



## **Job Opportunities: Questions to Get You Started**

Meeting with exhibitors at National Conference isn't a job interview, but it is your first chance to impress someone who could help you advance your career in family medicine. More importantly, it's an opportunity for you to get the information you need to help you make an informed decision about where you'd like to go next.

We've compiled a list of questions to help you get the conversation started on the floor of the Expo Hall.

- Are the family medicine practices patient-centered medical homes (PCMHs)? Are they certified by NCQA or another entity?
- How would you describe the organization's overall financial health? How is the specific medical office doing financially? What's the plan for new payment and integrated delivery models like PCMHs and ACOs? How are family physicians compensated? Is any expansion, integration, or corporate rearrangement currently being considered?
- If present, how many years has an electronic health record (EHR) been present in medical offices and/or the hospital? Is it their first, or have they had several attempts at different EHRs? Is there computer order entry in the hospital? Patient registries in the office?
- How much physician turnover has occurred in the past year? 3 or 5 years?
- How do physicians receive feedback on performance? What quality measures are followed?
- How are physicians' hours determined, especially call, evening, or weekend office hours?
- How many patients will I be expected to see in a week?
- Who is in charge of the administration of the office, such as hiring of personnel? A hospital-based administrator, a local administrator, and/or a medical director?
- Is there teaching activity in the office? Medical students, allied health professionals, or residents?
- Do you offer CME benefits (time off, financial reimbursement)? Do you cover dues and license fees?
- For locum tenens: What administrative support is available to change sites, obtain medical licenses, housing at locations, etc. How long, on average, do physicians work locum tenens with your company?