Looking in on Wendel Ellis’, D.O., career in western Kansas, launched with the help of the Kansas Bridging Plan

Twenty years ago, the very first edition of Kansas Connections included a story following Wendel Ellis, D.O., as he embarked on his first career step as a small town family practice physician in Tribune, Kan.

Thanks in part to the Kansas Bridging Plan (KBP), Ellis and his family chose to move to this underserved area of rural Kansas, where he joined Robert Moser, M.D.

“If I’m happy with the practice, if my family is happy with the town and if the town’s happy with me, I could conceivably be there my entire career,” said Ellis, fresh out of residency at Smoky Hill Family Practice Center in Salina, Kan. It was the summer of 1993.

Now 20 years later, Ellis still holds the town and his career there in high regard. Today, he practices at both Greeley County Family Practice Clinic in Tribune and the Wallace County Family Practice Clinic in nearby Sharon Springs.

“By the grace of God, I’ve been allowed to be here for 20 years and participate in the lives of those in this community,” he said. “Hopefully, I will get to continue to do so for a while longer.”

For residents and clinic employees like Chrysanne Grund, Ellis is at the heart of what makes Tribune a great community.

“I believe Dr. Ellis is an example of the best that family medicine has to offer,” said Grund, who

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20th Anniversary Edition of Kansas Connections

We are proud to share the 20th anniversary edition of Kansas Connections with you. As we reviewed stories from the past two decades, we were thrilled when we noticed that in 1993, in the very first issue of Kansas Connections, there was a story that featured a Kansas Bridging Plan (KBP) participant who just began his journey into the medical field in Tribune, Kan. Today, Dr. Wendel Ellis still serves that same community where he has thrived as a physician and raised a family with his wife Elby.

Dedication

Many of us who work in the field of rural health care in Kansas have had the privilege of working with Lorene Valentine, the first director of Rural Health Education and Services (RHES) at KU Medical Center. Lorene is responsible for many rural health care initiatives and we are dedicated to building on programs and services that are now a part of her legacy. We dedicate this 20th anniversary issue to Lorene in honor of her many accomplishments and dedication to rural health care in Kansas.

Dickson receives Leadership Award

Congratulations to Gretchen Dickson, M.D., MBA. Dr. Dickson received the 2014 Dr. Joe Meek Physician Leadership Award at the Nov. 20 Medical Society of Sedgwick County Board Meeting.

This new award was designed to honor Dr. Meek’s leadership and is given to support the professional development of a young practicing physician in Wichita-Sedgwick County.

Dr. Dickson is director of KUSM-W’s family medicine residency program at Wesley Medical Center.

Health Care Heroes Honorees

Congratulations to the 2013 Wichita Business Journal Health Care Heroes honorees.

Health Care Heroes is a Wichita Business Journal program designed to recognize individuals who go above and beyond to improve health care in Wichita and surrounding areas.

These individuals were recognized at an award’s event Oct. 17 and in a special publication of the Wichita Business Journal the following day.

Director continued on page 20
works with Ellis at Greeley County Health Services. “He is an integral part of our communities, both professionally and socially. He has not only built an outstanding career but has mentored so many along the way. As an employee, I have been blessed by his sense of fun and work ethic, but as a mother and a patient, I have also experienced the best healthcare I could ever hope to expect. It is no exaggeration to say that Dr. Ellis has touched countless lives in a positive and caring way.”

It began with a plan and a mentor

An early KBP recipient, Ellis was not the typical physician rural counties like Greeley and Wallace were expecting.

Ellis wasn’t exactly a small-town guy. He lived outside Detroit during high school then went to Florida—first St. Petersburg, then Miami—for college and medical school.

“The purpose of the Kansas Bridging Plan is to encourage primary care physicians to practice in non-metropolitan Kansas communities upon completion of residency training,” said Tara Morrow, the program’s senior coordinator.

“Since its start in 1991, 281 residents have enrolled in the program and more than $2.4 million has been distributed to participants,” Morrow said.

“A number is assigned to each applicant, according to when his or her application is received,” she said. “Applicants are enrolled in the KBP by numeric order until all loans are committed. Applicants not receiving a contract are placed on a waiting list.”

Other states have similar loan programs, but most states focus on loan repayment, rather than loan forgiveness, Morrow said.

“When I saw the information about (Ellis), I saw that he went to high school in Detroit, then was in Miami,” said Robert Moser, M.D. Having just opened a practice in nearby Sharon Springs, Moser was happy for the extra set of hands even if Ellis didn’t stick around for long. “I was thinking that he might not be someone who would stay long term, but at least he could come for a few years and maybe he could help in recruiting additional physicians.”

“Perhaps the unsung portion of his practice is his willingness to teach and work with students in training.”

Chrysanne Grund

Moser welcomed Ellis to his practice and the community. It wasn’t long before Moser could see Ellis’ desire to practice in Tribune wasn’t going to be a short-term affair; that this physician-community relationship was ideal.

“He had a similar mindset on the type of practice, patient-centered approach, and wanted to provide the services that the community was

About the Kansas Bridging Plan

The Kansas Bridging Plan (KBP) was designed to encourage physicians to practice in Kansas upon completion of residency training. Rural Health Education and Services (RHES) assists communities and residents in meeting the need for physicians in the state. The community and the state provide a financial incentive for a 36-month commitment from a physician to practice in the community. RHES assists resident physicians who are enrolled in the program in finding a rural practice site. Residents are provided with information about practice opportunities and interviews are arranged for them with the rural communities of their choice.

Eligibility

Resident physicians in family medicine, general internal medicine, general pediatrics, and medicine/pediatrics residency programs, operated in Kansas and approved by the Kansas State Board of Healing Arts, are eligible to apply.
wanting and would support,” Moser said. “We were fortunate to get Dr. Ellis. He is one of the hardest working, smartest physicians I know.”

For Ellis, Moser’s mentorship early in his career was just what he needed. “Anytime somebody comes fresh out of residency to a new place, it’s great to have someone like (Moser),” he said.

The two colleagues eventually became trusted friends as well. After 15 years of working together, Moser left the practice. In 2010, he was appointed as Kansas’ Secretary and State Health Officer. Though Moser has been based in Topeka for the past three years, he continues to help Ellis and remains a part of the Tribune landscape.

