Nurse navigators benefit both patient, medical community

Written by Jessica Lindsey

Imagine this scenario: you’re away from home and need to follow a complicated set of instructions to ensure your safety. Some kind, caring people are lining things out clearly but are speaking a foreign language. Of course, having a translator or personal guide would be the wise, perhaps even obvious choice, right?

Now, take that scenario and turn it into a medical experience. An overwhelmed patient is in a hospital, clinic or doctor’s office and has just been given a cancer diagnosis. The doctor and staff are lining things out clearly, but the patient is struggling to get past understanding anything beyond, “you have cancer.” It might as well be a foreign language.

“The health care system is very complicated,” said Hope Krebill, BSN, MSW, executive director of the Midwest Cancer Alliance (MCA). “Even those of us who reside within the system can find it confusing when entering from the patient side.”

A system that is confusing even for health professionals-turned patients can be a nightmare for anyone. Thankfully, a translator, a personal guide—a nurse navigator—steps in to help the patient as early as when the doctor says, “you have cancer.”

The relatively-new specialty of nurse navigators

For a newly-diagnosed cancer patient, adjusting to the news and knowing where to begin can be staggering.
Rural Health: New additions and promotion

Rural Health Education and Services welcomes Dru Potter, office coordinator and Brad Thomison, senior recruitment coordinator. In addition to the new team members, Robin Welch has been promoted to senior recruitment coordinator.

Rural Health selected to present at the 37th Annual Rural Health Conference

April 22–25, 2014 | Las Vegas

National Rural Health Association’s Annual Rural Health Conference is the nation’s largest rural health conference, created for all of those with an interest in rural health care, including rural health practitioners, hospital administrators, clinic directors and lay health workers, social workers, state and federal health employees, academics, community members and more.

For more information or to register visit www.ruralhealthweb.org/annual

Rural Health Education and Services has been selected to present Bridge the Gaps: Marketing Evaluation and Planning on Friday April 25.

Bridge the Gaps Overview: Maximize rural health care marketing efforts by targeting patients, stakeholders and employees for retention and recruitment. During this round table discussion participants will utilize a Marketing Checklist to rate the effectiveness of current marketing strategies and guide them in implementing new strategies for each target audience.

Mark Your Calendars for KCO

October 9, 2014 | Kansas City
October 16, 2014 | Wichita

Kansas Career Opportunities (KCO) is an annual health care career fair held each fall in Wichita and Kansas City. KCO provides an opportunity for resident physicians, health care job seekers and students to network with health care employers from all across Kansas.

KCO is hosted by The University of Kansas Medical Center, Rural Health Education and Services department. Exhibitor registration will open May 1, 2014. For more information on KCO visit www.ruralhealth.kumc.edu, call 888-503-4221, or email rhealth@kumc.edu.
“The navigator acts as a guide for patients, basically providing a road map to both the health care system and to the patient in order to provide timely, organized care to enhance the patient experience and their health care outcomes.”

Hope Krebill, BSN, MSW
Executive Director, Midwest Cancer Alliance

Paperwork, scheduling and undergoing treatments and surgeries, coordinating appointments with multiple health care professionals from different specialties, finding support groups or classes and seeking second opinions, become a quick reality.

More hospitals around the nation have looked to nurse navigators to help walk patients through the health system maze. Though only around for a little more than two decades, the concept of patient navigation has proved to be effective.

Introduced in 1990, by surgical oncologist Harold Freeman, M.D., the first patient navigation program began in Harlem, N.Y. to reduce health disparities among poor and uninsured cancer patients. Freeman saw higher death rates among the Harlem Hospital’s breast cancer patients, and his research indicated a need for professional assistance to help navigate the system. Introducing navigators proved to be life-saving for many patients—five year cancer survival rates alone jumped from 39 percent in 1995 to 70 percent in 2000.

Introduced in 1990, by surgical oncologist Harold Freeman, M.D., the first patient navigation program began in Harlem, N.Y. to reduce health disparities among poor and uninsured cancer patients. Freeman saw higher death rates among the Harlem Hospital’s breast cancer patients, and his research indicated a need for professional assistance to help navigate the system. Introducing navigators proved to be life-saving for many patients—five year cancer survival rates alone jumped from 39 percent in 1995 to 70 percent in 2000.

It was more than a decade later before nurse navigators were officially introduced as a profession in Kansas. In 2003, Liz Bessette, RN, was asked to help guide patients through their care at St. Francis Hospital’s new cancer center in Topeka. As the health community began to hear about improved outcomes, the concept of providing a cancer patient with a guide through the complicated medical system spread across the state. In 2008, soon after forming at the University of Kansas Medical Center, the MCA hired nurse navigator Carol Bush, RN, to help build a network of rural Kansas navigators.

“The navigator acts as a guide for patients, basically providing a road map to both the health care system and to the patient in order to provide timely, organized care to enhance the patient experience and their health care outcomes,” said Krebill, who has worked with nurse navigators since joining MCA in 2010.

The role of a nurse navigator in rural Kansas

As a nurse at St. Catherine Hospital in Garden City, Heather Wright-Renick, BSN, spent more than a decade in the medical field when she was diagnosed with breast cancer in May 2012 at the age of 33. Even with experience in the field, she was overwhelmed juggling all the aspects of her care.

After completion of her breast cancer treatment, Heather Wright-Renick, BSN, returned to work and helped develop the Breast Program at St. Catherine Hospital’s Breast Center.

“The Breast Center Team at St. Catherine Hospital: Pictured from left to right – Dr. Restituto Tibayan, M.D., Dr. Soen Liong, M.D., Heather Wright-Renick, BSN, Dr. Matthew Byrnes, M.D. and Dr. Bruce Melin, M.D.

“(If you’re a patient) we’re looking for ways to provide the latest treatment options right here, so you don’t have to drive 12 hours round trip for a genetic counseling appointment, or 100 miles to the nearest support group or exercise facility—we want you to have these options in your town, so it’s accessible,” she said.

Wright-Renick, who carries the Hope Krebill, BSN, MSW
Executive Director, Midwest Cancer Alliance

After completion of her breast cancer treatment, Heather Wright-Renick, BSN, returned to work and helped develop the Breast Program at St. Catherine Hospital’s Breast Center.

“The Breast Center Team at St. Catherine Hospital: Pictured from left to right – Dr. Restituto Tibayan, M.D., Dr. Soen Liong, M.D., Heather Wright-Renick, BSN, Dr. Matthew Byrnes, M.D. and Dr. Bruce Melin, M.D.

“(If you’re a patient) we’re looking for ways to provide the latest treatment options right here, so you don’t have to drive 12 hours round trip for a genetic counseling appointment, or 100 miles to the nearest support group or exercise facility—we want you to have these options in your town, so it’s accessible,” she said.

Wright-Renick, who carries the hope krebill, bsn, msw
executive director, midwest cancer alliance

After completion of her breast cancer treatment, Heather Wright-Renick, BSN, returned to work and helped develop the Breast Program at St. Catherine Hospital’s Breast Center.

“The Breast Center Team at St. Catherine Hospital: Pictured from left to right – Dr. Restituto Tibayan, M.D., Dr. Soen Liong, M.D., Heather Wright-Renick, BSN, Dr. Matthew Byrnes, M.D. and Dr. Bruce Melin, M.D.

“(If you’re a patient) we’re looking for ways to provide the latest treatment options right here, so you don’t have to drive 12 hours round trip for a genetic counseling appointment, or 100 miles to the nearest support group or exercise facility—we want you to have these options in your town, so it’s accessible,” she said.

Wright-Renick, who carries the
In an effort to support rural health systems that are seeking out-of-the-box ways of addressing current challenges and future needs, the United Methodist Health Ministry Fund launched the Kansas Rural Health Systems Improvement Pilot Project.

In November 2013, the organization announced the four community recipients of pilot project grants, who underwent an extensive application process and now are in phase one of a three-year program that involves task force meetings and extensive research and planning.

Participating communities are: Cheyenne County; a collaboration of Osborne, Phillips and Smith counties; Kearny County; and Clark County, which includes the Minneola and Ashland hospital districts.

“We looked for communities which desired change from the existing health care organizational structures and sensed a necessity for something besides, ‘more of the status quo.’”

Kim Moore, United Methodist Health Ministry Fund president

Total financial commitments equal just over $1.5 million, which Moore said is an excellent illustration that a wide range of organizations agrees on the importance of, “sustainable, high-quality rural health care in Kansas.”

“The project has a combined $1,505,000 derived from United Methodist Health Ministry Fund, Sunflower Foundation, Kansas Health Foundation, Blue Cross and Blue Shield of Kansas Foundation, Kansas Hospital Association and Kansas Hospital Education and Research Foundation (KHERF),” Moore said. “Additional funds will be sought to expand implementation support. KHERF is serving as the project fiscal agent.”

The planning phase runs through Nov. 1, 2014, during this time, each community Health Futures Task force — comprised of 15 to 25 local physicians, health and public officials, civic leaders and others not related to

Rural health systems continued on page 17
Physician communication in a social networking age

Written by Cari Merrill

The world seemingly revolves around text messages, Facebook and online social networks. So it shouldn’t be a surprise that physicians are using the same technology and ideas to stay up-to-date on their patients’ health histories and to help provide better care.

One Wichita doctor is doing just that, working with a team to create an online community where patient information is uploaded and visible to other health care providers. The end goal: provide better communication between physicians and ultimately, provide better medical care.

“We need to have the ability to have information pushed to us rather than waiting to go get it.”

Adam Flynn, M.D.

The idea for an online patient portal for physicians came from Adam Flynn, M.D. As a hospitalist, Flynn sees a variety of patients in any given day; patients he likely has no prior history with. And as a physician, that can prove challenging when trying to provide the best treatment. So, in an effort to help his practice, about five years ago Flynn began to venture into the world of technology. The result is PriorusMed.

“At first, it started out just as a necessity, seeing there was a gap in what (technology) was available to us and what we needed from a clinical standpoint,” he said. “That gap needed to be filled.”

The premise behind the new software mirrors how society has turned to online communities to correspond.

“We’re much more connected to each other because of social networking,” Flynn said. “That being said, most of the health care world is still relying on technology of sending faxes, using the telephone or a pager.”

PriorusMed’s service provides secure text messaging as well as access to an online platform, similar to Facebook, where patient information is segmented by profiles and updates are posted to a central “news feed” on the home page.

