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The official member magazine of the American Academy of Otolaryngology—Head and Neck Surgery

SEPTEMBER 2017
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SEPTEMBER 2017

Volume 36, No. 8

The *Bulletin* (ISSN 0731-8359) is published 11 times per year (with a combined December/January issue) by the **American Academy of Otolaryngology—Head and Neck Surgery**, 1650 Diagonal Road, Alexandria, VA 22314-2857. **Telephone:** 1-703-836-4444. **Member toll-free telephone:** 1-877-722-6467.

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Postmaster: Send address changes to the American Academy of Otolaryngology—Head and Neck Surgery, 1650 Diagonal Road, Alexandria, VA 22314-2857.

Return undeliverable Canadian addresses to PO Box 503, RPO West Beaver Creek, Richmond Hill, Ontario, Canada L4B 4R6. Publications Mail Agreement NO. 40721518.

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BULLETIN ADVERTISING

Ascend Integrated Media, LLC
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Following is a correction to the August 2017 issue of *The Bulletin*. We apologize for the error.

On page 18, we omitted an author's medical degree from their title. The correct title is Cuney M. Alper, MD.



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Vice President, Head and Neck Service Line

Professor of Otolaryngology & Molecular Medicine, Hofstra-Northwell School of Medicine

Chair, of Otolaryngology and Communicative Disorders, Long Island Jewish Medical Center & North Shore University Hospital

Our Long Island Faculty complement consists of 17 physicians, including 4 Head and Neck Surgeons, 4 Pediatric Otolaryngologists, 2 Laryngologists, 3 Neurotologists, 1 Anterior Skull Base Surgeon, 1 Rhinologist-Sleep Medicine Surgeon, 1 Facial Plastic Surgeon, and 1 Generalist. Other professional staff includes 13 Audiologists, 8 Speech Language pathologists, 4 Nurse Practitioners/DNPs, 6 PAs, and one clinical PhD. We have a strong research arm of the department that includes PhD and MD research scientists studying Laryngeal Papillomatosis, Autoimmune Inner Ear Disease, 3D Airway Modeling and development of novel biologic materials for reconstruction. Our Feinstein Research Institute has over 100 Research Scientists interested in translational research. Northwell Health System/Feinstein Institute has partnered with Cold Spring Harbor Laboratories for the advancement of early stage cancer clinical trials.

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Lessons learned...

This presidential year has been special, and I would like to thank several people who have made it especially memorable. First, my wife, Lorraine, and very best friend. This year (and many others) would not have been possible without Lorraine's intelligence, hard work, and faith. I'd like to also thank Dipti Kamani, MD, for her devotion to our endocrine research. Thanks to AAO-HNS/F EVP/CEO **James (Jim) C. Denny III, MD**, for his inspiring leadership extending from Reg-entSM to the American Board of Otolaryngology and from advocacy to the American College of Surgeons. From global AAO-HNS/F initiatives in Beijing to the wellness and neural monitoring task forces, it has been an incredible year. Here are some of the lessons I learned from the people around me.

Feed and water the ideas of others

Mentor a person, and more importantly, mentor his or her idea. On rounds many years ago with William Montgomery, MD, a renowned Harvard head/neck surgeon, a quiet junior student commented on a surgical problem we were discussing. Generally, that would be the signal to subsequently crucify that student. Dr. Monty turned and said, "Yes Joe, that's a great idea. I think we should do that." I have never forgotten the positive influence a senior person can have if a junior person's idea is considered, fed, and watered. *"A man may die, nations may rise and fall, but an idea lives on."* — John F. Kennedy

Know yourself, be yourself

While striving for change is tremendously important, it is also important to recognize your own core resources. To identify what you love and to be able to ruthlessly follow, that is a recipe for success. For highly ranked Cornell medical students, otolaryngology was not considered a suitable vocation when I was going through school. Therefore, it wasn't exactly encouraged. I needed to meet with the dean to discuss my interest in this small satellite field of otolaryngology. *"Be yourself ... everyone else is already taken."* — Oscar Wilde

Sleep later

Several years ago when I was stressed because of work, I sought the advice of Jatin P. Shah, MD, PhD, one of my mentors. I was hoping he would give me

"permission" to scale back. Unfortunately, he said, "Greg, you need to do more." We are here on this planet once. If you have something to offer, it is your responsibility to offer it. Do it now. Sleep later. *Then I heard the voice of the Lord saying, "Whom shall I send and who will go for us?" And I said, "Here I am; send me!"* — Isaiah 6:8

Step up

Things that worry us in retrospect are of little consequence. Uncontrollable bleeding and airway obstruction require action—everything else is paperwork. Be brave for your patients, be brave for your family. We all had that feeling on our first day of medical school that the person sitting to our left and the person to our right were the legitimate admissions and we were the unqualified mistake. You are not a mistake! If a dyslexic and very left-handed dude from a home on the other side of the tracks in Flushing Queens, NY, can become president of our Academy, all things are possible. Don't be scared, step up. *"Be faithful in small things because it is in them that your strength lies."* — Mother Teresa

