ARTICLE HIGHLIGHTS

• 10 Things To Do In Orlando Right Now
• Writing As An Early Career Step
• Where Are The Best Dermatology Salaries?
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Inside

10 Things To Do In Orlando Right Now .............................. 4

Where Are The Best Dermatology Salaries? ........................ 6

Writing As An Early Career Step ................................. 8

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You’ve been to Orlando before and you’re looking for fun things to do in your downtime between exhibits and key note speeches. Or, this is your first trip to Orlando for the AAD Annual meeting and you want to take in the local attractions, but all you’ve heard about Orlando is their wondrous theme parks. Whether you’re a seasoned traveler or new to the area, here is a list for you of things to do that don’t involve going to a theme park. Some of them are even happening right now, during your trip.

**ORLANDO MAGIC BASKETBALL**  
Love sports? Catch some NBA action during your stay; Orlando’s team is the Orlando Magic. Basketball season runs from October through June. If you arrive in Orlando a few days early, you can see the Magic play against the New York Knicks March 1st at their home court - the 20,000-seat Amway Center downtown.  
400 W Church St #200, Orlando, FL 32801 | (407) 440-7000  
nba.com/magic

**MORSE MUSEUM OF AMERICAN ART**  
The Charles Hosmer Morse Museum of American Art is in Orlando’s historic Winter Park and is home to the largest Tiffany collection in the world. Over the last 50 years, the Morse has amassed some of the most memorable lamps, leaded-glass windows, jewelry, art glass, and pottery by American artist and designer Louis Comfort Tiffany. In 2011 the museum debuted a new $5 million Tiffany Wing that includes the restored Daffodil Terrace from his Long Island estate as well as 250 art and architectural objects. Visit the Bistro on Park Avenue for a great meal afterwards.  
445 N Park Ave, Winter Park, FL 32789 | (407) 645-5311  
morsemuseum.org

**BOTANICAL GARDENS**  
Don’t overlook the 50-acre Harry P. Leu Gardens. They house the largest collection of camellias in North America (in bloom November through March). Located on Lake Ivanhoe near downtown Orlando, the gardens also have a citrus grove and a butterfly garden. On March 3rd, you can enjoy an outdoor movie night (Jurassic Park). Bring your own meal (alcohol is permitted) or visit Curbie’s sidewalk cafe for a bite to eat.  
1920 N Forest Ave, Orlando, FL 32803 | (407) 246-2620  
leugardens.org

**ORLANDO BREWING COMPANY**  
The only USDA-certified organic brewery south of Vermont and east of Colorado, the Orlando Brewing Company is located near downtown. With some 20 offerings on tap they also offer free brewery tours Monday to Saturday at 6 pm, and have live music at 9 pm on Friday and Saturday nights.  
1301 Atlanta Ave, Orlando, FL 32806 | (407) 872-1117  
orlandobrewing.com

**BACH FESTIVAL**  
The Bach Festival Society is Central Florida’s oldest performing arts organization. It was created in 1935 to present the music of eponymous composer Johann Sebastian Bach to the public for general enrichment. The Bach Festival Society is located on the Rollins College campus in Winter Park. Performances
KAYAK ECO-TOUR
For the outdoors adventure seeker, a kayak eco-tour through Shingle Creek, the headwaters of the Everglades, may be the perfect mini getaway. Along the mossy, cypress-lined trail you may get a glimpse of alligators, bald eagles, and more. The Ritz-Carlton and JW Marriott at Grande Lakes offer two hour guided tours twice daily, or experienced kayakers can go out on their own from Shingle Creek Regional Park. Paddle boats are also available for rent. ritzcarlton.com | grandelakes.com | paddlingcenter.com

MADAME TUSSAUDS
Famous the world over for their life-sized, realistic wax figures, Madame Tussauds Orlando is the place to rub shoulders with your favorite stars. Pose with celebrities like Will Smith, Jimmy Fallon, Scarlett Johansson, Michael Jackson, Johnny Depp or Orlando Magic alumnus Shaquille O’Neal. Madame Tussauds encourages photos, so make sure your camera or smart phone is fully charged. This is a self-guided attraction, so take your time visiting with your favorites. 8387 International Drive, Orlando, FL 32819 | (866) 630-8315 madametussauds.com/orlando

OTHER HAPPENINGS IN ORLANDO...