Putting providers together around patients

For Shayla Westhoff of Arkansas City, she understands how a service like this could be helpful for physicians.

She regularly travels between Arkansas City, Winfield, Derby and Wichita to see her primary care provider and several specialists including a podiatrist, cardiologist and rheumatologist.

“If I had major problems, I could see this being helpful,” she said, adding that, if needed, her physicians still place a phone call to one another.

Because all providers are different in how they communicate, Flynn’s service pushes information to the providers rather than requiring them to seek it out, sifting through EMR and making phone calls.

“We need to have the ability to instantly communicate,” he said. “We need to have the ability to have information pushed to us rather than waiting to go get it.”

He compares the change of information exchange to the personal web pages that were popular in the 1990s.

“You would create a website and maybe add pictures and your friends could go and see what you were doing in your life,” he said, adding that idea is now outdated. “I’m not going to get on the Internet and go to the
nurse navigator phone with her at all times, considers herself always on call. She knows first hand that breast cancer isn’t a Monday through Friday job. It works holidays, evenings and weekends, so she is available to her patients during those times as well.

“When I tell patients this, they are so relieved,” Wright-Renick said. “I’ve been called an angel, a godsend and a lifesaver. They are so grateful to have someone help dot the Is and cross the Ts and help make sense of it all. They have told me time and again that they never feel alone having me by their side.”

A variety of navigator roles help fill needs identified by the medical community, Krebill said. Some navigators help individuals enter the system such as a navigator who works to decrease the time between a cancer diagnosis and the initial appointment. Others may navigate during treatment, or navigate survivor transitioning from active treatment back to their primary care health care team. All are beneficial to the health care system as well, she said.

“A breast nurse navigator is a ‘go to’ person for the medical community’s breast patients,” she said. “This helps facilitate timely access to care, decreases time from diagnosis to treatment, eliminates potential barriers to care, and improves patient satisfaction and preparedness.”

Being in rural Kansas presents additional challenges. Wright-Renick takes on the challenge by helping patients and their providers efficiently and effectively approach treatment.

“Physician communication continued from page 5

website of everyone I know every day to see what they’ve been doing.”

Much like users of Facebook and Twitter post information that is pushed out to friends, fans and followers, PriorusMed users upload patient information and when a fellow physician logs in to the secure site, they can see patients’ information.

Flynn gave this example: A patient, who happens to have a history of heart issues, visits his primary care physician for a routine check-up. The following week, the patient visits his cardiologist. A few days later, the patient is admitted to the emergency room for chest pain. With current communications, neither physician would know of the hospital admittance unless the patient contacted them or the hospitalist requested information from the physicians. With this patient portal, that information is uploaded to the patient’s online profile and his doctors are alerted that he has checked into the hospital. Subsequently, they can also see the care he’s receiving and when he’s discharged.

It’s that constant communication that helps physicians stay connected to their patients and provide better care, Flynn said.

“One of the cornerstones of our system is that we want medicine to work that way in terms of bringing providers up-to-date on their patients,” he added.

Currently, Flynn and his team are working on a plan with the Physician Alliance of Kansas to get started on the network.

Protecting patient information

In the world of health care, patient information is extremely sensitive. For Westhoff, having her medical information online and easily accessible is concerning. However, Flynn said he has taken steps to help ensure those critical details are safe.

PriorusMed is HIPPA-compliant and has the same security levels as banks, requiring a username, password and PIN to access the site, he said. The software also retains a log of every person who has accessed any piece of patient information.

“Our objective is not to create a social network for doctors,” he said. “Our objective is to create a collaborative team around each patient so the patient is the center of the provider.”
The Kansas Recruitment and Retention Center (KRRC) assists Kansas’ communities in recruiting and retaining health care professionals. KRRC works with hospitals, private physician practices, community health centers and other organizations that are recruiting physicians, dentists, physician assistants, nurse practitioners, nurses, dental hygienists, and allied health care professionals.

For more information contact The University of Kansas Medical Center, Rural Health Education and Services, 316-293-2649 or 1-888-503-4221, or visit kansasrecruitment.com.

**NORTH CENTRAL**

**KRC.0913.1916.55** **BE/BC Cardiovascular Thoracic Surgeon** — to join compassionate, highly trained, tenured team of heart & OR professionals committed to providing a full array of heart services utilizing the latest medical technologies and facilities including two catheterization labs, 128 slice cardiac CT, and two heart ORs furnished w/ equipment for endoscopic vein harvesting.

**KRC.1212.0504.03** **Family Physician** w/o OB to join a growing multi-specialty group practice in recently remodeled 19-bed CAH; weekend coverage is on a separate call contract, Emergency Room primary call back-up coverage is on a rotating schedule; salary range is negotiable dependent on background and experience, an initial salary guarantee is negotiable with an annual contract review, also a production bonus & includes quality measure incentives.

**KRC.1212.0306.08** **Family Medicine Physician** – for RHC clinic and 25-bed acute inpatient CAH, which includes swing bed & four ICU beds, also 2 satellite locations; schedule is Mon-Fri, 8am-5p w/ provider starting clinic at 8:30am and last patient scheduled at 4pm, physicians do back-up ER call & minimal 1st call, ER call is divided out evenly with Providers, Mid-levels take majority of 1st call; salary is negotiable.

**KRC.0113.0317.05** **Family Medicine Physician** – w/o OB, to join six provider group employed by a 23-bed CAH; light ED call coverage primarily as back up for PA, call coverage is 1:5 weekdays & 1:weekend/month; great benefits, salary range is $170,000-$200,000.

**KRC.0412.0311.06C** **BE/BC Family Medicine** – pref w/ OB to join family practice group; position will be employed by 33-bed hospital w/ a supportive multi-specialty physician base; good communication skills & willingness to be a team player; opportunity for ownership after 48 months of employment; weekend call coverage is 1 in 5; provider would have one afternoon off/week; excellent benefits, salary range is $200,000 - $210,000 depending on whether the provider does OB.

**KRC.0513.1911.02** **Family Practice Physician w/ OB** – to join a well established clinic in an employed capacity, excellent salary and benefit package to a candidate who wants to enjoy the rewards of rural life, clinic has an electronic health record that is interfaced to receive laboratory and imaging results from the hospital; benefits to include a competitive base salary + WRVU Production Bonus.

**KRC.0506.0503.01C** **Family Physician** 25-bed CAH and rural health clinic; current staffing includes 1 physician and 1 PA; call is 1:3; salary: $135,000-$150,000; full benefits

**KRC.0707.0701.11** **Family Physician** w/o OB for 2-campus, 99-bed hospital w/ secondary campus 20 miles southwest; salary is $140,000 + production incentive + sign-on bonus; call is 1:2; full benefits

**KRC.0711.1319.01** **Family Physician** to join growing healthcare system; FP w/ OB is preferred but will consider FP w/o OB; emergency department is open 24/7 and is staffed by mid-level providers with primary care physicians as on call back up; salary is negotiable and competitive, great benefits

**KRC.0813.1323.02** **Pediatrician**

**KRC.0813.1323.03** **Family Medicine Physician w/o OB**

**KRC.0813.1323.04** **Internist** – to join a 33-physician, independent multi-specialty clinic; call coverage is 1:4 and flexible among physicians; must be BE/BC; salary range is negotiable and competitive w/ potential first year production bonus

**KRC.1013.1916.56** **Gastroenterologist** seeking BE/BC physician for health center due to growing market demands, will practice a wide breadth of Gastroenterology; ease of access to other specialists; base compensation plus bonuses, great benefits

**KRC.0813.1323.01** **Gastroenterologist** for a well-established, well-respected multi-specialty clinic in North Central Kansas; must be BE/BC; candidate will treat patients quickly, professionally, kindly; will serve as back-up HALO, ERCP, and EUS; schedule is Mon-Thurs, 8am - 5pm & Fri, 8am - 12pm; call schedule is 1:4 & flexible among physicians; salary is negotiable w/ potential first year production bonus

**KRC.1212.0306.07** **General Surgeon** to replace a retiring surgeon and assume their practice, 25-bed acute inpatient CAH including swing bed, four ICU beds, 2 satellite locations; schedule is Mon-Fri, 8am-5p w/ provider starting clinic at 8:30a & last patient scheduled at 4pm; physicians do back-up ER call & minimal 1st call, ER call is divided out evenly with Providers, Mid-levels take majority of 1st call; salary is negotiable.

**KRC.0811.1320.01** **General Surgeon** for all laparoscopic procedures (chest, vascular); Mon-Fri 8:30a-5p; position does include consultation or referral call; income guarantee, potential partnership opportunity; excellent benefits

**KRC.0612.0707.04** **General Surgeon** for a physician owned hospital; clinic space and the office are located in the rural health clinic; will share call with nearby surgeons, 1 in 3 weekends; salary range is $340,000-$360,000 yearly w/ 2 year contract; stipend available to surgeons completing their training that commit

**KRC.0413.0317.06** **General Surgeon** for private, not-for-profit, 23-bed, physician will join an established surgical practice and will work collaboratively with a 17+ year experienced surgeon, salary range is $255,000 - $340,000; schedule is 15 - 20 days/month performing services at hospital and one satellite clinic (10 miles away)

Find Health Care Jobs at kansasrecruitment.com
**KRC.0511.1916.46 BC/BE Hospitalist**  
Critical Care/Intensivist or appropriately trained Internal Medicine physician for 385-bed regional hospital; set schedule of 7 days on, 7 days off; aggressive compensation, benefits package, this health center serves as the regional hub for state-of-the-art medical services, newly completed patient tower and renovations, diverse medical staff of more than 130 physicians.

**KRC.0513.0317.09 Internist**  
to join 23-bed CAH; physicians average 20-25 patients/day, light ED call coverage primarily as back up for PA, call coverage is 1:5 weekdays & 1 weekend/month; salary range is $170,000 - $200,000.

**KRC.0111.1916.57 BE/BC Neurologist**  
for a 385-bed, community owned, not-for-profit regional hospital; will assist w/ in patient & outpatient care, experience or training in EEG, EMG, Nerve Conduction, Botox & interest in movement disorders a plus; opportunity to do outreach to smaller communities is available; aggressive compensation.

