



## RECRUITMENT PROFILE

### **DuBois Regional Medical Center – DuBois, Pennsylvania**

#### **DuBois Regional Cardiology Associates:**

DuBois Regional Cardiology Associates (DRCA) is a private practice cardiology group affiliated with the DuBois Regional Medical Center as the only cardiology group and has regional affiliations with other facilities in the surrounding communities.

DuBois Regional Cardiology Associates consists of 3 Board Certified cardiologists providing non-invasive/invasive/interventional cardiology services in the northwestern-central Pennsylvania area. The main office location is in the Medical Office building adjacent to the DuBois Regional Medical Center in DuBois, with satellite offices in the communities of Clarion and Clearfield. Other areas of coverage include, but are not limited to Brookville and St. Mary's. DRCA cardiologists are expected to be involved in the administration, evaluation and interpretation of non-invasive studies (EKG's, Echocardiograms, Stress Tests and Nuclear Stress Tests). Invasive/Interventional candidates will also be expected to practice within their scope of training.

DRCA is in the process of expanding their group and are seeking a Board Eligible (Board Certification required within 6 months) Cardiologist to accommodate a rapidly expanding practice. The ideal candidate will be an open, honest individual with excellent interpersonal skills and above all, a proven track record of providing excellent patient care. There is an opportunity for full partner status within 1 year of joining the practice. Additional qualification and requirements are listed below.

#### **DuBois Regional Medical Center:**

DuBois Regional Medical Center (DRMC) offers residents of West Central Pennsylvania a rare combination of technologically-advanced, progressive healthcare in a warm and friendly community environment. With its focus on patient-centered care, DRMC is widely recognized as one of the leading healthcare providers in the state.

DuBois Regional Medical Center was formed in 1985 when two community hospitals joined to form a regional medical center. Today DRMC has grown to 214 beds offering a full balance of specialty acute care and rehabilitation services. Acute care services are performed at the state-of-the-art West Campus facility, while the East Campus primarily focuses on providing adolescent and adult behavioral health services for inpatients and outpatients. DRMC also brings primary and specialty care services to the community

through a broad network of health centers. These centers, (staffed by DRMC's 120 physicians) offer diagnostic and rehabilitative therapies.

DRMC is a Solucient "Top 100 Hospital" Award winner with consistently excellent financial performance, which has supported continuous investment in the development of new programs, services, facilities, and technology. With a net operating margin of 5.1% for the last fiscal year, minimal debt, and a strong cash fund, DRMC is well-positioned for future growth.

As a four year recipient of the 100 Best Places to work in Pennsylvania Award, DuBois Regional Medical Center places significant emphasis on developing and supporting their employees. The leadership believes that the key to patient satisfaction is high performing motivated employees. To that end, the Medical Center purchased a local school building several years ago, which now houses multiple professional development programs offered to employees. Several of the local colleges and universities, such as Penn State, offer on-site programs for nursing, radiology, respiratory therapy and other disciplines. The Medical Center also offers multiple programs directed at skill enhancement, personal development, and customer service.

Employees were central to the development of the organization's core values and performance profile, which all members of the DRMC team actively embrace. DRMC also offers a gain sharing program to all levels of employees based upon the organizations success as measured against specific goals, and recognizes employees through a number of award and recognition programs. These investments have been recognized by the employees, as the Medical Center has advanced its place in the Top 100 Employers in the state, to be in the Top 5.

### **The DuBois Heart Center:**

The DuBois Heart Center was established in the spring of 2001. Prior to its opening, cardiac patients and their families were required to travel some distance to receive any level of invasive cardiac therapy. As a result of a community-based strategic planning process, implementation of an invasive cardiology and open heart surgery program was undertaken with the support of the local community. The first open heart surgery was performed on April 5, 2001 and to date the program volumes and outcomes in terms of quality, customer satisfaction and revenue has exceeded all expectations. The Heart Center is housed at the DuBois West Campus. Central to the Heart Center facility are two CV ORs, two cath labs (with a third lab shelled for future expansion), a cardiac diagnostic core providing all modalities of cardiac testing, and a recently-expanded cardiac rehab facility. The Cardiac PACS System greatly enhances the efficiency of the cath labs and diagnostic services. A new sleep lab and pulmonary function area are also part of the Center. A CVU provides the acute care component of the service utilizing the innovative universal bed model.

Two cardiovascular surgeons were recruited to support the program, and DRMC is currently preparing to implement minimally-invasive cardiac surgery in the fall of 2006.

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In addition to the surgeons, cardiac anesthetist, perfusionist, and experienced surgical and cardiac nursing staffs were also recruited to launch the program.