“They give me a buzz when they need me and I come out and cover the practice for them,” said Moser who, at the time of this interview, was using his own vacation to drive to Tribune and cover while several physicians and practitioners were gone for various reasons. “I go back and put on the white coat and play like I’m a doctor again. It keeps my skills up and I enjoy providing that service back to the community.”

Family medicine life

Both Greeley County Family Practice Clinic in Tribune and the Wallace County Family Practice Clinic in Sharon Springs have grown since Ellis arrived.

Currently, two additional physicians — Randy Fahrenholtz, M.D., a 30-year family medicine veteran, and Sheila Scheffe-Weaver, M.D. who returned to the community more than seven years ago — practice at the clinics. There are two physicians assistants and one nurse practitioner as well.

Tribune’s population is 700 and Sharon Springs has about 800 residents, but between the two counties serviced overall, the practices serve about 5,000.

In a typical week, Ellis makes daily hospital rounds and works a four-day week in the clinic. He covers the emergency room between 12 and 15 days a month.

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About the Kansas Bridging Plan

Enrollment

Since January 1991, 281 residents have enrolled in the KBP. Of the residents who have selected a community, 58% have chosen communities with populations smaller than 12,000.

One hundred ninety-three (193) physicians have completed their service obligation with 82% of those physicians still practicing in Kansas, and 89% of those are in rural communities.

In addition to his clinical work, Ellis oversees medical students and physician assistant students from schools like the University of Kansas and Wichita State University.

“Perhaps the unsung portion of his practice is his willingness to teach and work with students in training,” Grund said.

Grund, who credits Ellis with helping her to accomplish so much more in her career than she could have done on her own, said Ellis and his wife, Elby, impact the community more than he would ever admit.

“He has not only built an outstanding career but has mentored so many along the way,” she said. “I believe many of our visiting students will carry their experience in working with him for a lifetime and possibly, see their mission in caring for patients in a different light for having worked with Dr. Ellis. He goes the extra mile, every day, without even realizing it anymore. He treats everyone with respect from housekeeping to visiting surgeons and understands the value of empowering employees.”

Susan Kasza, who went to Tribune for her last rotation of her third year of DO school at Missouri School of Osteopathy, agrees.

“It was one of the best rotations of the year,” Kasza said. “I am from a small town in Colorado, not too far from Tribune, and want to return to practice family medicine in a rural area, so Tribune was a perfect fit for me. Everyone I worked with was fabulous. From a ride in Dr. Fahrenholtz’s plane on my first day, to Dr. Ellis’ wife’s home-cooked meals, to hugs from the nurses on my last day, it was a great experience. Medically, I also had more autonomy in Tribune than on any other rotation. I felt like I was really responsible for making decisions about patients. This contributed to my learning more than any experience I’ve had this year.”

At home in the West

In 1993, Ellis said he and his wife, Elby, were excited to start their life in Tribune with their two toddler sons, A.J. and Micah. Over the years, the Ellis family grew in Tribune, adding daughters Stevie and Annie.

The Ellis’, now in their 27th year of marriage, have called Tribune “home” for 20 years.

Far from the life with two small boys when they first arrived, currently Annie, 17, a junior in high school, is the only one still at home with mom and dad. A.J., 22, works at Central Christian College in McPherson, Kan. Micah, 20, is a petty officer with the Navy assigned to the USS Ramage, a missile destroyer. Stevie, 18, is a sophomore at Central Christian College who spent the summer painting murals.

The small-town life has proven ideal for the Ellis family. Keeping up with all the activities of their four children and working with his wife leading weekly Bible studies, all while growing and enjoying his practice and regularly welcoming students and other visitors into their home makes for a full and happy life, Ellis said.

The couple is also 10 years into a six-year remodeling project, jokes Ellis, transforming an old church into their home. They even built a website about the transformation, www.havenhouse.us, which provides an insight to the family, their desire to make a difference, and their love for their hometown.

“I feel like (practicing medicine here) is what I’m supposed to be doing and I’m meeting a need,” Ellis said. “I’m where I’m supposed to be.”

Completion Results

Of the 281 physicians who originally enrolled in KBP, 193 have completed their service obligation. Twenty physicians are in residency training, and 35 are fulfilling their three-year KBP obligation.

193 KBP participants have completed their obligation. They now have:

- Remained in their bridging community after their 3-year service obligation (124)
- Relocated to another rural Kansas community (19)
- Moved out of state (15)
- Moved to a metropolitan area (15)
- Other (unknown, retired, deceased) (20)
In celebration of the 20th anniversary of the launch of Kansas Connections, Rural Health Education and Services spoke with Lorene Valentine, founder of the publication. Valentine discussed some of the significant changes she has seen over the years in rural health for Kansans and in the services offered by the office of Rural Health Education and Services.

By Regina Roths

**Q:** Congress established the Federal Essential Access Community Hospital/Rural Primary Care Hospital (EACH/RPCH) program to help rural hospitals stay open after significant Medicare reimbursement changes in the mid-1980s. This program eventually morphed into the Critical Access Hospital system we know today. Why was this program so significant?

**A:** The formation of the EACH/RPCH program was really a turning point for rural health care. In fact, Kansas was one of seven pilot states to receive federal grant funds to develop the program.

The program started with a task force established through the Kansas Rural Health Options Project, or KRHOP as it’s known. I served on that task force along with quite a few other health care professionals and citizens from across the state, including physicians and hospital administrators from the rural hospitals that would become the EACH hospitals.

First, though, we needed to determine if it would be a viable program for Kansas. The Kansas Health Foundation, Kansas Hospital Association and the Kansas Board of Emergency Medical Services provided funds to for that project. The federal funds were then used to convert hospitals to be either an EACH or RPCH hospital.

EACH/RPCH was really a beginning of what are essentially systems within rural health, where a smaller hospital works with a larger hospital in terms of providing services and care. EACH/RPCH was followed by the Medicare Rural Hospital Flexibility program – a federally funded initiative created by the Balanced Budget Act of 1997. FLEX, as it’s known, is the program that created the Critical Access Hospital system. Critical Access Hospitals helped preserve care in rural Kansas communities. They also helped preserve the communities themselves, because in many small towns, the hospital is one of the largest employers.

Lorene Valentine’s concern for better health care in rural Kansas communities is no coincidence. A native of Argonia (pop. 500), Valentine received all of her medical treatment from the community’s sole provider, an osteopathic physician.

The physician’s dedication left a lasting impression on the young Kansan, who chose a career path that focused on better access to health care for people in the lesser-populated areas of the state.