**KRC.0111.1916.41 Neurologist**  
385-bed community-owned not-for-profit regional hospital seeks BE/BC Neurologist to assist with inpatient & outpatient care; experience or training in EEG, EMG, Nerve Conduction, Botox, interest in movement disorders a plus; for those residents and fellows who qualify, there is an opportunity to earn $1,000 per month while completing their last two years of training; aggressive compensation, benefits package.

**KRC.0708.1916.09 Registered Nurse**  
for 12-bed ICU; the 385-bed hospital focuses on career, community, and family; 125 physicians on staff; salary is competitive and negotiable; full benefits.

**KRC.0411.1916.45 Obstetrician/Gynecologist**  
– BE/BC OB/GYN physician for well established single specialty women’s clinic; aggressive compensation, benefits package, opportunity for qualified residents/fellows to earn $1,000/month while completing their last two years of training; currently on staff are 2 fulltime OB/GYN physicians; call time is 1:3.

**KRC.0413.0818.01 Obstetrician and Gynecologist**  
– BE/BC physician for established practice w/ approx 400 deliveries/year; full-time position w/ 1 in 3 call; great benefits.

**KRC.0512.1916.54 Otolaryngologist**  
BE/BC physician to practice w/ 2 well-established physicians; will practice full scope of general ENT services and head and neck surgery; state-of-the-art practice with Nasal endoscopy, endoscopic sinus surgery, full voice lab; base compensation plus bonuses, great benefits.

**KRC.1112.0710.01 BC/BE Pediatrician**  
to practice in the only pediatric clinic in 5 counties; will treat a wide range of pediatric illnesses serving as the medical home for many children; call coverage is 1 in 3 alternating w/ 2 other Pediatricians w/ RNs & APRNs helping cover after hour phone calls; base salary is $130,000-$136,000 for new physicians & is negotiable for experienced physicians.

**KRC.0114.1919.16 Pharmacist**  
for newly-created part-time position for a health-care center; will be part of the pharmacy team 8-10 hours/week; will be responsible for accurately filling controlled medications, prescribed by Providers, in a timely manner. This position also provides clear and concise communication with patients, clinical staff, and medical providers; must hold current Kansas Pharmacist License.

**KRC.1213.0306.09 APRN**  
for a RHC & CAH w/ 25-bed acute inpatient, which includes swing bed, & four ICU beds; the hospital provides care to a service population of over 15,000 people in the County and surrounding area; our mission is to provide quality health care services, delivered in a caring and respectful manner through teamwork and professional excellence; PA/ NP take majority of 1st call; salary is negotiable.

**KRC.1213.1501.07 Nurse Practitioner**  
for clinic and ER, primary responsibilities include Mon-Fri clinic; Candidate must be willing to participate in weekend call (current rotation 1/3) & convey a friendly, sensitive, considerate, efficient, caring, and competent atmosphere for patients and medical staff; ER experience including primary on trauma care and codes is required.

**KRC.1213.1501.08 Physician Assistant**  
for a state-of-the-art pediatric clinic w/ a mission-driven team of professionals; full time position: 36 hours, Mon - Fri, 1/2 day off/week, & some Sat mornings during school year; call coverage is (phone calls) one weekend/month & one weeknight/month/week; base salary is $68,000 - $75,000 plus incentive/production bonus each month.

**KRC.1111.1501.05 Physician Assistant**  
– for OB for 18-bed CAH & attached 2 physician clinic; one physician does provide OB care; PA/NP will provide family care & ER coverage (trauma care & basic ER coverage); salary range is based on experience w/ 3 year contract; benefits.

**KRC.1111.1501.06 Nurse Practitioner**  
– for OB for 18-bed CAH & attached 2 physician clinic; one physician does provide OB care; PA/NP will provide family care & ER coverage (trauma care & basic ER coverage); salary range is based on experience w/ 3 year contract; benefits.

**KRC.1111.1501.07 Nurse Practitioner**  
for acute care and ER, primary responsibilities include Mon-Fri clinic; Candidate must be willing to participate in weekend call (current rotation 1/3) & convey a friendly, sensitive, considerate, efficient, caring, and respectful atmosphere for patients and medical staff; ER experience including primary on trauma care and codes is required.

**KRC.1213.1501.08 Physician Assistant**  
to join a growing practice next to a 28-bed CAH; four board certified family practice MD’s with full partnership and equal participation, call is 1 in 5/6 and the schedule varies/open; salary range is $170,000-$225,000, full Benefits are offered.

**KRC.0813.0710.02 Physician Assistant**  
to join a growing practice next to a 28-bed CAH; four board certified family practice MD’s with full partnership and equal participation, call is 1 in 5/6 and the schedule varies/open; salary range is $170,000-$225,000, full Benefits are offered.

**KRC.0515.1320.03 Geriatric Psychiatrist**  
to practice & work as a Medical Director for a 10-bed acute inpatient geriatric psychiatry unit and outpatient clinic; hospital ranks in the top tier of Kansas statewide benchmarks for its commitment to acquire up to date equipment and facilities.

**KRC.0512.1916.52 Psychiatrist**  
385-bed regional hospital seeks a BE/BC Psychiatrist, interested in practicing general adult Psychiatry, to join our team and Behavioral Health Services; this regional hospital offers a full complement of mental health care services including outpatient treatment, intensive outpatient treatment, solider treatment program, and inpatient care through a 15 bed psychiatric service unit; competitive salary, limited call, great benefits.

**KRC.1211.1916.49 Pulmonology/Critical Care Physician**  
– BE/BC physician to provide fully comprehensive Critical Care services; aggressive compensation.

**NORTHEAST**

**KRC.0513.1101.15 Dentist**  
to join a growing clinic providing care for the indigent and Medicaid populations of the immediate county, this is a new position offering a competitive salary with a 1-3 year contract and an annual performance based bonus and an attractive benefits package.

**KRC.0713.1101.16 Dentist**  
to join a growing clinic providing dental care for the indigent & Medicaid populations of the immediate county; new position; competitive salary w/ 1-3 year contract & an annual performance based bonus.

**KRC.1213.1311.06C Family Physician w/ OB**  
– for a modern, lifestyle-oriented group practice next to a 28-bed CAH; four board certified family practice MD’s with full partnership and equal participation, call is 1 in 5/6 and the schedule varies/open; salary range is $170,000-$225,000, full Benefits are offered.

**KRC.1209.1903.04 Family Medicine**

**KRC.1209.1903.09 Internal Medicine**  
for 25-bed CAH; 36 hours/week in RHC w/ the remaining 4 hours in hospital; call for this position is shared & is practice coverage only, no ER coverage; contract duration is 3 years, salary of $175,000.

**KRC.0813.0811.03 Family Practice w/ OB**  
– for a 25-bed CAH; busy practice would include 4 days in clinic w/ a day off for night call, call coverage is 1:6 weekends, 1 weeknight, will also include rounding at hospital w/ inpatients & ER; new clinic building; salary range is $180,000-210,000 w/ additional productivity bonus, benefits.
Kansas Connections

KRC.0913.1505.01 Family Medicine Physician w/ OB – to join a six-physician, newly renovated primary care practice w/ OB services; the practice contracts with nearby hospital to provide hospitalist services; physicians in the group rotate through the hospital every 7th week as hospitalists; typical work week is 4 days w/ a Sat morning every 7 weeks; starting salary of $165,000+

KRC.0513.1401.19 Family Medicine Physician w/o OB – for a 24-bed CAH; new facility with new equipment and all updated EMS/IT equipment; call will be shared with all other practitioners during the week and weekend and the provider will have one day off/ week

KRC.0513.1401.19 Family Medicine Physician – w/o OB, needed for a 24 bed critical access hospital with four physicians, one APRN, and a family practice clinic. The staff is excellent, warm, and friendly. This is a new facility with new equipment and all updated EMS/IT equipment. Call will be shared with all other practitioners during the week and weekend and the provider will have one day off a week. Benefits to include discounted health insurance, a pension plan, life insurance, long term disability, earned time off, malpractice insurance, loan repayment, CME allowance, and relocation cost coverage. The salary is open for negotiation.

KRC.0112.0704.09 Family Medicine Physician – w/ OB for a newly constructed hospital based clinic; office in a new hospital-based clinic; call is every 5-6 weekdays and 5th 6th weekend; salary range is $180,000 to $200,000; great benefits

KRC.0512.1101.14 Family Physician – w/ OB for Federally Qualified Community Health and Dental Center w/ HPSA designation; provide the full scope of primary care services; no ER call for this position; salary is negotiable and include great benefits

KRC.1011.1923.04 Family Physician w/o OB

KRC.1011.1923.05 Pediatrician join mix of physicians & PAs/NPs in an FQHC primary care clinic; clinics are recently built/renovated; provider must be BC in a primary care specialty & have the ability to communicate/create positive work environment; time completion & understanding of EMR necessary; rotating call coverage, $40/ day for carrying a pager, calls triaged; favorable schedule: M/W/Th/F 8a-5p, Tues 10a-7p; excellent benefits, salary $130,000-$155,000

KRC.0808.1316.01 Internist for multi-specialty group including 13 physicians w/ various specialties; 4 PAs/NPs on staff; 4 satellite clinics; 120-bed admitting health center; call is 1:8; salary is competitive and negotiable; benefits

KRC.0810.0812.05 Internist for Not-for-Profit organization that provides health and dental care for the uninsured; physician will work 16 hours/week, Mon, Wed & Thurs evenings 5-9P & Sat 8A noon; benefits, salary range of $53-$65/hr

KRC.0313.0704.21 Laboratory Technologist – needed in community hospital to perform accurate, timely and cost effective testing of patient samples to aid in the diagnosis and treatment; full time position with day & evening shifts available; salary range is $17.00 - $31.00/hr. & includes a great benefit package

KRC.0313.0704.20 Medical Technologist – to perform laboratory procedures for a community hospital; will maintain equipment, records and perform quality assurance activities related to test performance; full time position w/ day & evening shifts available; salary range is $17.00 - $31.00/hr. & includes great benefit package

KRC.0413.0815.08 Family Practice APRN – to join growing CHC; clinic has fully transitioned to EMR system & is working towards PCMH recognition & stage 1 MU w/ HPSA score of 17; position is for 36 hours of clinical time & 4 hours of admin time/ week; call coverage includes after-hours phone triage (rotation with other providers); salary range is $75,000-$85,000