GREAT WINE BARS
There are several terrific restaurants and a trio of wine bars located along Park Avenue near Winter Park. Sample portions at various sizes by the ounce and nibble cheese platters at The Wine Room, offering over 150 wines dispensed by Enomatic machines. Carmel Kitchen & Wine Bar serves over 50 old and new world vintages paired with Mediterranean small and large plates. Enjoy 70 different wines by the glass at Eola Wine Company, which you can pair with their menu of wraps, tacos and other tapas selections.

WORLD-CLASS SPAS
If you need to get away from the action, get pampered at one of Orlando’s world-class spas. Three to try: the luxurious, 24-000-square-foot Waldorf Astoria Spa by Guerlain at the Waldorf Astoria Orlando (their cleansing facials are a favorite), the Ritz-Carlton Spa at the Ritz-Carlton Orlando, Grande Lakes (try their Grande Hammock Experience), and the Poseidon Spa at the Grand Bohemian Hotel (they offer pre-natal and in-room massages).

SOPHISTICATED SHOPPING
Orlando is home to two major shopping malls: the upscale Mall at Millenia boasting luxury brands such as Burberry, Salvatore Ferragamo, and Versace; and The Florida Mall, home to Saks Fifth Avenue, Nordstrom, and 250 other stores and restaurants. Bargain hunters have the choice of sister outlet centers: Orlando International Premium Outlets and Orlando Vineland Premium Outlets. Each is packed with brand-name fashions and home goods at discounted prices.

PREMIERE GOLFING
If golf’s your game, you can spend half a day sharpening your skill on some of Orlando’s impressive greens. Home to the Golf Channel and Tiger Woods, Orlando boasts over 170 courses, many designed by top names including Jack Nicklaus and Pete Dye. Top courses to consider: Arnold Palmer’s Bay Hill Club & Lodge; Waldorf Astoria Golf Club; and Hyatt Regency Grand Cypress Golf Course.

ORLANDO JAZZ FESTIVAL
Two days of back-to-back jazz entertainment begins March 10th at the Dr. Phillips Center for the Performing Arts, Seneff Plaza. Stick around after the annual convention and take in the smooth sounds of jazz virtuosos Paul Taylor, David Sanborn or May-

THE COCA-COLA ORLANDO EYE
Experience Orlando from 400 feet in the air! The Orlando Eye offers breathtaking views of downtown Orlando; on a clear day, you may even be able to see Cape Canaveral to the East. A brief film is included before departure on the wheel. Stop and peruse the offerings at their well-appointed gift shop as you exit the attraction. 8401 International Dr. #100, Orlando, FL 32819 | (866) 228-6438 officialorlandoeye.com

STRAWBERRY FESTIVAL
If you enjoy the taste of fresh luscious strawberries along with diverse exhibits and live entertainment, The Florida Strawberry Festival welcomes you to its annual spring kick off March 2-12. The festival offers a different live performance each night March 3rd through the 7th. (Willie Nelson gives a performance on March 3rd; The Blues Brothers are slated for March 9th), but there is also free entertainment, parades, contests and other social events giving you a piece of Americana. 303 N Lemon St, Plant City, FL 3356 | (813) 752-9194 flstrawberryfestival.com

Sources: Fodors.com; Smartdestinations.com
Where Are The Best Dermatology Salaries?