Valentine first joined the University of Kansas School of Medicine-Wichita staff in the early 1970s and was promoted to Associate Dean for Administration.

In 1982, she left to join Health Frontiers, Inc., one of the first multi-hospital corporations in the state. In 1991, Valentine conducted a study for the Kansas Health Foundation, which revealed the need for, and ultimately fostered an increase in nurse practitioners and physician assistants throughout the state.
Q: Provider shortage has been an ongoing challenge for rural areas of Kansas. What are some of the changes you’ve seen over the years?

A: One thing I did in the early 1990s, through funding by the Kansas Health Foundation, was a report regarding nurse practitioners, physician assistants and certified nurse midwives to see if an increase in the numbers of those providers would help improve access to care in rural areas.

As a result of that study, universities in the state expanded their programs for nurse practitioners and physician assistants, and those programs started working together and coordinating their educational programs.

With the expansion of those programs, an increase in trained health professionals meant more coverage was provided. It really improved access to care through a system where a nurse practitioner or a physician assistant would travel to a rural community so many days a week, and then the physician would go there one or two days a week.

Another significant change is that there are very few physicians in solo practice anymore. Most physicians are now in a group practice; some are very small groups of maybe three or four. That’s helped with retention because group practice gives physicians a chance to have some time off.

Q: Rural Health Education and Services coordinated several successful programs over the years. What was significant about the Kansas Bridging Plan when it first started?

A: The Kansas Health Foundation (KHF) funded the Kansas Bridging Plan to the University of Kansas School of Medicine-Wichita with a $600,000 grant that, at the time, was one of the largest grants the KHF had ever awarded.

When the Bridging Plan was first implemented, it was a real catalyst to get physicians to practice in the state. We also started working very closely with rural hospital administrators and physicians as well as people on the Kansas City and Wichita campuses of the University of Kansas School of Medicine. We formed an advisory committee that helped set the guidelines for the program, and those relationships we formed helped later when we set up the Kansas Locum Tenens program and the Kansas Recruitment and Retention Center.

Q: How has the recruitment of physicians and other health care providers evolved?

A: When I first started the office of Rural Health Education and Services, there wasn’t a lot of planning in terms

Valentine continued from page 6

In the mid-1990s, Valentine helped develop a school-based health model for the Wichita school district and, subsequently, for five rural communities throughout Kansas. Still in use today, the services of the five rural centers are tailored to match each community’s specific needs, including telemedicine in some cases. Beyond physical health care, some programs have expanded care to include services for dental and mental health concerns. In the early 1990s, Valentine returned to KU Medical Center and formed the office of Rural Health Education and Services. While Valentine started the department as its sole employee, today RHES has offices on both the Wichita and Kansas City campuses, employing ten personnel and providing services across the state.

Within a few months of forming the office, Valentine organized the Kansas Bridging Plan, a loan forgiveness program for resident physicians in family medicine, general internal medicine, general pediatrics and medicine/pediatrics programs in Kansas. A few years later, the Kansas Locum Tenens program, which provides temporary coverage for rural Kansas medical practices, began under Valentine’s guidance.

Valentine also developed Kansas Connections to communicate information about health care issues in rural Kansas, and the Kansas Career Opportunities career fair, a recruitment program that gives community representatives a chance to meet with resident physicians and other health professionals. Valentine furthered physician recruitment efforts in Kansas by starting the Kansas Recruitment and Retention Center.

In 2004, the National Rural Health Association recognized Valentine for her contributions to the field with the Louis Gorin Award for Outstanding Achievement in Rural Health Care.

Valentine retired from her role as director of the office of Rural Health Education and Services in 2009. Since then she served as the executive director of the KU Wichita Medical Practice Association, a 501(c)3 non-profit organization of full-time Wichita faculty members until her retirement in December 2013.
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.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 health system; FP w/o OB is preferred but will consider EP 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; easy 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.0811.1320.01** General Surgeon for all laparoscopic procedures (chest, vascular); Mon-Fri 8:30a - 5p; position does include consultative 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).

**FAST FACT - 1991**

The report, “Primary Care Providers: Meeting the Need for Rural Health Care,” served as a springboard for the Kansas Primary Care Nurse Practitioner Program at the University of Kansas School of Nursing, as well as in other Kansas communities. Within a decade of its start, this program produced more than 566 graduates, with nearly 60 percent working in underserved areas of the state. The program gained national attention in 1997 when Time magazine reported it as “fast becoming a model for delivering basic health care in rural areas across the U.S.”
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.

Internist
Internists, BC/BE, are needed. 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 week end/month; salary range is $170,000 - $200,000.

Neurologist
385-bed community-owned not-for-profit regional hospital seeks BE/BC Neurologist to assist with in-patient & out-patient 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.

Registered Nurse
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.

Obstetrician/ – Gynecologist – BC/BE 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.

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

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

Otolaryngologist – for single specialty, well established and respected practice; provide full scope of general ENT services; monthly stipend is available to residents/fellows who qualify while finishing training; great benefits and incentives.

BC/BE Pediatrician
Pediatricians are needed. Join 25-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 week end/month; salary range is $170,000 - $200,000.

Physician Assistant
Physician Assistants are needed. Join 25-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 week end/month; salary range is $170,000 - $200,000.

Nurse Practitioner
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Physician
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Physician’s Assistant
Physician’s Assistants are needed. Join 25-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 week end/month; salary range is $170,000 - $200,000.
KRC.0112.0704.19 Family Medicine Physician – w/o OB, needed to be part of a 5 physician multi-specialty RHC or to be self-employed, in their own office; hospital employed benefits, salary range is DOE and training, but is competitive generally within MGMA standards

KRC.0711.1922.03 BE/BC Family Medicine

KRC.0711.1922.04 BE/BC Med Ped for FQHC with state-of-the-art environment offering EMR; competitive salary & excellent benefits; very limited call; NHSC approved site; Bi-lingual providers encouraged to apply

KRC.0309.1807.01 Family Physician w/ OB for a newly constructed hospital based office; office in a new hospital based clinic; call is every 5-6 weeknights and 5th-6th weekend; salary range is $180,000 to $200,000; great benefits

KRC.0512.1101.14 Family Physician w/o 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.1110.1316.02 BC/BE Gastroenterologist – for multi-specialty group practice; group includes 13 physicians, also 4 PA/NPs on staff w/ 100 supporting staff members, four satellite clinics; admitting regional health center located within one half mile of practice; call coverage is shared with 2 other gastroenterologists in the community; salary is competitive and negotiable; great benefits

