The University of Kansas Medical Center

Rural Health Education and Services

PRACTICE OPPORTUNITY SCORECARD

Somewhere in Kansas is the ideal practice opportunity for you. To assist in your search, we have organized a list of topics to consider as you pursue your options. This tool is designed to help you make decisions about those aspects of the practice and a community that are most important to you and to others who will be a part of your decision.

KU MEDICAL CENTER
The University of Kansas

RURAL HEALTH

PRACTICE OPPORTUNITY SCORECARD

Searching for the right practice opportunity can be one of the most exciting and difficult decisions of your medical career. In addition to evaluating practice features you will also need to consider personal lifestyle preferences for yourself, and possibly, for other members of your family.

This form is designed to help you in the decision-making process. Check those topics in the first column that are important to you and to others who will be affected by, or will be a part of, your decision. Use the remaining columns to evaluate each practice interview by scoring each topic with 1, 2 or 3 points for its match to your needs and desires. The highest score may help you determine the best practice opportunity; however, it is best to closely examine the elements that make up each score.

RURAL HEALTH

PERSONAL	✓ Important to me/others	Practice Opp	Practice Opp	Practice Opp	Practice Opp	Practice Opp
Familiarity with community						
Weather						
Proximity to outdoor recreational amenities						
Availability and number of social activities						
Proximity and availability of social outlets, (restaurants, shops, theaters, museums, etc.)						
Opportunities for charitable involvement						
Population numbers						
Population demographics						
Cost of living						
Housing availability						
Appropriate housing/neighborhood options						
Safety						
Crime rate						
Work opportunities for spouse/others						
Peer group for spouse/others						
Educational opportunities for spouse/others						
Obligations versus autonomy for spouse/others						
Religious/political/social belief acceptance						
Access to preferred religion						
Special needs accommodations						
Other						
TOTALS						

PROFESSIONAL	✓ Important to me/others	Practice Opp	Practice Opp	Practice Opp	Practice Opp	Practice Opp
Organization of practice: private, hospital- or community-based, HMO						
Type of practice: solo, partnership, group						
Culture of practice						
Management philosophy						
Length of orientation						
Voice in practice policies/management						
Number of specialties in practice						
Types/proximity of other practices/providers						
Office hours/weekly						
Quality/expertise of practice staff						
Turnover rate of staff						
Medical records capabilities						
Fee schedule						
Practice facilities/technology/equipment						
Daily patient count in office						
Patient flow						
Hospital availability						
Daily patient count in hospital						
Hospital size/bed count						
Hospital occupancy %						
Hospital facilities/technology/equipment						
Skill of hospital staff						
Hospital relationship w/ community						
Clinics/other facilities requiring coverage						
Skill/availability of clinic/other staff						
Call frequency: nights/weekends						
Size/type of call coverage group						
Types/availability of teaching/research opportunities						
CME activities/availability						
Types/availability of patient education programs						
Population demographics						
Patient demographics						
Overall health of community						
Trends in population						
Trends in physician population						
Compensation/salary						
Contract guarantees						
Viability of practice to ensure guarantees						
Benefits: time off, vacation, holidays, insurance, retirement, CME, other						
Buy-in options						
Other						
TOTALS						

ELEMENTS OF SCORE

Which practice opportunity scored highest? _____

What were some of the top-scoring factors? _____

_____

_____

How well did these factors match pre-determined importance checklist? _____

_____

_____

Other considerations: _____

_____

ADDITIONAL PRACTICE SELECTION TIPS

- ❑ Identify the factors that are important to you in a practice opportunity and community.
- ❑ Begin the selection and evaluation process early in your residency.
- ❑ Include others that will be affected by your decision in the process from the very beginning.
- ❑ Screen opportunities by phone or in writing before interviewing.
- ❑ Voice your expectations about your interview itinerary.
- ❑ Maintain a balance between rational and emotional sensibilities during the interview.
- ❑ Investigate your potential practice community thoroughly. Ask for input from members of the community other than those involved in the recruiting process.
- ❑ After your interview, use this form to re-evaluate the practice and community.
- ❑ At the negotiation stage, be honest with yourself about your expectations, communicate any concerns, and be willing to compromise.
- ❑ Request that the formal offer be made in writing and that it include a thorough explanation of all benefits, salary, responsibilities and expectations. Consider involving an attorney in any viable offers.

FOR MORE INFORMATION:

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