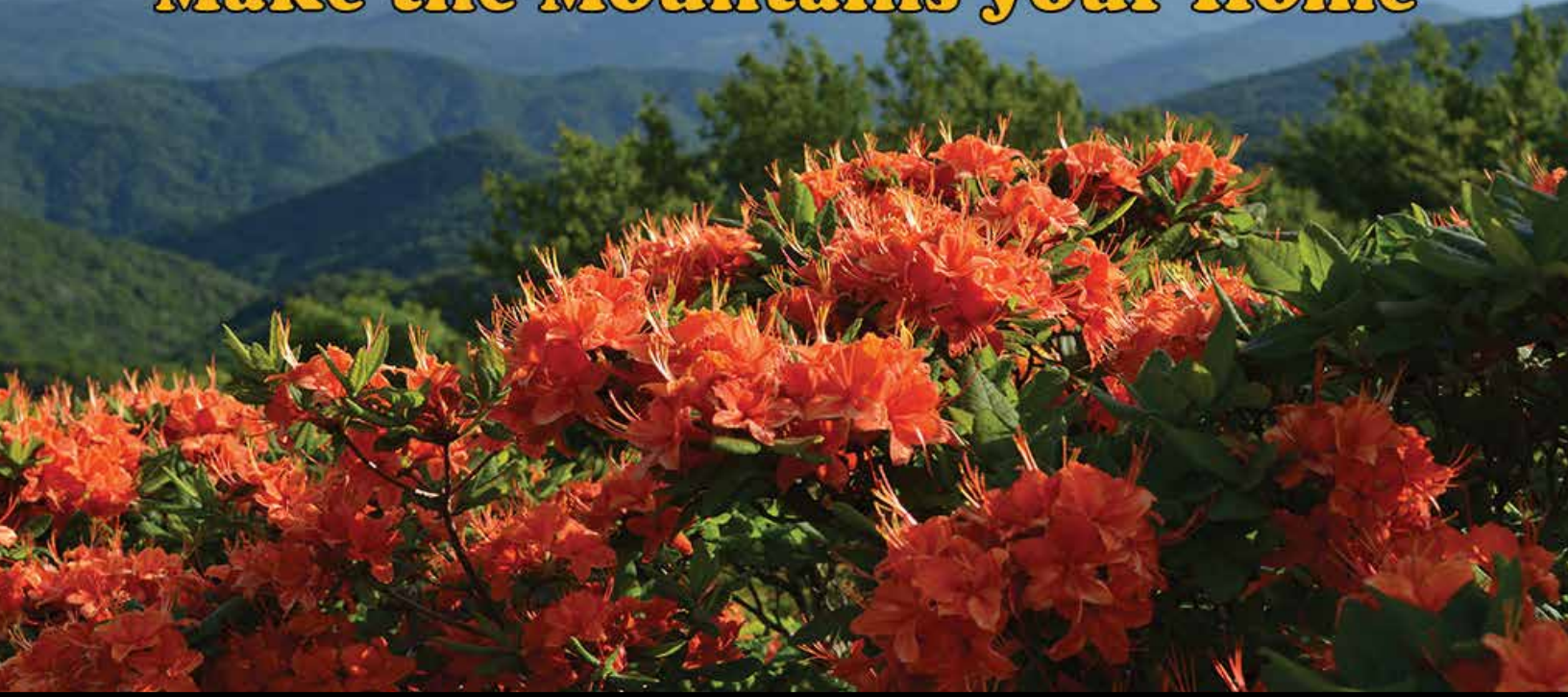
Quillen College of Medicine

EAST TENNESSEE STATE UNIVERSITY



Karen A. Heaton
Internal Medicine Recruitment
Tel # 423-439-6367
Email: heatonka@etsu.edu

Make the Mountains your Home



East Tennessee State University is located in the beautiful foothills of the Appalachian Mountains in a progressive town of more than 65,000 that draws from the Tri-Cities population of over 500,000. The area offers award-winning public school systems, no state income tax, and a family friendly environment for the outdoor enthusiast.

Interventional Cardiologist

The ideal candidate will have the unique opportunity to be the faculty-attending physician for clinical and educational activities that focus on the care of patients and the teaching of direct clinical care delivery and clinical and classroom education of fellows, residents and students. Clinical duties will include both outpatient and inpatient consultation. Up to 20% non-clinical, salaried time provided for scholarship as well as a generous guarantee of clinical income during the practice-building stage.

- **No State Income Tax**
- **Family Friendly Community**
- **Low Crime Rate**
- **Relocation/Sign On/Tuition**

Contact:

Karen A. Heaton
East Tennessee State University
P.O. Box 70622
Johnson City, TN 37614
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423-439-6367

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