Welcome to a new column being brought to you by the American Academy of Podiatric Practice Management (AAPPM). The focus will be on topics with many aspects about associateships, job searches, contracts, partnerships, selling a practice and buy-ins. We will bring in the National experts in this arena to deliver practical knowledge which so many have been asking for.

The medical arena is faced with an array of changes in the wake of Obama Care, Medicare, EMR Coding changes and the general economic climate. How can you take advantage to network for any and all job opportunities in Podiatry? How can you find a buyer for your practice? How do graduating Residents explore all options? How do Fellows find all specialty training options? Wouldn’t you like to have access to a National job listing and IN PERSON events? Now you do.

The background of the new Nationwide Podiatry Job Networking Project developed out of Texas and Pennsylvania by holding informal job receptions in 2012 (through the AAPPM and the Texas Podiatric Medical Foundation). The response was great and they were able to help Residents and Doctors find jobs. They brainstormed on how to better help with job networking and fellowship placement. Out of this collaboration, a new web page www.podjobsuccess.org and national job connection events were born!

The new website, which will be open to every DPM, Resident and Fellow – will be up and running by the end of February. Anyone can post job listings and request for positions online at no charge. In addition, there will be THREE National Career Connections, otherwise known as “job fairs” in each region of the country. Note these dates below and spread the word:

May 10, 2013 – Pittsburgh, PA (in conjunction with the AAPPM Conference)
Sept 27, 2013 – Dallas, TX (in conjunction with the Texas meeting)
Dec 6, 2013 – Santa Monica, CA (in conjunction with the AAPPM conference)

These events will include: an introduction with marketing and resource tips with the experts, a time slot for speed interviewing and a social meet & greet reception. All participants will get a spreadsheet of those that attend. Who should attend?

Anyone looking for a job or looking to hire is welcome.
Anyone hiring a Fellow or looking for a Fellowship is welcome.
Register online www.podjobsuccess.org or for questions contact staff@txpmf.org

Other bonuses of attending Job Fairs are:
- FREE Membership for Residents or Fellows in the AAPPM & AENS
- $99 discount membership for AAPPM & AENS for new members that are displaced from jobs
- Travel Grant assistance for DPM’s in need
- Legal and marketing resource referrals for practice valuations, contracting and advertising for positions
- Contact listings of all who attend events

Thank you to the founding sponsor Societies of this much needed effort, the American Association of Podiatric Practice Management (AAPPM) and the Texas Podiatric Medical Foundation (TXPMF).
addition, the other partner organizations who have stepped up to support this effort include: the Association of Extremity Surgeons (AENS), the American Society of Podiatric Surgeons (ASPS), the American Association of Women Podiatrists (AAWP), Podiatry Management Magazine and PM News. If you are part of an organization and want to support this National effort or request a job fair at your meeting, please contact Dr. Hal Ornstein (hornstein@aappm.org) or Krista Richter (krista.richter@yahoo.com).

What can you do to help the Job Network?

- Help us spread the word – to Colleagues, Fellowships, Residents and Fellows.
- Refer any professional placement companies, medical groups, hospital hiring groups to participate or list at www.podjobsuccess.org
- Refer any vendors to help us sponsor this effort

Sample resource information and bonus tips for contracting.

A sample of helpful resource information that the National Career Connection and Job Fairs will provide is below. These contracting tips are provided by Dr. Stan Churchwell from Dallas, Texas (schurchwell@churchwellmerlo.com). You can meet him and other experts at the Job Fair Connection events.

<table>
<thead>
<tr>
<th>10 Tips for Physician Employment Contract Checklist</th>
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<tbody>
<tr>
<td>1) Identification of all Responsible Parties - legal entity names</td>
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<td>2) Length of Contract with all renewal terms/Terms/Responsibilities/Duties – clear and concise</td>
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<tr>
<td>3) All Licensing Requirements/Hospital Privileges – applicable consequences – clear and concise</td>
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<td>4) Ownership of Patients/fees/services, during and post-employment/assignment of billing rights</td>
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<td>5) Non-compete Clauses with reasonable restrictions</td>
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<td>6) Reasons for termination/&quot;For Cause&quot; definitions and remedies</td>
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<td>7) Ownership of medical records and future access for any Board Certification applications</td>
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<td>8) Compensation Terms, including bonus accessibility and contingencies, as well as reimbursement requirements for business-related expenses/vacation/benefit eligibility, etc.</td>
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<td>9) Responsibility for Liability Insurance/tail issues upon termination/transition rules upon termination or expiration</td>
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<tr>
<td>10) Significance of notice, mediation, arbitration, venue, jurisdiction, and governing law clauses</td>
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We are very excited to bring you the up-to-date information so you can experience success in the different topics we will discuss. Please feel free to e-mail any ideas for topics to hornstein@aappm.org.

Krista Richter
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Project Consultant, Southern Star Solutions and Global Events
15 years Association Management experience, 8 years Hotel Marketing and Management experience
Bachelor of Science Advertising - University of Texas
(Barry and Dave, Krista does not want her picture published)

Hal Ornstein, DPM