DRMC has recently expanded the vascular component of the program, and is currently performing 330 vascular procedures, in addition to the 250 cardiac surgical procedures. The cath labs currently perform 2,300 procedures annually.

Program data is submitted to the STS database. DuBois also participates in the Crusade Study, ranking 6<sup>th</sup> out of 400 participants. The Heart Center Performance Improvement Committee submits quarterly reports to the Medical Center Board.

As the Heart Center enters its sixth year of successful operation, it is the opportune time to move the cardiac team and its services to the next level of operational efficiency. Adding program offerings and building external relationships to support the continued growth of the program are the first steps necessary to achieve the goals of the Heart Center.

## **The Position:**

Cardiologist responsible for ensuring high-quality, cost-effective care of cardiac patients and their families.

## **Specific Requirements and Responsibilities:**

- Board eligible in Cardiology and must obtain Board Certification in Cardiology within 6 months of appointment
- Fulfill requirements to maintain active status with the Medical Staff as defined by the Medical Staff bylaws
- Provide diagnostic testing and care of patients appropriate to age
- Interpret non-invasive studies (Electrocardiograms, Echocardiograms, Stress Tests, Nuclear Stress Tests) and provide timely reporting of findings that adhere to established Medical Staff bylaws and DRCA policies and procedures
- Assure compliance with regulatory guidelines for the handling and prescription of pharmaceuticals and supplies, approval of study protocols and directions and consults to members of the division credentialed to perform related procedures
- Assures the operation of Non-Invasive Cardiovascular Services in providing accessible, safe, efficient, private and courteous patient flow
- Maintaining and advancing high quality standards in the performance of the procedures of which he/she is responsible and will report all concerns, needs, and/or suggestions for improvement to the administration of cardiac services
- Participate in program development and marketing initiatives in conjunction with the medical and administrative management of the system
- Timely assessment of cardiology consults for in-patients according to the established practice and medical staff bylaws

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- Conduct new patient evaluations as well as existing patient evaluations in the office setting according to established DRCA policies and procedures
- Excellent oral and written communication skills and exceptional interpersonal skills
- Be a team player
- Take call as designated by DRCA policies and procedures
- Live within the designated area to be able to fulfill the emergency response criteria associates with call
- Willingness to travel to satellite locations as designated by DRCA to provide coverage according to the DRCA policies and procedures.

## **Educational Requirements:**

The selected candidate will be a graduate of an accredited Medical School along with successful completion of an Internal Medicine residency program and completion of an approved fellowship program in Cardiology (Non-invasive/Invasive or Interventional).

## **Compensation:**

A very attractive salary and benefits package, including relocation assistance accompanies this offer.

## **The Community:**

DuBois Regional Medical Center is located in West Central Pennsylvania where Clearfield, Jefferson, and Elk counties meet. The greater DuBois area is made up of 14 townships and municipalities. Along with the city of Dubois, each borough provides residents with excellent schools, a safe environment, and easy access to some of Pennsylvania's most spectacular natural beauty. The DuBois-Jefferson County Regional Airport makes air travel convenient, with daily US Airways flights to Pittsburgh International, which is less than 100 miles away.

DuBois was settled in the late 1800s by European immigrants at a time when the coal and timber industry fed the early growth of the area. Today, manufacturing, healthcare, and retail trade are predominant. DRMC is the second largest private employer in the Clearfield County and is a significant part of the area's economic and social fabric.

DuBois and Sandy Townships serve as retail hubs for surrounding counties. With the Region's largest mall and a wide selection of intriguing locally-owned shops clustered among the 14 municipalities, DuBois attracts shoppers from an eight-county area.

Tourism and outdoor recreation are central to the area's economy and lifestyle. Five state parks are nearby for those that enjoy boating, fishing, hiking or other outdoor activities. The private Treasure Lake community--a gated residential resort--draws year-

round visitors and permanent residents to its lakes, lodges, and golf courses. A busy schedule of cultural events, festivals, and entertainment enhances the charm of rural living for residents of the DuBois region.

The DuBois Area School District enrolls 4700 students within its eight elementary schools, middle school and high school. Faith-based education has a long tradition in DuBois, and the DuBois Area Catholic Schools enroll students from preschool through 12<sup>th</sup> grade. The First Baptist Academy also has a long history in the community. The Penn State DuBois campus and the DuBois Business College provide local post-secondary education opportunities.

With cultural offerings, rural charm, a growing economy, affordable housing, and convenient travel to Pittsburgh and other Western Pennsylvania counties, the Greater DuBois community has a great deal to offer.