The national average salary for dermatologists is $293,610, according to Glassdoor. You should note, however, that salaries vary based on experience level, location and other factors. If you’re looking to earn a salary that surpasses the national average, consider these locations:

**California**
In California, dermatologist salaries rise and fall in line with the cost of living. Because the state is so large and heavily populated, salaries can vary quite a lot from city to city. In the northern part of the state, Sacramento has an average salary of $341,494 while San Francisco’s is $395,375. In the southern half, San Diego has an average salary of $340,173, while Los Angeles dermatologists earn an average of $353,671.

**Florida**
Dermatologist salaries in Florida are above the national average, and have the chance to grow with the practitioner’s experience. In Fort Lauderdale and nearby Pompano Beach, salaries average $311,308. A few miles north, in Boca Raton, $317,380 is the average dermatologist salary.

**Iowa**
The Midwest offers high-paying dermatology jobs and low cost of living. Consulting firm Salary.com reported that average dermatologist salaries in Des Moines and the northern suburb of Ankeny are roughly $314,600. Meanwhile, according to the real estate website Zillow, the median listing price for a home in Des Moines is $121,900.

**Louisiana**
Many of the southern states provide better salaries than the national average, and that includes Louisiana. You’ll find the highest paying jobs near the coast. For example, Kenner, a suburb of New Orleans, boasts an average salary of $316,267, while the metropolitan area has a slightly higher average of $317,617.
Massachusetts
Many of the highest paying dermatology jobs in Massachusetts are centered in Boston and the surrounding metropolitan area with an average salary for dermatologists of $360,732. Boston has a relatively high cost of living, compared to other major US cities, so their healthcare salaries will compensate for this.

Missouri
In Missouri, dermatologists have more opportunities to earn above the national average. In Kansas City, the average salary is about $308,694. In Springfield, it’s even higher at $310,373. Those looking for positions in the Saint Louis area can find salaries as high as $314,462.

Oregon
The Pacific northwest has a number of great communities - big and small - in need of dermatologists. Salaries average $318,554 in Salem, $328,844 in Eugene, and $329,887 in Portland. Each of these cities offers a slightly different blend of metropolitan life and outdoor living.

Washington
Washington has no income tax, which may make it a more desirable destination for those looking to move. In Yakima, dermatologist salaries average $330,168. In Tacoma, the average salary is $341,084 and in Seattle, it’s $346,395.

If you’re looking for your next dermatology opportunity, check out myHealthTalent.com today!
For many, one of the hardest things to do in their early career is also one of the most important. Getting your research published is crucial for promotion. “The biggest issue for someone starting a career is deciding the best time to publish your research,” Says Stephen R. Hammes, MD, PhD, chief of the Division of Endocrinology and Metabolism at the University of Rochester School of Medicine and Dentistry in New York State. “As a new investigator, you want to publish good quality, but you don’t want to hold off too long.”

There are two schools of thought. One suggests that you publish as soon as you can. It may not be fully formed, but a new investigator needs to get something out there. The other is that you should hold on to your research and keep adding more and more information with the hope that this will be the one big score you need to set yourself apart.

FIND A MENTOR

Hammes, who also serves as Editor-in Chief of Molecular Endocrinology, says a good resource is an advisor or mentor. Dr. Emily K. Sims, MD, assistant research professor of pediatrics at the Indiana University School of Medicine in Indianapolis wholeheartedly agrees. “Beyond the actual work, I think finding the right mentor is the most important part of getting published for an early-career researcher,” she says. “Having a mentor gives you guidance and I don’t know what I would have done without one from the beginning. You have to make some mistakes, but there are so many good things that can come from their experience.”

Keep in mind that a mentor may have very different ideas about when submissions should be made. “Often the advisor wants to wait to publish this great monolith of a paper,” Hammes notes. “They are established, have time to wait and have a lot going on at once. The new investigator has only their own project to think about.” It may become necessary for the writer to approach their mentor and...
Tell them the research needs to go out for publication sooner than later. Personal concerns, such as the requirements for a promotion or the need to begin procurement of their own grant money, lead to imperatives that the more seasoned investigator may not share. Editors of the journals you are considering are also a great source of advice. Most will be happy to talk to you and give you advice on timing or any other questions you may have about submitting articles to their publication.