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/hour

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.1013.1401.20 Nurse Supervisor to join growing family practice clinic attached to a 24-bed CAH; competence in management and leadership skills is a must, must be a licensed RN & have a minimum of one-year supervisory experience in a similar setting

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/wk; call coverage includes after-hours phone triage (rotation with other providers); salary range is $75,000-$85,000

KRC.0413.1810.01 Physician Assistant

KRC.0413.1810.02 Nurse Practitioner for hospital-based clinic providing walk-in general clinic medicine for adults and pediatrics; full-time position, w/ clinical 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.0713.1810.06 Nurse for 44-bed hospital Medical/Surgical unit in Northeast Kansas; 5 years acute care setting experience, preferably charge nurse experience; hospital culture & work environment is something special; hospital recently completed final phase of expansion/renovation; schedule is 7pm - 7am; salary range is $22.17 - $33.26/hour, plus differentials

KRC.0813.0812.08 Pediatrician to join a CHC focused on providing high-quality care, delivered w/ compassion; new clinic located within the Community Mental Health Center, w/ ready access to behavioral health care; shared call, currently 1:6; great benefits, negotiable salary

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 for 24-bed CAH; position is 50% outpatient, 20% peds, 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.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.0713.1806.03 General Dentist for patient-centered safety net clinic, 6 state of the art dental operators, digital x-ray, paperless charts, & new equipment; must have desire to practice or learn all aspects of general dentistry, be a team player, able to communicate and provide dental services with a diverse patient base; full-time position; salary range is $120 - $130k, based on experience

KRC.0913.0706.04 Family Physician for CAH & RHC; position is currently w/o 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
**FAST FACT - 1991**

Teledicine made its first health connection to a rural western Kansas community. Today, KU Center for Teledicine and Telehealth is one of the most active teledmedicine programs in the world.

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**KRC.0513.1801.13 Family Medicine Physician**

- to join four other physicians and two ARPs for hospital and attached RHC; physicians take their own inpatient calls during the week, nearly all other calls are rotated through ER physician, will also be expected to cover 5 24 hour shifts in ER per month; salary range of $175,000 - $185,000

**KRC.0510.0603.01 Family Medicine**

- w/ OB for FQHC; great opportunity to join wonderful staff; currently on staff: 2 physicians, 2 NPs, 1 DDS, 1 RDH; 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

**KRC.0606.1404.01C 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

**KRC.0906.1602.01C Family Physician**

- w/ or w/o OB, no high-risk OB, for a 25-bed CAH; w/ 2 RHCs; weekend call coverage is 1:6, 1 day/week; 3.5 average ER visits/day; salary starts at $185,000 & up, D.O.E., HPSA designated & participants in the NHSC loan repayment program

**KRC.0307.1803.04C Family Physician**

- w/o OB 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 1:3; currently 3 full-time providers on staff; salary is $150,000 - $170,000; excellent benefits; H-1B and J-1 opportunity

**KRC.0707.0402.03 Family Physician**

- for group practice located adjacent to a 24-bed CAH & 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

**KRC.0609.0312.02C Family Physician**

- w/ OB for newly remodeled RHC, on campus of 25-bed CAH; call is 1:4; to perform C-sections; Prefer interest in pediatrics, elder care, and women’s health and commitment to the medical home concept; Great patient mix and enhanced reimbursement through the RHC. Salary: $170,000 - $190,000; great benefits

**KRC.0307.1902.05 Family Physician**

- w/ or w/o OB 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

**KRC.0909.0801.37 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

**KRC.0510.0801.41 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

**KRC.1010.1802.11 Family Physician**

- w/o OB

**KRC.1010.1802.12 Internal Medicine**

- 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

**KRC.0511.1402.05 Family 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

**KRC.0511.1401.01 Family Physician**

- w/out OB, for well-established RHC w/ updated equipment & facilities, attached to a 20-bed CAH; excellent working conditions w/ supportive administrative staff; excellent benefits, salary is $175,000 - $200,000

**KRC.0603.0801.18 Gastroenterologist**

- 190+ bed state-of-the-art medical center w/new wellness facility; 90 physicians on active medical staff; salary negotiable; full benefits; H-1B and J-1 opportunity

**KRC.0313.1805.11 General Surgeon**

- for 20-bed CAH, new facility (5 years old), up-to-date technology, salary and benefits are negotiable

**KRC.0313.0801.50 BC/BE Hospitalist**

- to join employed Hospitalist Group at a 190+ bed, state of the art medical center and wellness facility; 12 - Hour shifts - 7 on / 7 off; salary is negotiable

**KRC.0808.0801.33 Hospitalist**

- for 190+ bed, state of the art medical center and wellness facility; currently 90 physicians on staff, will be 6 hospitalists providing care; current 12 hr shift is 7on, 7 off; evening coverage every 6th week; salary is competitive and negotiable; benefits

**KRC.1205.0801.23 Internist**

- 190+ bed, state of the art medical center and wellness facility; currently 90 physicians on staff; call is 1:5; salary is negotiable; benefits; an outstanding hospital in a positive and progressive environment; H-1B and J-1 opportunity

**KRC.0307.1803.05C Internist**

- for health center that operates a 24-bed CAH, 2 rural health clinics, 8 specialty clinics, and a retirement community; to see patients in a rural health clinic setting and long-term care, to participate in the admission and delivery of inpatient care; call is 1:3½ or less; currently 3 full-time providers on staff; salary is $150,000 - $170,000; excellent benefits; H-1B and J-1 opportunity

**KRC.0811.0703.13 Medical Technology Manager**

- – 16-bed progressive hospital; will oversee technical procedures and personnel; salary is $30,000 - $40,000; excellent benefits

**KRC.0307.1902.08 Medicine-Pediatrics**

- 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 production bonus, sign-on bonus, and ARNP supervision pay with a three-year contract; full benefits; H-1B and J-1 opportunity

**KRC.1209.1805.08 Medicine-Pediatrics**

- 25-bed CAH; currently on staff: three other physicians and three PA/NPs; must have Kansas license; salary and benefits negotiable and competitive; J-1 and H-1B opportunity

**KRC.1110.0801.44 Nurse Practitioner**

- 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
**FAST FACT - 1993**
The Essential Access Hospital/Rural Primary Care Hospital (EACH/RPCH) program led to the formation of rural health networks in Kansas, each encompassing one or more large supporting hospitals and one or multiple Critical Access Hospitals. These networks allow smaller hospitals to continue to provide care in rural communities by giving them access to more complex care, training opportunities, better buying power and more. Today, there are 19 rural health networks in Kansas composed of more than 100 hospitals.