KRC.0813.0812.09 Nurse Practitioner

KRC.0813.0812.10 Physician Assistant to join a Community Health Center focused on providing high-quality care that is delivered with compassion, a Level III Patient Centered Medical Home with integrated medical and dental care; call is shared with other providers in the group and is currently 1:6; salary range is negotiable

KRC.1213.0314.06 Nurse Practitioner for Family Practice clinic in a great community, clinic currently has 8 physicians, 4 APRNs, 5 RNs, 6 LPNs, & 4 MAs; clinical position providing highly skilled primary care to the patients of all ages; position also covers ER call & call time is negotiable; salary is very competitive w/ contract duration of 1 year

KRC.0413.1810.01 Physician Assistant for hospital-based clinic providing walk-in general clinic medicine for adults and pediatrics; full-time position, w/ clinic hours being 2pm - 10pm on weekdays; position will have weekend shifts every third weekend, w/ hours noon - 10pm; salary range is $58,468 - $87,692 per year, contingent on experience

KRC.0114.1927.01 RN to serve as Case Manager in nationally certified Level 3 Patient Centered Medical Family Practice facility; full time, M-F; candidates will have; graduation from an accredited bachelor’s nursing program, current Kansas license and CPR certified, 2-3 years professional practice experience, Spanish language proficiency is preferred, but not required, preferred CMSA/ACMA certification

KRC.0710.1401.13 Physical Therapist for 24-bed CAH; position is 30% outpatient, 20% ped, 15% inpatient, and 15% home health; rehab facility is brand new; currently on staff: 1 PT, 4 PTA’s, and 1 OT; position hours are 8-4:30, flexibility offered, call time is 1 holiday weekend/year; salary is competitive and includes a great benefits package

KRC.0811.1101.11 Clinical Pharmacist to join clinic that works to assist the medically underserved. The pharmacist responsibilities include coordinating the pharmacy technician’s duties, specialize in dispensing drugs prescribed by physicians and providing information to patients about their side effects and use; position offers a great benefits package

KRC.0710.1401.13 Physical Therapist

KRC.1112.0801.49 Invasive Cardiologist to join established group of busy Cardiologists at a Heart Institute in Northwest, Kansas; the hospital is a 222-bed medical center and the medical staff consists of 100 physicians representing a full range of specialty services; currently 3 Cardiologists in the practice; benefits to include an excellent base salary, plus a wRVU bonus provision, and a comprehensive benefit package

KRC.0913.0706.04 Family Physician for CAH & RHC; position is currently w/ OB, but there is a possibility of partnering w/ a nearby hospital; reached EHR Meaningful Use in 2012 w/ plans of implementing EHR in 2014; flexibility of schedule and scope of practice; salary range of $280,000 which includes the weekend on call compensation

NORTHWEST

KRC.1112.0801.49 Invasive Cardiologist
Family Medicine Physician

- Family Physician
  - 25-bed CAH, OB preferred; rural health clinic on-site (4-day schedule); current staff: 3 FPs, 1 general surgeon, 1 PA/NP; call is 1:5 ER and 1:3 OB; salary is $140,000-$150,000 + incentives; full benefits; J-1 and H-1B opportunity
  - Family Physician
    - w/o OB for FQHC; great opportunity to join wonderful staff; currently on staff: 2 physician, 2.2 NPs, 1DDS, 1RDH; to provide care to all ages, under the direction of the Medical Director; great benefits, 5 weeks PTO; salary range of $140,000- $160,000

Family Medicine

- Family Physician
  - w/o OB for family medicine clinic looking to expand; current staff includes 6 physicians, 2 PA/NPs, 7 RNs plus support staff; call is 1:6; salary is negotiable, full benefits
  - Family Physician
    - w/o OB for family medicine clinic looking to expand; current staff includes 6 physicians, 2 PA/NPs, 7 RNs plus support staff; call is 1:6; salary is negotiable; full benefit package offered, including paid vacation, CME allowance, relocation costs and possible loan repayment

Internal Medicine Physician

- Family Physician
  - w/o OB for thriving family medicine clinic looking to expand; currently on staff: 6 physicians, 2 PA/NPs, 7 RNs plus support staff; call is 1:6; salary is negotiable, full benefits

Med/Ped Internist

- Hospitalist
  - for health center that operates a 24-bed CAH, 2 RHC’s, 8 specialty clinics, and retirement community; to see patients in rural health clinic and long-term care, and participate in the admission and delivery of inpatient care; call is no more than 10 shifts in ER per month; salary range of $175,000- $185,000

Gastroenterologist

- Physician
  - for group practice located adjacent to a 24-bed CAH and 37-bed long term care unit; Physician will work in clinic, 4 days/week & have one weekend on call & one weekend of midlevel coverage by phone; salary range is $170,000-$220,000 depending on experience; great benefits

Hospitalist

- Physician
  - w/ or w/o OB for 25-bed CAH; 2 RHCs; position available to oversee care of RHC, acute, swing, long term care, and ER patients; 1 PA currently on staff; 8-5 schedule, call coverage: 8 days/28 day cycle; benefits, salary range is negotiable as is contract duration, bonus structure

Med/Ped Internist

- Physician
  - w/o OB for clinic, hospital, and emergency department patients; call currently 1:4; this may decrease in the future; clinic is newly remodeled uses EMR; salary range of $180,000-$210,000 if bonuses attained, sign on bonus & RVU production incentive, great benefits

Medicine/Pediatrics

- Physician
  - w/ob on 12 hour shift on Sat is a monthly requirement; call coverage is every 5th weekend and typically once per week; salary range is $37,400-$47,800, great benefits package

Medicine-Pediatrics

- Physician
  - for 190+ bed hospital; responsible for promoting the health and well-being of all staff by health assessment, education, and immunizations; salary is $75,000+ based on experience

Gastroenterologist

- Physician
  - to join new comprehensive Breast Center; work closely with breast cancer specialists; currently on staff: 3 physicians and three PA/NPs; must have Kansas licensure; salary and benefits negotiable and competitive; J-1 and H-1B opportunity

Nurse Practitioner

- Physician
  - for 18-bed CAH; patient population is pediatric thru geriatric in variety of settings; currently 1 physician and 2 ARNP’s on staff; call is secondary; 1:4; ARNP’s take primary call; salary is $175,000-$185,000 plus a production bonus, a sign-on bonus, and ARNP supervision pay with a three-year contract; full benefits; H-1B and J-1 opportunity

Physician Assistant

- Physician
  - to assist in a rural health clinic setting and long-term care, to participate in the admission and delivery of inpatient care; call is 1:3/5 or less; currently 3 full-time providers on staff; salary is $150,000-$170,000; excellent benefits; H-1B and J-1 opportunity

Physician Assistant/ APRN

- Physician
  - to join 18-bed CAH w/ RHC, long term care & assisted living facility; position schedule is Mon -Fri 8a-5p, no call coverage; 3-5 years of nursing experience preferred; understanding of breast diseases & breast cancer; light travel; salary range is $78,000 - $98,000, benefits

Physician Assistant/ APRN

- Physician
  - to join FQHC w/ family-friendly 4 day work week; fully transitioned to EMR system & is working towards PCMH recognition & stage 1 MU w/ a HPSA score of 17; position is for 36 hours of clinical time & 4 hours of administrative time per week, on 4 hour shift on Sat is a monthly requirement; call coverage includes after-hours phone triage rotation w/ other providers; salary range is $75,000-$85,000

Physician Assistant/ APRN

- Physician
  - to join new comprehensive Breast Center; work closely with breast cancer specialists, see patients independently under supervision; Mon-Fri 8a-5p, no call coverage; 3-5 years of nursing experience preferred; understanding of breast diseases & breast cancer; light travel; salary range is $78,000 - $98,000, benefits
KRC.1108.0101.08 Occupational Therapist – 25-bed CAH that includes a 2 physician hospital-based clinic and a 68 bed long term care facility. Will work with another OT and handle 5-8 patients per day; emphasis on hand therapy preferred but not required. Salary depends on experience; range: $46,600 - $75,000; full benefits

KRC.0112.1803.12 Physician Assistant - for a 24-bed CAH; salary range is 7:30a-4:30p; currently on staff: 1 PTA, 1 PTA, also provides direct patient care; position is negotiable with 3 year contract, excellent benefits package

KRC.1012.0402.14 Physician Assistant - for a 24-bed CAH, RHC, and 36-bed extended care facility; call coverage is currently 1:3 and a 5 day/week clinic schedule; salary is around $36/hour depending on experience plus call pay

KRC.0912.0703.16 Radiologist Technologist – to join a team located at a thriving CAH; generalist position with duties in the general radiography, CT, Dexascan, and mammography, Nuclear medicine & MRI services are provided weekly by means of a visiting mobile unit; position schedule is Mon-Fri w/ 1 night of call/week & every 5th weekend; great benefits

KRC.0913.0801.52 Urologist to join Urology Group for a 222 bed regional referral center; great partners, a state-of-the-art facility, and a family-oriented community; salary is negotiable; H-1B and J-1 visa considered

SOUTH CENTRAL

KRC.0513.0708.21 Dentist to join FQHC, to provide dental services to complement the delivery of primary health care services at the clinic; hours are 2:30pm - 9:30pm, some Saturday hours are possible, position is eligible for NHSC Student Loan Repayment Program and KS State Loan Repayment Program, great benefits package

KRC.0312.1405.13 Endocrinologist to join a fulltime practice, hospital needs assistance w/ IP diabetes protocols, there is currently a diabetes educator on staff, the hospital is involved in diabetes grant work that is enhancing chronic care & self management strategies, wound care center is also available on site; hospital will provide the clinic and staffing; position schedule is M-F w/ 10 day/month of call time; competitive wages & competitive benefits package

KRC.0410.1604.08 Endocrinologist for solo practice located within the hospital; hospital prefers generalist that is able to do a wide range of ENT procedures; competitive salary, full benefits

KRC.0214.1921.04 Family Medicine w/ OB – for group w/ growing medical campus w/ plans to expand, 4 day work week, call coverage 1:8; salary is $160,000-$180,000 w/ production bonus available

KRC.0913.0107.08 Family Medicine Physician - w/ OB, to join a practice w/ choice of two sites; the practice provides full obstetric care including C-sections & full spectrum of family practice; position can be part-time or full-time; call coverage is 1:10 Med, 1:4 OB; salary $100,000 - $160,000 depending on schedule chosen