**CHOOSE THE RIGHT JOURNAL**

After deciding when an article should be published, deciding where it will be submitted is another important step. Journals are ranked by impact factor (IF), the average number of times recently published articles have been cited in other publications. Generally, the higher the IF, the more important a journal is thought to be. “You should try to publish in the higher IF journals, but you also have to realistically evaluate whether your project will make the cut,” says Sims. “I always try to shoot for an IF I think is reasonable; you want to get published so people can see your work.”

Study the publication(s) you are considering. How does their audience match up with the audience you see for your article? For example, if you have done a clinical study, it isn’t likely to interest a journal with a focus on basic science. “You want to Publish in a place you feel comfortable. While the editorial board may not be your friends, they are people you are probably familiar with. The journals are there for Society members to get their work out and I think newer researchers should take advantage of that whenever possible.”

**FOLLOW SUBMISSION GUIDELINES**

When preparing to submit your research to a specific journal, it is important to review the information on the authors page. This will provide you with the formatting, the person who should receive the article and the technical requirements of the publication. “The authors page gives specific information on how they want the bibliography to look, how many words they’ll accept for the abstract, and the other important parts of the submission,” says Sims. “Some feel that the research is important and the publishing details, not so much. But the people who decide on the publication’s content take these details very seriously.” Following guidelines can be an important part of getting your manuscript accepted quickly, if at all. The editors will send an article back to the author for revisions to meet these requirements. This can delay the time your article is accepted or rejected for publication. “Everybody should review the authors information, yet it is amazing how many don’t,” says Rebecca Kelly, a managing editor for ES Publications. “We generally won’t reject solely based on format concerns. But it makes us wonder, if they did not pay attention to the technical requirements, maybe they did the same on the research itself.” The tone and method of your writing is often the hardest part of the process for both early-career and established writers. A good article is easy to read and communicates the important parts quickly and concisely. “Writing a manuscript is an art,” says Sims. “You can do the most exciting work ever, but if you can’t communicate it, it doesn’t really matter.”

“Make sure lots of people have read your paper and have commented on it before the journal reviewers get it” says Hammes. “Have your co-authors look it over and get feedback as a first review. Get input from other colleagues. When you have considered and incorporated their suggestions, you can send it along to the journal.” During the final check, make sure that your illustrations and tables are in a format the journal can use. Be careful when making them that no bias is introduced. “We have seen where some authors have tried to make an illustration stand out, says Kelly. “They may darken a gel to draw attention to the one they feel is more important or sharpen it to make it look nicer.” She says most of this is done out of ignorance and not an attempt to fake results. However, the staff of the journal will examine the manuscript closely so that they can be sure there is no attempt at fakery. These are concerns all journals take very seriously.

**GETTING AUTHORSHIP IN ORDER**

Another important step to publishing is deciding the order of authorship. Where you are in your career makes a difference in where your name will be. “Authorship is very important for young researchers who have to have their own work to be successful,” says Hammes. “If you’re working in your first post-doctoral lab, you will want to be first author and your senior investigator, the last author.” In such cases, Hammes thinks it is very important to sit down with your mentor and discuss senior authorship status. This can help cement your status as an investigator. “I always encourage my junior investigators to have these conversations when it is their work. They should tell their mentors that they want senior authorship. Some will be more willing than others to back off. It is a conversation most early-career investigators may have to have eventually”