**KRC.1112.0603.03 Nurse Practitioner** 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, one 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

**KRC.0812.1902.18 Nurse Practitioner/ APRN**

**KRC.0812.1902.19 Physician Assistant** to join 18-bed CAH w/ RHC, long term care & assisted living facility; position schedule is Mon - Fri 8a-5p or 7a-4p; call coverage is 1:4; salary range is $85,000-$90,000 & based on experience w/ 3 year contract; full benefits package

**KRC.1013.1602.07 Director of Nursing** for a 25-bed CAH complimented by 2 RHCS; base salary is competitive and negotiable; great staff throughout the organization, exceptional working environment, technologically advanced, private office, community & trustee support

**KRC.0811.0101.10 Director of Nursing** for 16-bed newly remodeled, progressive hospital that takes pride in service and values employees, the DON will manage the department of nursing services to provide care for a full spectrum of ages; schedule is typically Mon-Fri w/ back-up responsibilities as needed; salary starts at $65,000+ depending on experience, great benefits

**KRC.1210.1602.05 Registered Nurse** 25-bed CAH & clinic; currently on staff: 2 physicians, 1 PA; salary is competitive and negotiable; hospital is in a HPSA designated area & participates in NHSC loan repayment program; great benefits

**KRC.0413.1602.06 Occupational Therapist** – for a 25-bed CAH; full time patient-oriented therapist is desired, w/ dedication to providing quality, compassionate care, must also be detail oriented with documentation & billing; salary is $35 - $42/hour

**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.1108.1805.04 Occupational Therapist** – NEW facility; 20-bed CAH; experienced therapists and new graduates encouraged to apply; salary is negotiable and depends upon experience; great benefits

**KRC.1209.1805.09 Otolaryngologist** 25-bed CAH; currently on staff: 3 other physicians and 3 PA/NPs; must have Kansas licensure or be eligible. Salary and benefits are negotiable and competitive; J-1 visa opportunity

**KRC.0913.0801.53 BC/BE Pediatrician** to join established Pediatric Group in a state-of-the-art facility, and family-oriented community; full benefit package, 5 weeks PTO plus 6 paid Holidays, negotiable salary

**KRC.1108.0801.35 Physical Therapist** for 25-bed CAH; rehab dept fully renovated, new equipment; current staff includes 2 PT, 4 PTA's, 2 OT, 1 COTA; need a well rounded therapist: flexible, knowledgeable; must have great customer service and patient education skills; new graduates, experienced therapists are encouraged to apply; must have current Kansas license or be eligible; salary range is $57,800-$93,600, excellent benefits; call time is none/very minimal; hours are Mon-Fri 8a-5p

**KRC.1106.1805.02 Physical Therapist** for 25-bed CAH; new hospital; full benefits package

**KRC.1108.1602.02 Physical Therapist** – 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, and 1 additional PTA is being hired; salary range is $52,000-$56,500; benefits package

**KRC.1110.0801.45 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.0112.1803.12 Physician Assistant**

**KRC.0112.1803.13 Nurse Practitioner** w/o OB for 15-bed CAH and busy family practice clinic; under the supervision of a physician and provides direct patient care and will be focused on family medicine & primary care; clinic does see a large volume of women's health patients; salary is negotiable with 3 year contract, excellent benefits package

**KRC.1012.0402.14 Physician Assistant**

**KRC.1012.0402.15 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 $56/hour depending on experience plus call pay

**KRC.0912.0703.16 Radiologist** to join established Pediatric Group in a state-of-the-art facility, and family-oriented community; full benefit package, 5 weeks PTO plus 6 paid Holidays, negotiable salary

**KRC.0112.1803.12 Physician Assistant**

**KRC.0112.1803.13 Nurse Practitioner** w/o OB for 15-bed CAH and busy family practice clinic; under the supervision of a physician and provides direct patient care and will be focused on family medicine & primary care; clinic does see a large volume of women's health patients; salary is negotiable with 3 year contract, excellent benefits package

**KRC.0912.0703.16 Radiologist**

**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
**Family Physician**

- **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, to join a practice 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

- **KRC.0513.0708.19**
  - Internal Medicine Physician

- **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 is $170,000 to $200,000; qualifies as a Rural Opportunity Zone County

- **KRC.0511.1317.02C**
  - Family Medicine Physician - w/ OB to take over two clinic solo practices w/ current patient base; position is located in a desirable area in South Central, KS; physician able to follow patients in local hospitals; experienced physicians and recent graduates encouraged to apply; benefits, salary is $120-$140,000

- **KRC.0112.1321.01**
  - Family Medicine Physician - w/ OB, opportunity to do minor surgeries & endoscopy; opportunity to work 4-4 1/2 days/week w/ no weekends; one week night per week of call; salary range is $140k - $160k; there is an opportunity to become a partner in the future

- **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/ OB for a patient-centered, family-focused, hospital-based rural health clinic; call coverage is 1:6 on the weekends w/ no 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/ 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.0410.0814.01**
  - Family Physician for growing health center, OB is preferred, but 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 8-5) 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.0911.1204.11**
  - Family Physician w/ OB to join a group practice; provide Family Medical care in an ambulatory clinic as well as providing ED call coverage, inpatient rounding, & care to nursing home residents in two local facilities, Locum Tenens providers cover the ED and inpatients on Saturdays and Sundays; salary is negotiable and competitive, based on MGMA median for family practice w/ OB, and to include base salary plus production bonus, great benefits

- **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.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 9am-1 pm

- **KRC.0612.0708.18**
  - Nurse Practitioner for a faith-based community health clinic w/ 6 locations; clinic hours are Mon-Fri, 8 a-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 - $105,000; 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, ATSLS, and PALS; flexible scheduling is available; qualifies as a Rural Opportunity Zone county; salary range is $38,000-$50,000
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.1108.1405.05 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/updated medical center; PRN, Monday-Friday during the day. Patients range from pediatric to geriatric; competitive pay; great benefits

KRC.0309.1604.04 Urologist

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

SOUTHEAST

KRC.0608.0305.10 Anesthesiologist

for solo practice; 105-bed admitting medical center; salary is competitive and based on experience; possible loan repayment and CME allowance available; H-1B opportunity