KRC.0713.0106.04 Family Medicine Physician w/ OB, for family practice clinic w/ four day work week; call coverage will be shared w/ an eight physician rotation; salary is $160,000-180,000 per year w/ a first year guarantee & option for year two

KRC.0512.0708.17 Family Physician – for group w/ growing medical campus & contract duration is 3 yrs; must be BE/BC

KRC.0513.0708.20 Pediatrician for a faith-based community health clinic w/ 7 locations; call coverage will be 1:7; physician will provide professional medical services and clinical leadership and supervision of midlevel providers and medical support staff; salary range is competitive and will be based on experience

KRC.0813.0809.10 Family Physician w/ OB, to join a 25-bed CAH w/ 3 RHCs & an assisted living facility; hospital recently underwent major renovations, ER is a certified stroke readiness center & are in the process of obtaining Level 4 Trauma Center certification; salary range of $170,000 to $200,000; qualifies as a Rural Opportunity Zone County

KRC.1212.1307.10C Family Medicine Physician w/ OB, needed for a 25-bed CAH w/ attached physician clinic; ER call is 1:4 weeks; facility is currently carrying out a $10 million addition and renovation project; base salary & great benefits

KRC.0405.0105.05 Family Physician w/o OB for a patient-centered, family-focused, hospital-based rural health clinic; call coverage is 1:6 on the weekends w/o weekend call, salary range is competitive w/ base salary plus signing bonus for the first year

KRC.0709.1921.01C Family Physician w/ OB, family practice clinic with a four day work week. Current staff: 5 physicians and 2 PAs. Call Coverage will be shared with an eight physician rotation. Salary is $160,000 with great benefits

KRC.0811.1603.04 Family Physician w/o OB; will work in a FQHC, care for children and adults in a family practice setting, some supervisory duties of NPs/ PAs and hospital care. facility achieved Level II Patient Centered Medical Home certification; salary range is $180,000; excellent benefits

KRC.0211.0402.11 Physical Therapist Supervisor – to join 24-bed CAH to manage PT dept; responsible for coordinating patient care of dept, also provides direct patient care; position schedule is 7:30a-4:30p; currently on staff: 1 PTA, 1 PTA, and 1 additional PTA is being hired; salary range is $52,000-$56,500; benefits package

KRC.0110.0801.45 Physician Assistant to join orthopedic practice; new PA will join 4 surgeons, 1 DO, and 4 PA’s; schedule is Mon-Fri, 8a-5p & will involve traveling to outreach clinics; PA will see own patients in clinic; average number of patients: 30/day; PA will be on the same outreach/ call schedule as their provider; salary is highly competitive, benefits

KRC.1110.0801.45 Physician Assistant w/ OB – for group w/ growing medical campus w/ plans to expand, 4 day work week, call coverage
KRC.0410.0814.01 **Family Physician**
for growing health center, OR is preferred, but not negotiable; very supportive medical community, great working environment, currently one internist, Peds, ARNP and 8 volunteer physicians on staff; great benefits and negotiable salary

KRC.0711.0817.01 **Family Physician**
for established, growing private practice; prime location & recently expanded to accommodate growth; very favorable outpatient hours (Mon-Fri 8a-5) with phone call coverage only, no shared call with other practices, and optional hospital rounds; great benefits, salary range is negotiable depending on candidate experience and qualifications

KRC.0511.0708.12 **Family Physician**
for FQHC, position will be for chief medical officer; faith-based non-profit clinic serving the indigent population; very convenient schedule Mon.-Fri. 8A – 5P; full benefits, salary DOE

KRC.0512.1925.01C **General Surgeon**
to join established surgery clinic (single practice) located in the hospital’s outpatient specialty clinic; full time general surgery practice; call schedule is to be negotiated; an independent position with the support of the hospital; base salary is in the $250,000 range w/ performance incentives to be offered

KRC.1213.0813.21 **Histotechnologist**
to join a 73-physician multi-specialty group, would join full time Histotechnologist & 1 Pathologist; salary is negotiable and DOE

KRC.0511.0813.09 **Internist**
for a 73 physician multi-specialty group; benefit highlights include malpractice, CME, vacation, salary is negotiable and DOE

KRC.0810.2309.01 **Internal Medicine**
physician for full time, traditional IM clinic w/ inpatient/outpatient mix; call coverage is shared and would be one in five weekends; excellent benefits; salary: $175,000 – 200,000 range with a 1-2 year guarantee as well as a sign-on bonus

KRC.0709.1204.08 **Laboratory Director**
(ASCP or equivalent); friendly RHC and 25-bed CAH; will oversee 3-4 med techs, 1 lab assistant; shared call time of 1-2 nights per week and a weekend rotation every 3rd; great salary and benefits package

KRC.1013.0506.02 **Nurse Practitioner**
KRC.1013.0506.03 **Physician Assistant**
to join family-centered primary care clinic; motivated lead provider will provide care for an already growing practice of clients, the patient population is primarily underserved but all economic statuses call the Clinic their medical and/or dental home; salary range is $65,000 - 80,000 DOE with hours of Mon-Thurs 8am-6pm & Fri 9 am -1 pm

KRC.0612.0708.18 **Nurse Practitioner**
for a faith-based community health clinic w/ 6 locations; clinic hours are Mon-Fri, 8a-5 p; 1:7 call rotation; salary range is competitive & based on experience

KRC.0513.0809.07 **Nurse Practitioner**
for a 25-bed CAH w/ 3 RHCs & assisted living facility; ER is currently a certified stroke readiness center & working toward Level 4 Trauma Center certification; county qualifies for Rural Opportunity Zone, salary range is $75,000 - $90,000

KRC.0313.0105.16 **Physician Assistant**
for ER call only position w/ a 25-bed CAH; prefer at least one year of rural ER experience; call coverage is 2 weeknights/week & 1 weekend/month; salary range is $90,000 - $103,000; great benefits

KRC.1211.1604.13 **ICU Nurse**
for an acute care hospital w/ a long & short term care facility & five physician clinics; ICU nurse shifts available from 7a-7p and 7p-7a, current staffing is 2:1 days and 3:1 nights; excellent pay and benefits are offered

KRC.0512.0105.15 **Nurse Supervisor**
for CAH and RHC w/ acute care, swing bed, & ER; position schedule is Mon-Fri 8a-5p; phone call time is required to assist staff w/ pressing situations; salary range is $41,000 - $61,000

KRC.1210.0105.13 **Registered Nurse**
for family focused, 25-bed CAH & adjoining RHC, RN needed to assist physicians in the family practice; currently 1 Physician and 3 PA/NPs on staff, hospital is open to experienced RN’s and new graduates; salary range is negotiable, competitive, and based on experience; great benefits package, position may offer loan repayment, relocation costs, and a CME allowance

KRC.0713.0809.09 **Nurse**
for a 25-bed CAH w/ 3 RHC & assisted living facility; providers and nurses have obtained specialty certifications in TNCC, ACLA, ATLS, and PALS; flexible scheduling is available; qualifies as a Rural Opportunity Zone county; salary range is $38,000 – $50,000

KRC.0114.0813.22 **Oncology Nurse Manager** – to oversee effective functioning of oncology services for multi-specialty group; position is Mon-Fri, 8-5

KRC.0808.0308.02 **Pediatrician**
group practice with suburban and rural patients in clinic and hospital, covering a level II nursery; complete clinical EMR/HER; currently 1 full time pediatrician and part-time MDs on staff; cover deliveries at OB request; call is 1:4 nights and weekends; salary range is $140,000 to $155,000 + possible bonuses; benefits

KRC.1108.1405.06 **Physical Therapist**
103-bed facility w/ about 60 physicians of all specialties; salary is $52,000 - $65,000 and depends on experience; excellent benefits

KRC.0109.1405.09 **Speech Language Pathologist** – 103-bed newly renovated/up-dated medical center; PRN, Monday-Friday during the day. Patients range from pediatric to geriatric; competitive pay; great benefits

KRC.0309.1604.04 **Urologist**
opportunity to be hospital employed or in a solo practice; no other urologists on staff; call is negotiable. Benefits are comprehensive; excellent salary

**SOUTHEAST**

KRC.0313.0502.12 **Dentist**
recently renovated FQHC looking for a Dentist to join sixty-eight other caring and knowledgeable members of our team, clinic received level two Medical Home recognition from the National Committee for Quality Assurance (NCQA), salary is negotiable and includes great benefits

KRC.0113.1406.08 **Emergency Medicine Physician** for a 10-bed ED, 43-bed hospital; ED physician will be employed through the hospital for continuity, full time is 12, 12 hour shifts/month with no call schedule, ED has 2-4 nurses on duty, average 1.3 patients an hour, good physician-nurse staff relationships and a friendly work environment; salary range is $140-160/ hour and bonuses available

KRC.0712.1201.36 **Emergency Medicine or Family Medicine Trained Physician** – needed for a 10-bed ER, average of 1,000 visits/month, the hospital is licensed for 109 beds and is acute, intensive and skilled, and recently completed a $32 million renovation and expansion, schedule is 15-12 hour shifts/month for an employed provider or 12-12 hour shifts/month for an independent provider; no 24 hour shifts; full benefits for employed physicians and a salary range of $157 per hour

KRC.0509.1201.26C **Endocrinologist**
hospitalist program at a 109-bed medical center. Salary is $220,000 with a 2 year contract; relocation costs and loan repayment are available, CME allowance; excellent benefits

KRC.0907.1905.02C **Family Physician**
w/o OB – for busy rural health outpatient clinic also covering the CAH across the street; salary is guaranteed at $180,000 & $50k sign-on w/ 2 year guarantee; one night of call/week & one weekend/month

KRC.0712.1201.37 **Family Medicine Physician** – to join an FP clinic on hospital campus with a new medical office building w/ EMR, outpatient position with a great lifestyle, minimal call, and the physician can follow their own patients in the hospital if they would like; starting salary range of $200,000

KRC.0513.0302.21 **Family Medicine Physician** w/ OB – for a growing health center; call will be shared with three other physicians, there are satellite clinics in three nearby cities
plus two school-based health centers; excellent benefits, four-day work week, salary range of $160,000 to $175,000

KRC.0811.0103.11 Family Physician
w/ or w/o OB – for a growing multi-specialty group practice; call coverage is 1:6; salary range is negotiable, 1-2 year track to partnership; full benefits