**DEVELOP THICK SKIN**

An important trait a new investigator must develop quickly is the ability to not take rejection personally. Most papers get turned down at least once. “One of the things I learned is that you have to have a very thick skin, otherwise you won’t come out of this with your self-esteem intact,” notes Sims. “Even when they turn down your paper, usually you will receive valuable feedback on improving it for the next submission.” Keep in mind, it is not just early-career investigators who get rejected. Hammes points out that even Chiefs of Service and tenured professors don’t get published 100% of the time. “Just because it was returned doesn’t mean it was bad science, it just means it wasn’t appropriate for that journal,” he says. “The easy thing to do would be to complain and be mad at the reviewers. But then you calm down, look at the comments and know what you have to do to submit a better paper to the next journal.”
General Dermatologists – LAKE FOREST, IL

Northwestern Medical Group, a multi-specialty medical group comprised of over 1,200 physician members, seeks general dermatologists in Lake Forest and other sites in the northern Chicago suburbs. Northwestern Medical Group is interested in welcoming candidates who are primarily interested in clinical care, including general medical and aesthetic dermatology. We are open to considering flexible work hours, and are interested in minority candidates.

We are part of Northwestern Medicine, and compensation is highly competitive and will vary based on time commitment to clinical care and productivity.

Applicants should be ACME BE/BC in dermatology, and able to be licensed in Illinois. They must be able to qualify for academic appointment at Northwestern University as a Health System Clinician. For more information about the department, see http://www.feinberg.northwestern.edu/sites/dermatology/

ABOUT US
Northwestern Memorial HealthCare, a nonprofit organization, is the corporate parent of Northwestern Medicine and all of its entities, including Northwestern Memorial Hospital, Northwestern Medicine Central DuPage Hospital, Northwestern Medicine Lake Forest Hospital, Northwestern Medicine Delnor Hospital, Northwestern Medicine Kishwaukee Hospital, Northwestern Medicine Valley West Hospital and Northwestern Medicine Marianjoy Rehabilitation Hospital.

Please submit curriculum vitae to:
Amy S. Paller, MD
Walter J. Hamlin Professor and Chair of Dermatology
apaller@northwestern.edu

Dermatologists

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HealthPartners

healthpartners.com
Dermatology

Location
Wenatchee

In the Middle of Opportunity
Confluence Health / Wenatchee Valley Medical Group is seeking a BE/BC General Dermatologist to join our established and very busy practice in Wenatchee, WA. The group currently consists of six Dermatologists including one Mohs Surgeon and one PA-C. This is primarily a general Dermatology practice but an interest in cosmetic Dermatology is welcomed. The outpatient clinic is open from Monday through Friday, some very light call is rotated within the group.

In the Middle of Leading Medicine
Confluence Health is an integrated, regional healthcare delivery system with multi-specialty care in 30+ service lines and primary care with rural outreach to ten communities across North Central WA state. Over 250 well trained physicians and 100 advanced practice clinicians provide the highest quality comprehensive care in a service area of approximately 12,000 square miles. However, there is no travelling with this position.

In the Middle of Partnership
As a Physician at Confluence Health, you will have the opportunity to become a shareholder with the Wenatchee Valley Medical Group, an independent, physician owned and governed group that was formed in 1941.

In the Middle of Mountains, Rivers, Valleys, Orchards and Vineyards
This position is located in Wenatchee, WA where the Cascade Mountains meet the Columbia River. We enjoy over 300 days of sunshine with breathtaking landscapes, four distinct seasons and moderate winters.

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We have a family friendly environment with excellent schools and opportunities for the entire family to be involved in culture and the arts.

In the Middle of Washington State
Seattle is only a 2.5 hour scenic drive or ½ hour flight our regional airport.

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In addition to extremely generous time off allowances, we offer competitive salaries and a comprehensive benefits package including robust insurance programs, retirement contributions, CME, and professional liability insurance.

In the Middle of Our Mission
We are dedicated to improving our patients’ health by providing safe, high-quality care in a compassionate and cost effective manner.

To apply, please submit your CV to: Joinus@ConfluenceHealth.org.

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