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 $3 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.0509.1201.26 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.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/o 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.0811.0103.11 Family Physician

for a growing multi-specialty group practice w/ one main clinic & four satellite clinics, clinic also sponsors a surgical outreach clinic in two communities & a urological outreach clinic; salary range is $180,000-$195,000 annually; two year contract; 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.0711.0502.10 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 - 5pm, Fri 8am - 2pm; 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.0513.1406.09 Hospitalist

needed build the new hospitalist program; schedule is negotiable but would prefer 12 week days with the weekend off. The hospital licensed for 43 beds; salary range is $220,000-$250,000 and benefits

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.0901.0103.05 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.0208.1201.39C 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.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.0312.1201.34 Nurse Practitioner
for a hospital affiliated family practice clinic; nurse practitioner will be joining the clinic w/ 4 other providers; the schedule is Mon-Fri w/ one evening clinic; ARNP will take 1st call over the phone; position offers a great benefits package

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 & certifications 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.0210.0305.13C 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.1112.0302.20 Pediatrician to provide clinic and inpatient care, including newborn care; very mission & quality focused team environment; patient-centered medical home model with all EMR; embarking on a $ 5.2 million expansion project w/ all new pediatric area including rehabilitation; provider will work four days in the clinic w/ no evenings or weekends, call coverage is 1:3 during the week & 1:4 on weekends; salary range is $130,000 to $170,000

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 occupation 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
KRC.1112.1426.02 Psychiatric APRN 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 psychiatric 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.0413.1926.03 Child Psychiatrist - to provide direct medical services to clients in community mental health center; part-time (contracted hourly) position for 10 - 15hrs/week; no call time required

KRC.0513.1201.38 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.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 RVU gross + benefits

KRC.0909.1201.29C Urologist hospital employed or independent. Salary is $360,000 with a one year contract; excellent benefits package

KRC.0608.0305.09 Urologist for solo practice; the medical center offers practice establishment assistance as well as a first year guarantee, with relocation costs; possible loan repayment and CME allowance available

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 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 satellites; 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
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.0313.0702.08 Laboratory Technician – to join an 18-bed CAH; this progressive rural health system strives to provide patients with trusted care close to home; call coverage to be discussed; 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
for 20-bed CAH w/ rural health clinic; currently 2 physicians, 2 PAs, 1 ARNP on staff; shared call coverage 1:2; salary $200,000 + production bonuses + ER coverage pay; great benefits; H-1B and J-1 opportunity

KRC.0810.1306.04 Internist
great for group practice w/ 2 satellite clinics; call coverage is shared and is every 5th weekend (1:5) and 1 night per week; salary range is $180,000-$200,000; excellent benefits

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 competitive and negotiable, full benefits package

KRC.0109.0702.03 Registered Nurse
with OB, 18-bed CAH with a 32-bed long term care unit; recently remodeled hospital facility with state-of-the-art computer systems; great salary; full benefits

KRC.0110.2302.09C Registered Nurses for Med/Surg and Pediatrics in 99-bed medical complex; salary is $41,600-$62,500, sign-on bonus w/ 2 year contract; great benefits

KRC.0212.1910.18 Registered Nurse for great ER, hospital will be moving to a brand new facility in May 2012; full time Mon-Fri 4p-12a position, no weekends and holidays; come and work with a great team in a wonderful community

KRC.0813.1918.05 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.0311.0104.07 Director of Nursing – to oversee operations of nursing home for healthcare center; DON will lead approx. 35 people; strong emphasis on the importance of international service work; the organization provides employees w/ extra PTO for service work; competitive salary & full benefits package; BSN is required; MSN & nursing home administrator’s license is preferred

KRC.0510.1910.09 Director of Nursing
25-bed CAH; full-time, salaried position, works closely w/ Chief Clinical Officer; responsible for staff development and supervision of the nursing staff; the ideal candidate will have a Bachelor’s degree or higher in Nursing, current KS RN license, 5+ years of clinical nursing experience and 2+ years of nursing management experience; candidates must be BLS certified, and willing to obtain certification in ACLS, PALS, NRP, and TNCC; position offers excellent benefits package

KRC.0909.2101.07 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.0511.1605.01 Family Practice Nurse Practitioner – to join group practice in family-oriented community, Mon-Fri: 32-36 hour week, no call coverage; salary range is $63,000-$71,000, great benefits package

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
of a need for, and the needs of, physicians. We got a lot of “crisis” calls back then, where someone would call saying they needed a physician right away because their community physician was moving, or closing the practice or going to be out recovering from surgery.

Over the years, communities have become more knowledgeable and their methods much more sophisticated in terms of their recruitment. They’re looking ahead, doing more planning and tapping into more avenues of sourcing candidates. I feel like the University of Kansas Medical Center’s and office of Rural Health Education and Services’ Kansas Career Opportunities career fair has indirectly influenced that to some degree. Those career fairs started as practice opportunity conferences that brought people together, and when communities saw what their neighbors were doing, they started to think they needed to be more proactive in recruiting physicians.

**Q: How has technology influenced the way care is delivered in Kansas?**

**A:** Kansas was really a pioneer in using telemedicine technology, which is significant because it linked rural hospitals, clinics and physician offices, with specialists, giving people in rural communities better access to care.

What’s happening now is with electronic medical records – the Kansas Health Information Network is making it possible for medical records to be available to multiple providers.

The hope is that this will be more efficient and reduce the cost of medicine. It will do that by, for example, eliminating the need to retest if say someone has a lab test done in Caldwell and then goes to Wichita for diagnosis or treatment. The physician in Wichita will be able to pull up the results and the patient won’t have to retest.

**Q: After the terrorist attacks on Sept. 11, 2001, what changed in rural care?**

**A:** Providers across the state really ramped up their efforts to deal with disasters. In the wake of 9/11, KU Medical Center received a large grant and used it to coordinate simulations and train responders across the state on what to do if there was a terrorist attack. That also raised awareness of the importance of being prepared for any disaster and led to further training in communities, which has since come in handy in the wake of natural disasters.

In that same vein, trauma training has improved over the years, giving rural providers much-needed information and skills to deal with emergencies. In fact, I remember a few years ago a resident physician was doing temporary coverage out in a rural area. He was absolutely amazed at how sophisticated and well-trained the nursing staff was at a small hospital. He thought maybe they wouldn’t be as well-trained as people in the city, but he was pleasantly surprised to find out how helpful they were to him in providing care.