KRC.0410.0302.10 Family Medicine
w/ OB; for growing health center with total of 120 employees: 6 physicians, 5 NPs, satellite clinic, call is shared with 3 other physicians; excellent benefits, negotiable salary

KRC.0907.1905.02C Family Physician
busy rural health clinic; 1 FP, 1 NP, 1 administrator, and 1 office coordinator on staff; admitting 25-bed licensed inpatient acute care CAH directly across street; salary is competitive and negotiable; great benefits

KRC.0508.0305.06 Family Physician
w/ or w/o OB for multi-specialty group practice; 105-bed admitting medical center; 1st year guarantee offered to solo practitioner; benefits; H-1B and J-1 opportunity

KRC.0711.0302.10 Family Physician
w/o OB for FQHC; must be BE/BC in Family Practice; newly renovated facility w/ level two Medical Home recognition from the National Committee for Quality Assurance; Mon - Thurs 8am - 7pm & Fri 8am - 5pm; salary range $160,000-$180,000, great benefits

KRC.0508.0305.07C General Surgeon
for solo practice; 105-bed admitting medical center; the medical center offers practice establishment assistance and marketing; first year guarantee; benefits; H-1B opportunity

KRC.1013.0103.12 Internist
for a 10 physician multi-specialty clinic specializing in quality healthcare for the entire family and offers a full spectrum of care; salary is negotiable with a 1-2 year track to partnership; benefits include: PTO, insurance, retirement, malpractice, relocation and CME allowance

KRC.0901.0301.05 Internist
multi-specialty group with 4 satellite clinics; staff includes: 6 FPs, 1 pediatrician, 2 internists, 2 general surgeons, 1 urologist; the clinic offers a full spectrum of care; salary is negotiable; full benefits

KRC.0208.1201.39 Internist
109-bed hospital serves a 6 county area; will serve in-patient and out-patient pop.; currently 37 physicians representing over 15 specialties on staff; salary is competitive and negotiable; full benefits if employed by the hospital

KRC.0410.0302.11 Internal Medicine
for growing health center with total of 120 employees: 6 physicians, 5 NPs, satellite clinic, call is shared with 3 other physicians; excellent benefits, negotiable salary

KRC.0508.0305.05C Internist
multi-specialty group practice; 105-bed admitting medical center; this is a traditional inpatient/outpatient internal medicine primary care position; 1st year guarantee offered to solo practitioner; benefits

KRC.0214.1201.40 Med-Ped Physician
to join 50-bed, progressive hospital w/ recent renovation; physician expected to see pediatric patients, adolescent & newborn as well as adults; salary is $230,000 & contract duration is 3 years

KRC.0812.0302.19 Nurse Practitioner
w/ strong background or training in behavioral health, for FQHC serving more than 23,000 patients in the region; fully implemented EMR; schedule is Mon-Fri & 1 evening/week, if possible, but not required; no call coverage; salary range starts at $75,000 for new graduates & increases with experience

KRC.1111.0302.15 Nurse Practitioner mission-focused, culturally competent NP for an FQHC satellite clinic in Southeast, KS; fully implemented EMR; position schedule is 4 days/week in the clinic w/ mostly day time hours, 1 evening/week; call coverage is TBD; salary range starts at $75,000 for new graduates, increases w/ experience; great benefits

KRC.0113.0502.02 Nurse Practitioner
to join recently renovated FQHC that also provides services for the county health dept; providers must have a current Kansas driver’s license & certification appropriate for this position; one year of experience is preferred; hours are Mon-Thurs, 8a-7p & Fri 8a-5p, providers usually work one evening/week until 7p, call coverage is on a rotating basis; salary range is competitive and negotiable

KRC.0508.0305.08C Orthopedic Surgeon – for solo practice; 105-bed admitting medical center; one ortho surgeon currently on staff; the medical center offers practice establishment assistance and first year guarantee; benefits; H-1B opportunity

KRC.0909.1201.28C Orthopedic Surgeon – BC/BE for very busy group practice with 3 other orthopedists; would prefer candidates to have an interest in spine, foot, or ankle specialties or any subspecialty besides total joints; income guarantee for the first year is $350,000-$400,000, excellent benefits including sign on bonus

KRC.0910.0103.09 Orthopedic Surgeon – for growing multi-specialty group practice, one main clinic and four satellite clinics, clinic also sponsors surgical outreach; clinic has 10 providers covering six fields to better serve the communities’ needs; first year base salary is $500,000 + bonus + full benefits; partnership/practice ownership is offered after 1 year

KRC.0607.0305.03C Otolaryngologist
148-bed licensed, 105-bed operating medical center; not a hospital employee, salary guarantee; benefits

KRC.0509.1201.27C Otolaryngologist medical center; salary $340,000 with a 2 year contract. Relocation costs and loan repayment are available as well as CME allowance; excellent benefits package for hospital employed physician

KRC.0214.0305.13C Pathologist
BC/BE for 105-bed hospital; several employment options, call coverage depends on employment model. Excellent benefits; H-1B opportunity; position available in 2011/2012

KRC.1211.0101.10 Physician Assistant
KRC.1211.0101.11 Nurse Practitioner
for newly remodeled RHC, on campus of 25-bed CAH; clinic has a very established patient base w/ over 100 scheduled appointments daily; PA/Nps clinic schedule will primarily focus on urgent care and occupational health patients; weekly ER coverage 8a-6p 4 days/week & 1 in 5 weekends in addition to working in the clinic 4 days/week; clinic and hospital have a good relationship which fosters collaboration; salary range is $75,000-$95,000 w/ 3 to 5 year contract

KRC.1112.1426.01 Physician Assistant
needed to work in a highly responsible licensed positions that provides direct psychiatric services to adults and children at two mental health centers in SE Kansas; position schedule is Mon – Fri, hours will be determined & no call time; competitive salary & comprehensive benefits

KRC.1013.0604.02 Psychiatric Nurse Practitioner
KRC.1013.0604.03 Psychiatric Physician Assistant – to join a great outpatient community mental health center; will provide psychi atric evaluations and associated medication monitoring under the supervision of the Medical Director; this Mental Health Clinic has a history of being one of the most progressive and innovative community mental health centers in the State of Kansas; no call time, there is an option of 4 or 5 day work weeks, weekdays only; salary range is $80,000+ commensurate with experience

KRC.0313.0502.13 Psychiatric Nurse Practitioner – to join newly renovated FQHC that also provides services for the county health department; full-time position; current Kansas licenses & certifications appropriate for this position required, 12-18 months of experience in advanced practice desired; Mon-Thurs, 8a-7p & Fri 8a-5p, one evening/week until 7p; call coverage is on rotating basis; salary range is $75,000 - $85,000

KRC.0513.1201.38 Psychiatric Nurse Practitioner
KRC.0103.1201.38 Physical Therapist
to join a thriving, outpatient clinic with strong emphasis in orthopedics; will be responsible for evaluating a variety of patient types; candidate must have a degree in Physical Therapy from an accredited university & be licensed as a Registered Physical Therapist in the State of Kansas; salary range of $63,000-$85,000
KRC.0510.1918.05 Director of Nursing
for a long-term care unit/nursing home w/ 83 beds; 4 households (one being a special care unit); position is for an RN w/ BSN & 3-5 yrs. experience in management; facility is brand new & based on the household model which centers around culture change & serving the residents in their specific needs/wants; excellent benefits, salary range is $65,000-$70,000; schedule is Mon-Fri w/ call

KRC.0909.2107.07 Nurse Practitioner
CHC for primary care (including OB) ARNP; no call coverage; currently on staff: 2 physicians, 1 ARNP, 1 PA, 3 part-time ARNPs; salary is $70,000 – $80,000 with great benefits package; candidate with strong desire to work in public health is ideal

KRC.0510.1910.12 Physical Therapist
for outpatient rehabilitation, 25-bed CAH; experienced therapists and new graduates are encouraged to apply; must have a KS license or be eligible; salary range is $65,000-$75,000 based on experience, excellent benefits

KRC.0811.1910.14 Physician Assistant
KRC.0811.1910.15 Nurse Practitioner
needed to practice in a 69,000 square foot replacement hospital opening May 2012; call coverage is 1:4; total compensation including benefits will exceed $100,000

KRC.0407.0401.10 Pulmonologist
multi-specialty group, 25 physicians with 11 specialties; large service area w/ many referrals; 2 satellites; highly complex lab and radiology/nuclear medicine depts; call is 1:6; 100-bed hospital is 3 blocks away; salary is $180,000; full benefits; H-1B and J-1 opportunity

KRC.0908.2302.05C Pulmonology/Critical Care Physician – for 99-bed acute care facility services: fully staffed 24-hour ER; hospital employed or part of the 22 physician multi-specialty group; currently no pulmonologists on staff; salary is competitive and depends on experience; full benefits; J-1 opportunity

KRC.0811.0401.15 Urologist
for multi-specialty group housing 25 physicians with 11 specialties, there is a large service area with many referrals from the region, group also supports 3 satellite facilities including an urgent care clinic, local 100-bed hospital is located 3 blocks; salary is competitive and negotiable

---

KRC.0607.0305.02C Pulmonologist
148-bed licensed, 105-bed operating medical center; not a hospital employee, salary guarantee; benefits

KRC.0408.1406.02 Urologist
for solo practice; 190-bed admitting hospital; call minimum of 10 days/mo.; income guarantee of $400,000 plus RVUs; + benefits

KRC.0909.1201.29C Urologist
hospital employed or independent. Salary is $160,000 with a one year contract; excellent benefits package

SOUTHWEST

KRC.0513.1913.10 Family Medicine Physician – w/o OB - to join 5 providers at two rural health clinics, 13-bed CAH; recently renovated the LTC, built 14 unit assisted living facility in 2012, and utilize state of the art equipment; call coverage will be 1:5; benefits to include a base salary plus RVU

KRC.1209.1805.05 Family Medicine Physician - w/ OB for 25-bed CAH; currently on staff: 3 physicians and 3 PA/NPs; must have Kansas licensure or be eligible; salary and benefits are negotiable, competitive; J-1 visa opportunity

KRC.0212.0310.05C Family Medicine Physician - w/o OB needed for 12-bed CAH w/ clinic on campus; hospital has recently undergone a complete renovation; position is for 4 days/week & will rotate Fridays off for a 3 day weekend; ideal candidate will be a caring physician w/ good bed side manner; negotiable salary of $150,000-$180,000 & great benefits