**Q: What have you found to be a good way to make things happen in rural health care?**

**A:** I’ve found that you don’t live in a big city like Wichita or Kansas City, go to a rural community and tell them how it’s going to be, because people in rural communities know how things work in their town and they get behind projects. You can help get them together, but they re-
Deb Doubek, M.D., and her father, Herb Doubek, M.D., have much more in common than the abbreviations that follow their last names.

Deb recently was named the Kansas Family Physician of the Year by the Kansas Academy of Family Physicians (KAFP). She accepted the award 21 years after her father was honored with the accolade, making them the first parent-child duo to each hold the title.

The two also have the same natural ability to make you feel like the most important person in the room and shift the focus from themselves to anything else, even when the topic is specifically about them. And each are humble and passionate, not only about their careers, but about life in general.

“I am very, very proud of her, she deserved it,” Herb says of his daughter. “She is a dedicated and committed physician.”

Deb demonstrates that passion in all aspects of her practice, to her patients and even at the additional position she holds at the local hospital on her day off each week.

Choosing her path, serving with a passion

“She is 10 times smarter than I am and much more dedicated, and she does a better job than I did,” Herb says. “Outside of that, we’re about the same.”

Though it seemed like an obvious career choice, Deb didn’t immediately decide to become a doctor. She wanted to be sure of her footing before following in her father’s steps.

“I knew I always wanted to do something within the field of medicine,” she says. “I have a caretaker personality. I looked into other things – medical tech, physical therapy. It took me a couple years after college (before I knew). I had a degree in biology and worked for a few years, then I matured and figured out that it was what I wanted to do.”

Deb currently practices at Stonecreek Family Physicians in Manhattan, which she helped start in 1999.

With an additional board certification in Obesity Medicine, Deb is able to practice further in the area she is naturally drawn to.
“It’s nice in family practice,” she says. “You get to do a little bit of everything, but have an area of interest that you can get board certified in.”

On her day off each week, Deb works at Manhattan’s Mercy Regional Health Center Weight Loss Clinic as a contracted employee that uses a team approach with a dietician, personal trainer and psychologist. She helped create the program Mercy LIGHT (Lose Inches to Gain Healthier Tomorrows) in 2006.

She also serves on multiple boards and in organizations that she is passionate about, including Student Mobilization, a nonprofit student organization on campus at Kansas State University and the Flint Hills Community Clinic, Manhattan’s free clinic serving the uninsured. She also helped found the clinic, which has provided more than 7,000 free appointments in the last five years.

A family of medicine, night of celebration

At the KAFP Annual Meeting, Deb officially accepted 2013 Family Physician of the Year honor in front of colleagues, friends and 30 family members – 21 years after she watched her father receive the same award.

“Twenty-one years ago, I never dreamed I would be here,” Deb says. “It was just a wonderful evening.”

The award hasn’t changed her day-to-day outlook or how she serves her patients, she says, but the recognition is huge.

“It’s just an honor and it means that people appreciate what I do and there’s respect that’s involved. That’s priceless,” she says. “I’ve been involved with KAFP for years and you look at over all the years at the people that receive this award, you never dream that you’re going to be up there some day. It’s fantastic and humbling.”

Manhattan, a community of about 50,000, is a small, close-knit city, Deb says. News of the honor spread quickly and many patients have sent her cards and comments of their support.

For Deb, though, the most important support comes from her husband of 28 years, Rep. Tom Phillips, a Kansas state legislator, and their two sons, Nathan, 24, and Neil, 21. Both Nathan and Neil are following in their mother’s medical footsteps. Nathan is pursuing his Masters in Health Care Administration, while Neil, majoring in genetics, took the MCAT this summer.

Read more about Dr. Herb Doubek

If you know a health care provider working in rural Kansas that would make a great feature for the Provider Spotlight series email Jenifer at jyuza@kumc.edu.
Herb Doubek, M.D., led the way for his daughter and now celebrates making history with her

“I think we’re real good recruiters for the medical field.” Dr. Herb Doubek

Written by Jessica Lindsey

Herb Doubek, M.D., sums up his life in a brief statement. “I’ve had one job, lived in one town and I’m still married to my one wife,” he says.

But don’t let that fool you. The man has plenty of stories about his love for his family, his career, his town and his friends. He’ll happily and humorously chat about any of them. Try to get him to brag on himself? Don’t count on it.

“It was just a super pat on the back,” Herb says of his 1992 recognition as the KAFP Kansas Family Physician of the Year. “I really didn’t deserve it. All I did was do my job the best I could and take care of my people. That’s all I did.”

Herb retired completely in 1998 after 40 years of full- and eventually part-time practice in Belleville, Kan. A family practice doctor, he served as an all-encompassing rural physician with a subspecialty in general surgery.

Herb began practicing in Belleville in 1957 and partnered with E.J. Chaney, M.D.

“I was in the service for three years, 1946-49,” Herb says. “Then I decided I was going to do anything I needed to get an education. So that’s when I went to college and worked right on up through medical school and that’s where I got started.

“So that’s the story there,” he concludes.

Herb then moved on to topics he prefers to talk about, like the family he built with wife, Lou.

“My wife was a school teacher and a K-State graduate. She worked for years putting me through medical school.

“As you know, my daughter, Dr. Debbie [Doubek], went through medical school at KU and stayed on there at the Medical Center for 10 years and taught and practiced medicine and now is in private practice,” he says.

“My oldest daughter, Diane, is the director of Nursing here at Republic County Hospital and has been there for 25 years. Douglas, my son, is a geologist and he works for the state as an underground water specialist,” Herb says.

The family’s medical genes spread down as multiple members of the next generation are practicing, pursuing and married to people in the field.

“I think we’re real good recruiters for the medical field,” Herb says with a chuckle.

Director continued from pg 2

Celebrating National Rural Health Day

On Thursday, November 21, Rural Health Education and Services celebrated the third annual National Rural Health Day with receptions at KU School of Medicine in Wichita and KU Medical Center in Kansas City.

More than 160 guests attending the receptions had the opportunity to cast their vote for the winners of the 8th Annual Rural Kansas Photography Contest. You can view the winners of the contest on page 22.

Guests attending the National Rural Health Day Celebration on the KU School of Medicine–Wichita campus vote for their favorite contest photos.
It was a Friday night, and the citizens of Greensburg, Kan., a rural agricultural community about 110 miles west of Wichita, braced for another springtime thunderstorm.