KRC.0304.2101.01 Family Physician for federally qualified community health center w/ 3 satellite; FP can see OB patients up to delivery; no call; no weekends; salary negotiable; benefits; H-1B and J-1 opportunity

KRC.0110.1308.07 Family Physician w/ or w/o OB for 20-bed CAH w/ rural health clinic; currently 2 physicians, 2 PAs, 1 ARNP on staff; shared call coverage 1:5; salary $200,000 + production bonuses + ER coverage pay; great benefits; H-1B and J-1 opportunity

KRC.1110.0804.08 Family Physician w/o OB for 25-bed CAH, RHC & 44-bed Long-Term Care; seeking MD/DO w/ desire to help lead/grow facility & community; site is currently designated as an underserved area & may be eligible for state/federal loan forgiveness; competitive base salary in the $160,000 range, full benefits

KRC.0511.0702.06 Family Physician w/ or w/o OB for a progressive, energetic, recently remodeled hospital facility & clinics; salary of $150,000-$200,000 depending on experience; great benefits

KRC.1112.0810.05 Internal Medicine Physician w/o OB – needed for a 13-bed CAH that includes skilled swing beds and a 25-bed LTC unit; this position would also be the position of Chief of Medical Staff, serves on the Risk Management Committee, QA Committee and the Infection Control Committee; salary range of $150,000-$200,000 depending on experience, time off for mission work is negotiable

KRC.0813.1303.09C Family Practice Physician
KRC.0813.1303.10C Internal Medicine Physician
KRC.0813.1303.11C Pediatrician
to join a great multi-specialty clinic; open in the evenings to help patients, lessen the calls in the evening, favorable schedule w/ no Sat hours & call schedule that rotates w/ coverage every 3 to 4 weekends; salary range is $150,000-$220,000 DOE, great benefits

KRC.0611.1910.13 General Surgeon
for a new surgical department in a 69,000 sq ft hospital; new position, hospital employed, compensation includes a guaranteed competitive salary w/ opportunity for bonus & excellent benefits; candidates must be Board Eligible (new grads) or Board Certified

KRC.0110.1308.08 Internal Medicine Physician for 20-bed CAH w/ rural health clinic; currently 2 physicians, 2 PAs, 1 ARNP on staff; shared call coverage 1:5; salary $200,000 + production bonuses + ER coverage pay; great benefits; H-1B and J-1 opportunity

KRC.0109.1103.03 Medical Laboratory Technician – 25-bed CAH, currently 3 med techs on staff, including the department supervisor; call shared among 4 providers. Salary: $35,000-$50,000 depending on experience; comprehensive benefits

KRC.0812.0401.16 Neurologist
for a multi-specialty group housing 21 physicians, group also supports 2 satellite facilities including an urgent care clinic; call schedule rotates & position schedule is Mon-Fri 8a-5p; salary is $180,000-$220,000 DOE, great benefits

KRC.0110.2302.08C Physical Therapist
99-bed medical complex; salary is $62,500-$76,900, sign-on bonus w/ 2 year contract; great benefits

KRC.0510.1910.12 Physical Therapist
for outpatient rehabilitation, 25-bed CAH; experienced therapists and new graduates are encouraged to apply; must have a KS license or be eligible; salary range is $65,000-$75,000 based on experience, excellent benefits

KRC.0811.1910.14 Physician Assistant
KRC.0811.1910.15 Nurse Practitioner
needed to practice in a 69,000 square foot replacement hospital opening May 2012; call coverage is 1:4; total compensation including benefits will exceed $100,000

KRC.0407.0401.10 Pulmonologist
multi-specialty group, 25 physicians with 11 specialties; large service area w/ many referrals; 2 satellites; highly complex lab and radiology/nuclear medicine depts; call is 1:6; 100-bed hospital is 3 blocks away; salary is $180,000; full benefits; H-1B and J-1 opportunity

KRC.0908.2302.05C Pulmonology/Critical Care Physician – for 99-bed acute care facility services: fully staffed 24-hour ER; hospital employed or part of the 22 physician multi-specialty group; currently no pulmonologists on staff; salary is competitive and depends on experience; full benefits; J-1 opportunity

KRC.0811.0401.15 Urologist
for multi-specialty group housing 25 physicians with 11 specialties, there is a large service area with many referrals from the region, group also supports 3 satellite facilities including an urgent care clinic, local 100-bed hospital is located 3 blocks; salary is competitive and negotiable
Life-Changing Advances

McPherson community takes major steps in implementing chest-compression-only CPR and placing Automated External Defibrillators in emergency vehicles

Written by Jessica Lindsey

It was the evening of May 17, 2012. Singer Joshua Ledet had just been voted off of “American Idol,” and disappointed idol-fan James Prescott, M.D., was relaxing with his family at their home in McPherson, Kan.

It hadn’t been a typical day for then 48-year-old Prescott. He cancelled clinic that morning due to back pain, episodes of sweatiness and shortness of breath. He tried exercising — something that oftentimes helped with his chronic back pain — but the relief didn’t come. That evening, he watched television with his wife, Tamara, and son, Timothy, who was 17 at the time, and was about to begin a nightly devotion when the family night changed dramatically.

“I like to tell people that I got so upset about Josh Ledet being voted off that my heart stopped,” joked Prescott, a family practice physician at Midland Family Practice.

His heart did stop, in fact, but the moments that followed were no joke as Prescott personally tested the forward-thinking medical strategies he helped his community put in place only months before.

“I was the personal recipient of the changes (McPherson) implemented, performing chest-compression-only CPR rather than traditional CPR.”

James Prescott, M.D.

McPherson put into place the research and techniques of Karl Kern, M.D., and Gordon Ewy, M.D., of the University of Arizona’s Sarver Heart Center. Kern and Ewy endorse chest-compression-only CPR (CCO-CPR, also referred to as CO-CPR, compression-only) and promote it through a variety of ways, including conferences for medical professionals.

Prescott’s wife had accompanied him to a conference where Ewy presented the benefits of compression-only CPR. Because of that, and the aid of the 911 operator who relayed the chest compression protocol, tragedy was avoided in the Prescott home that night.

“I’m here because they did that,” Prescott said.

Ewy and Kern’s research and development of chest-compression-only CPR

Ewy, who obtained his M.D. from the University of Kansas, and Kern began questioning the approach to treatment during a cardiac arrest in the 1990s. Though geographic factors and other variables come into play, according to statistics by Ewy and Kern, the median survival rate for someone who suffers a cardiac arrest outside of a hospital is 7.9 percent and of the survivors, less than half come out of it without neurological damage.

The doctors’ research also showed that immediate bystander CPR doubled or even tripled the rate of survival. However, bystanders were not always comfortable taking action.

Prescott explained that Ewy and Kern studied why people don’t jump in to perform CPR when they see someone collapse:

• They don’t think that they can physically do it.
• They are afraid of being sued.
• They are afraid of hurting the patient.
• They just don’t know how.
• They don’t want to perform mouth-to-mouth.

“The fears of legal liability, of doing it incorrectly, of hurting the patient prevent bystanders from taking action,” Prescott said.

Chest-compression-only CPR, a CPR that removes the need for “rescue breaths” as used in typical CPR, was the answer. The difference in survival rate is significant, as is the

CO-CPR continued on page 16
Co-CPR continued from page 15

change in bystander participation, according to data from a five-year study by Sarver Heart Center’s Resuscitation Research Group that was published in the Oct. 6, 2010 issue of the Journal of the American Medical Association.

“The most important findings of this analysis are the differences in survival rates of individuals who had the greatest chance of surviving — those whose collapse was witnessed and who had a heart rhythm that could be restored by a defibrillator shock,” the Sarver Heart Center report stated.

In addition:

- The rate of bystanders becoming involved with CPR for patients outside of the hospital increased from 20 percent in 2005 to 40 percent by the end of 2009.
- Of those performing bystander CPR, the use of CO-CPR rose from 20 percent in 2005 to 76 percent in 2009.
- The percentage of cardiac arrest victims who survived in the CO-CPR group was 13.3 percent, compared to 7.8 percent in the conventional CPR group.

Implementation on a local level

In the McPherson community, a group of medical professionals learned of this research and jumped in with both feet to make the change, a change that eventually proved to be lifesaving for Prescott himself. The effort began with researching and implementing CO-CPR, and then grew to include placing Automated External Defibrillators (AEDs) in emergency vehicles so a shock could be performed as soon as required.

Gregory M. Thomas, M.D., a founder and physician at Family Practice Associates who also serves as medical director of the McPherson EMS and is a clinical associate professor of family medicine at the University of Kansas School of Medicine SC Network Site, is another key player in the localized effort.

Thomas, along with a group of EMS personnel and nurses, taught advanced cardiac life support classes to medical personnel for more than 20 years. In the summer of 2011, Thomas was introduced to Cardiocerebral Resuscitation (CCR) when he attended a talk given by Ewy in Topeka.

Thomas was immediately convinced of the effectiveness and over the next six months worked with a team to establish the change in the local medical community.

“We implemented the priority dispatch 911 protocol in December 2011,” Thomas said. “Immediately, with the first call, the result was a field save using CCR.”

The numbers since then speak for themselves: “We have had 15 field saves, surviving neurologically intact,” Thomas said. “Twenty-three cases (65.2 percent) compared to two out of the previous 19 cases (10.5 percent).”

With the protocol in place, Prescott saw the need for AEDs to be more readily available. Rather than turning to the city or county to fund it, Prescott began pitching his idea to members of the medical community.

Rob Monical, CEO of McPherson Hospital, became involved with the objective when Prescott approached him with his idea. From his point of view, the effects have been incredible.

“This has been a great addition to the community,” Monical said. “It allows those first responders to have another tool at their fingertips that could potentially save lives here in McPherson.”

The McPherson Healthcare Foundation oversaw the fundraising and the placement of AEDs in six police cars and one paramedic crew initially, thanks to $10,000 in donations to the cause.

“Dr. Prescott contacted our office with his vision to distribute AEDs in all police vehicles and needed financial assistance to accomplish this,” said Chad Clark, executive director of the McPherson Healthcare Foundation.