As the afternoon wore on, however, residents heard reports that conditions could become severe.

“There was just something in the air,” recalls Bob Dixson, current mayor of Greensburg. “Even the way the animals were acting, it was just different than what we had seen when thunderstorms come through.”

Heeding warnings from the National Weather Service, residents took shelter as increasing numbers of reports showed tornadoes throughout Kansas and the central United States.

What those residents would experience – through sight and sound – during the next several minutes was chilling.

“The first thing you heard is the debris hitting the house, debris from other structures coming apart,” Dixson said. “Then you heard the windows go, the creaking of the walls and the roof leaving.

“When it was all said and done, our whole house was gone. There was no roof, no walls, no porch.”

Dixson’s experiences were similar to many others in Greensburg. The EF5 tornado, the most severe classification for tornadoes brought winds of more than 200 miles per hour and leveled about 95 percent of the town.

But with the destruction came determination. A resilient will to rebuild physically and emotionally; a strong sense of perseverance to restore the place many had called home for generations.

The health of the community

The storm left Greensburg unrecognizable to lifelong residents. And while many were left in debilitating shock following the destruction, Mitzi Hesser only had one thought: to provide medical care to those in need.

As the administrator of the Kiowa County Health Department,

Greensburg continued on pg 24
And the winners are ...

First Place ~ Community Landmarks
Milkyway Lutheran taken in Morris County
by Colin MacMillan

First Place Tie ~ Four Seasons
Summer’s Bounty taken in Douglas County
by Jeffrey McPheeters

First Place ~ Wildlife & Critters
Love Indeed taken in Geary County
by Debbie Auld

First Place ~ Health Care
Gentleness in the Heartland taken in Butler County
by Connie Rausch

First Place ~ Heartland Adventures
Harvest with Grandpa taken in Ellis County
by Christopher Sook

#KansasBeautiful
Since 2006, the University of Kansas Medical Center Rural Health Education and Services department has sponsored the Rural Kansas Photography Contest. The purpose of the contest is to work with Kansans from across the State to produce a collection of images to help promote Kansas as a great place for health care providers to live, work, and play.

For the first time in contest history, more than 160 guests attending the National Rural Health Day reception at KU School of Medicine–Wichita and KU Medical Center in Kansas City, Kan. cast their vote for the winners.

By the numbers ...

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<th>Individual Participants</th>
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2013 Contest Highlights

Total Entries 916

Entries Per Category

- Community Landmarks: 165
- Four Seasons: 379
- Health Care: 23
- Heartland Adventures: 133
- Wildlife and Critters: 216

#KansasBeautiful

Send us your thoughts on the contest and give us some ideas and suggestions for next year.

First Place Tie ~ Four Seasons
Prairie Burnoff taken in Shawnee County by Colin MacMillan

Second Place ~ Health Care
Welcome Baby taken in Clay County by Justin Begnoche

Second Place ~ Heartland Adventures
Fishing at Sunset taken in Shawnee County by Stacy Blomquist

Second Place ~ Wildlife & Critters
Sunflowers and Swallowtails taken in Leavenworth County by Tom Soetaert

Second Place ~ Community Landmarks
Pioneers’ Rest taken in Douglas County on the campus of the University of Kansas by Jeffrey McPheeters

Second Place ~ Community Landmarks
Pioneers’ Rest taken in Douglas County on the campus of the University of Kansas by Jeffrey McPheeters
Hesser had been the face of health in the community for decades. The tornado wiped out the town’s clinics and doctor’s offices, leaving patients with fragments of their medical records, pages lost to the wind. And with the pharmacy destroyed, medications weren’t available. So Hesser did what she knew she had to do but would be an extreme challenge: opened a public health department in what was left of her front yard.

“I had 20 to 30 nurses and help every day,” she said of the tremendous help received from relief agencies. “We used grocery carts, put the tetanus shots in a cooler and took the show on the road.”

It took two years before the health department’s space in the courthouse was reconstructed; however, during that time, Hesser didn’t stop working.

“Even in my wildest dreams, as much as I’ve worked in emergency preparedness in the years before, I never could have imagined the full effect of what that really does to a community and its members,” she said of rising blood pressure, increasing arthritis, and gaining weight.

In addition to treatment, Hesser focused on prevention, encouraging residents to think about themselves and their health.

Just months after the tornado, she started an annual health fair, encouraging citizens to undergo routine medical procedures, such as blood work.

That state of mind took hold and was a focus during the town’s rebuilding. The community was intentional about adding walking paths about town and adding exercise facilities.

Those healthy activities continue to grow and people are healthier in that respect, she said.

**REBUILDING “Green”sburg**

For Bob Dixson, rebuilding Greensburg meant more than the buildings, roads and houses. And it was one of the reasons why he ran for mayor and took office one short year after the tornado.

When Dixson discusses the historic storm, it’s not about what was lost. Rather his focus is on restoring the community, emotionally, socially and economically.

“The planning processes we did as a community in the first six to eight months following the tornado included a vision of going back to communities that last a lifetime,” he said. “I felt we needed to stay that course.”

And he’s done just that in the nearly six years he’s been in office. While the memories of that dreadful night begin to soften and fade, just a bit, he’s working to build new memories in a town that still carries scars but is progressing toward a better future.

Part of that is rebuilding following “green,” or environmentally friendly, practices. Early discussions pointed to the obvious color in the town’s name, a color synonymous with earth-friendly ways.

“We’re going to rebuild so let’s rebuild in the right and responsible way,” Dixson said. “Let’s be good stewards. Those values and that character of the city of Greensburg had made it what it is today.”

Dixson is also continuing to build the town’s economy. Increased attention on Greensburg and an influx of visitors spending money has helped boost businesses and revenue.

Light following the storm

It’s been said that in times of tragedy and despair that true kindness is seen, and the citizens of Greensburg agree.

“It matters not your social economic status,” Dixson said. “In May 2007, we were all homeless in a matter of seconds. We had the most sustainable thing left in life, and that was each other and our community.”

Before the tornado, one of the Kiowa County Health Department’s offices and its play area spilled out into the hallway of the courthouse. The rebuild of the health department offices in the county courthouse basement included the addition of windows that bring sunlight in and give the space a cheerier feel.

The new space includes a comfortable waiting room that addresses HIPAA privacy at the front desk.

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