The effort is ongoing, with 15 AEDs already funded and placed and a goal of placing AEDs in buildings throughout the community where people regularly congregate. The foundation will allocate funds for two

CO-CPR continued on page 17
Fahrenholtz continued from back page

were very involved in the community through multiple organizations. He served as an elder at First Presbyterian Church. He was a gifted pianist and musician. And, as a licensed pilot, he built his own plane about five years ago.

The Fahrenholtz’s have lived in Tribune since the summer of 2005, but they weren’t strangers to the town. Tribune is also Janice’s hometown and where they married in 1972. Born in Hutchinson, Kan., Fahrenholtz attended Sterling College in Sterling, Kan. where he met Janice and graduated with his bachelor’s degree in chemistry. He then obtained his medical degree from KU Medical Center in 1975, and later earned his Master of Public Health degree in 1999.

“Of the many, many people that I’ve had the occasion to meet during my life as a physician, Randy will always stand out as one of those special people,” said Kennedy, who went on to recall his friend’s kind nature, soothing and engaging conversation style and how he embodied compassion. “He truly regarded his profession as a privilege. I think he felt that it was indeed a special thing to be able to provide the help that people needed, not only as a physician, but in many other personal ways.”

Rural health systems continued from page 4

the respective health care organizations — will hold meetings under the direction of facilitator Greg Bonk of HMS Associates of Getzville, N.Y.

“Data on the demographic, clinical and financial attributes of each community’s health system are being developed from sources such as Great Plains Health Alliance, KDHE, Medicare, providers, Kansas Hospital Association and others,” Moore said. “This data will be used to paint a picture of the existing systems and their trends. During this period, the planned six or seven task force meetings will occur, leading to four proposals to the project organizers for consideration of funding during a further two-year time frame (Nov. 1, 2014 to Oct. 31, 2016). There is $110,000 per community available for implementation support, although additional funds are being sought to increase those amounts.”

The communities chosen for the forward-thinking project are, appropriately, non-traditional as far as communities go. When the United Methodist Health Ministry Fund requested proposals, they defined a community as: “a hospital district, counties and cities,” including “multiple combinations of hospital districts, counties and cities.” Additional requirements included communities have to be classified as a “frontier area” meaning that 10 people or fewer reside per square mile.

Dan Shuman, M.D., of Ashland Health Center and Deb Bruner, CEO of Minneola District Hospital each were contemplating applying for participation in the grant project when they recognized an opportunity to work together to benefit the county as a whole, forming the Clark County community.

“As a frontier community, we face challenges that range from difficulties of reimbursement methodologies, access to various health disciplines and specialties, and the challenges of providing needed services to small population bases with the same needs as larger bases,” said Gail Norton, local project coordinator and designated spokesperson for the Clark County Rural Health Systems Improvement Project. “We also recognize that these challenges are always evolving. This grant opportunity has provided us with the ability to come together to have open and honest discussions about both the challenges and opportunities we face. It will afford us with the opportunity and help force us to ‘think outside the box’ in developing and building change models that will have a positive effect on our delivery systems.”

Though still in the early stages, Norton said the task force — community members who are determined to support the health systems within the county as a key to a vibrant community — is excited to dive into the process of developing a model that will improve not only its specific health care system, but potentially making other frontier health systems more sustainable and viable.

more AEDs in July of this year and each year thereafter, Clark said.

Buildings such as schools, theaters, community buildings and more are encouraged to apply for AEDs.

Prescott, Thomas and all involved agree that implementing a protocol, educating the community and supplying AEDs is something that rural communities all could look into as a life-changing effort.

“This is a very easily-implemented change that I suspect rural communities can actually out perform most urban areas due to response times,” said Prescott. “It only requires the medical staff and EMS going for it.”
Practicing medicine may be Mary Beth Miller’s second career, but it’s her first love.

The University of Kansas School of Medicine graduate and St. Francis, Kan., physician thought about attending medical school while she was earning her undergraduate degree.

“But I had the idea that small town kids can’t compete with big town kids,” the small town Nebraska native said.

So she pushed thoughts of medical school to the back of her mind, finished her undergraduate degree in medical technology from the University of Nebraska and accepted a job as a medical technician in Nebraska and Arizona.

Several years, one marriage, three children later and at the age of 36, the thought of becoming a physician still brewed in her mind.

“I still had that desire for medicine. I found that some of the doctors I worked with proved to me it wasn’t rocket science, and I could do this,” she said, adding that medical school is hard work and requires dedication and the desire to become a physician.

In 1982, she applied and was accepted to the KU School of Medicine. After spending so many years in the laboratory as a medical technician, she thought pathology would be her specialty of choice. But that quickly changed.

A calling for family medicine

Miller spent 12 years working in a lab, and she later discovered that wasn’t the place for her when it came to practicing medicine. Patient interaction was key for her.

“Once I came to KU, I got involved in the Family Medicine Interest Group, and I realized I didn’t want to be in an office looking at slides,” she said. “I wanted to interact with patients.”

That sealed the deal for her, and she chose family medicine as her specialty. A six-week rural preceptorship in Oakley, Kan., solidified her decision.

It was early in medical school that she met Rick Kellerman, M.D., who would become her mentor. Right away Kellerman knew she was something special.

“I knew immediately that she was the type of resident we wanted,” he said, remembering their first encounter when Miller was a first-year medical student visiting Salina during rural health weekend. “That initial judgment was exactly correct.”

Miller continues to have a relationship with the school, regularly hosting medical students completing their rural preceptorships as a volunteer clinical assistant professor at the KU School of Medicine–Wichita campus.

Dr. Miller, pictured with Dr. Rick Kellerman, chair of the Department of Family and Community Medicine, received the 2011 Doug Parks, M.D., Family Medicine Volunteer Preceptor Teaching Award from the Department of Family Medicine at the University of Kansas School of Medicine–Wichita.
And it looks like she’s doing something right when it comes to teaching.

Miller has won several awards, including the 2012 American Academy of Family Physicians Exemplary Teaching Award in the volunteer category. The award recognizes family medicine faculty members who have demonstrated exemplary teaching skills or have developed and implemented innovative new teaching models or programs.

“She has a lot of energy and enthusiasm,” Kellerman said. “She’s very smart and just a real wonderful role model — the sort of person who can communicate with patients and with medical students, and it is just really special how she does it.”

**Caring for rural patients**

Part of that ability to communicate with people on different levels comes from her own experiences as a physician and a patient. In the early 1980s, Miller’s sister was diagnosed with inflammatory breast cancer and later died in 1984. Nearly two decades later, Miller herself was diagnosed with breast cancer.

“I think there was a part of that whole experience when I kind of felt that the medical system failed her,” she said of her sister’s diagnosis.

Those experiences have shaped how she treats her patients, reminding her that patients can be vulnerable and put trust in their providers.

“I’m amazed at the number of times a patient will cry in my office,” she said. “Something has gone on in their lives and they want to share that with you. It comes down to trust.”

And Miller trusts her patients as well. Following her cancer diagnosis, she placed a letter in the paper to inform the community because she “didn’t want the town filled with rumors.”

“After I had done that, a stoic older gentleman came into the clinic … and hugged me. With a tear in his eye, he didn’t say anything. He gave me a hug and left,” she recalls. “He couldn’t voice what he wanted to but his actions said so much more.”

**Time of transition**

While Miller loves practicing in rural Kansas, after 22 years she’s ready to add to her skill set. By August 2015, Cheyenne County Clinic is expected to have two new physicians, at which time Miller said she will “slide out of the picture” to venture to southern California where her daughter lives.

“Family medicine is one specialty that I think rural family medicine is much different than city family medicine,” she said about earning experience practicing in an urban setting.

Once she gives that a try, she’s not sure what’s next. It could be rural practice again. She’s keeping her mind open about teaching a residency program, which she thinks could benefit from having urban experience.

Either way, Miller is an example that the door is always open to follow a dream.

“It’s never too late,” she said, “for the career you want.”
Randall Fahrenholtz, M.D., leaves a legacy of compassionate care and dedicated teaching in the profession he considered privileged to be a part of. The rural physician died Feb. 22 after his single-engine plane crashed outside of Tribune, Kan.

Fahrenholtz had been a physician at Greeley County Health Services for more than eight years. He also held several other positions, including serving as a volunteer clinical assistant professor of family medicine and Southwest Kansas Medical Education Network Site director for the University of Kansas Medical Center, where he placed medical students in clinics and hospitals to help them gain rural experience. He was medical director for City on a Hill, a substance abuse treatment facility located outside of Scott City, Kan. In addition to his practice, these positions gave him the chance to do what colleagues say he did best: empower his patients and passionately teach the future generation of physicians.

“One of the hallmarks of his work is that he exhibited a particular amount of respect and dignity for his patients,” said Chrysanne Grund, project director with Greeley County Health Services. “He exhibited grace in all things and that certainly translated to his practice. He left a legacy for medicine that will not end here. It will rest in the hearts and minds of the staff that he worked with, the patients’ lives that he helped and the students that he trained who will take the health care experiences that he gave them and the passion he showed.”

Fahrenholtz, 63, believed that being a physician was an honor, and he was passionate about treating the profession with integrity – not only through his practice, but through his teaching as well. He was committed to training and mentoring future physicians. He pulled them into the world of medicine and, at times, helped them focus on the privilege that the role would be for them when they were caught up in the stress of loans and school, Grund said.

“He was very interested in medical student education, but particularly interested in how students learn to transition from a person with an M.D. degree to a physician,” said friend and colleague Michael Kennedy, M.D., associate professor of family medicine at KU Medical Center. “While this may seem like a subtle distinction probably the thing that sets it off the most is a deep level of compassion for your fellow human beings. I think Randy embodied that. I think he modeled that. And his students valued that in him and his ability to teach that to them. This is one of the things that Randy taught me about who I was as a physician.”

Fahrenholtz and Kennedy taught several courses together over the years. Teaching primary care and pre-med workshops in a tag-team fashion gave Kennedy a chance to hear his friend and colleague verbalize just how he viewed being a physician.

“One of our sections was to teach, ‘the taking of a medical history,’” Kennedy said. “We took turns leading the discussion with the students. Whenever Randy took the lead he stressed the importance of communication with people. He stressed that you give each patient your undivided attention. He also taught that it’s not always what people say but how they say it and the hidden meanings in many things that people said that would expose some underlying source of stress. He identified that as an opportunity to really help the person in a meaningful way.”

Fahrenholtz’s passionate and graceful manner was apparent in his personal life as well. He and his wife, Janice,