Remember your family ... always

Family first, always. From when my children were eight years old, they accompanied me on a rotation: Greg Jr. first, then Benjamin, then Madeline, then back to Greg Jr. throughout the U.S. and around the world. They would come with me to the conference to be there in the auditorium for my lecture, and then I would abbreviate the rest of my conference commitments and basically go party with them. They could see what I do, what I am. I spent time with them in beautiful environments and introduced them to my wonderful colleagues all around the world. Be grateful; the past and future are only constructs—only the present is real. It takes just a moment to list the things for which we are grateful and how tender and precious children are, how precious every day is. *"Your children are not your children ... You may house their bodies but not their souls ... You are the bows from which your children ... are sent forth ... For even as he loves the arrow that flies, so he also loves the bow that is stable."* — Kahlil Gibran

I wish to thank again the Academy for the most humbling and meaningful honor that I have ever received working as your president this year. ■



Gregory W. Randolph, MD
AAO-HNS/F President

“
From global AAO-HNS/F
initiatives in Beijing
to the wellness and
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forces, it has been an
incredible year.

”



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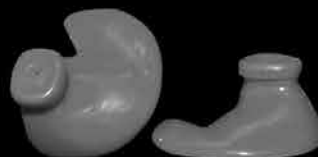


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Happy 35th!



The merger of the American Academy of Otolaryngology (AAO) and the American Council of Otolaryngology (ACO) that was approved in late 1981 resulted in 1982 being the first year of operation of the successor organization, the American Academy of Otolaryngology—Head and Surgery (AAO-HNS).

Thirty-five years later, the AAO-HNS continues to benefit from the wisdom and foresight shown by the combined leadership of both progenitor organizations at that crucial time in history. Many of the same issues affecting our members today were also hot topics in 1982. As we approach the year's last quarter, we celebrate this 35th year of the AAO-HNS, I would like to highlight some of the major happenings within the Academy during that first year, and you will note the special anniversary logo through the year end. I must admit that I was somewhat oblivious to a lot of the activities of the Academy at that time as I was just completing my residency at the University of Pennsylvania.

Loring W. Pratt, MD, was the first president of the AAO-HNS, and **Harry W. McCurdy, MD**, was the first executive vice president and editor of the *Bulletin*. The first issue of the *Bulletin* was published in January 1982. The *Bulletin*, which succeeded the *AAO Perceiver* and the *ACO Newsletter*, published eight times a year during the first few years.

At that time, the *Bulletin* served as the primary vehicle to educate members as to the operations of the Academy and key issues within the specialty. It also provided a very active classified advertising page.

The *Bulletin* has continued to be a critical part of the Academy's outreach to our members as it has evolved over the last 35 years. In Volume 1, Issue 1, the newly approved bylaws are listed. Among these bylaws was the incorporation of a new concept, the "Board of Governors" (BOG). The Academy leaders recognized the need for grassroots participation and representation and demonstrated the foresight of setting up this important structure within the Academy at the beginning.

The organizational meeting and selection of officers was set for the Annual Meeting in October 1982, in New Orleans. At that meeting, **Marvin A. Singleton, MD**, was chosen as the first chair of the BOG, **Robert J. Keim, MD**, was chosen as the secretary-treasurer, and **Willard E. Fee, Jr., MD**, was chosen as the chair-elect. Over the last 35 years, the BOG has increased its scope and representation and

continues to be the voice of the grassroots as well as a fertile ground for leadership development within otolaryngology. The Annual Meeting this fall in Chicago will mark the 35th birthday of the BOG!

The Academy transitioned its offices from Rochester, MN, to the Washington, DC, area and eventually into the AMA building in 1982. **Jerome C. Goldstein, MD**, was chosen as the EVP designate to work with Dr. McCurdy in 1982 and take over in January 1983. At that time, the Federal Trade Commission (FTC) estimated that eight percent of the gross national product was spent on healthcare. Today, we are spending 18 percent on a trajectory toward 25 percent in the next decade. The AAO-HNS had 6,938 physician members in 1982. There were 254 residents in U.S. training programs. Otolaryngologists represented roughly 1.9 percent of all physicians, and there was a reported one otolaryngologist per every 40,000 people in the United States. There were considerable concerns at that time about potential oversupply and mal-distribution of otolaryngologists. The issue of subspecialization was also discussed on multiple occasions in the eight *Bulletin* issues published in 1982. The primary discussion point was whether head and neck surgery should break away from otolaryngology and form its own specialty. The decision was made not to pursue that path at that time.

Perhaps the most contentious topic of the year revolved around scope of practice issues regarding facial cosmetic and reconstructive surgery. There was considerable acrimony among otolaryngologists against general plastic surgery for what was considered possible restraint of trade issues, which were investigated by the FTC. The AAO-HNS worked with the American Board of Otolaryngology and the American Academy of Facial Plastic and Reconstructive Surgery in negotiations with the American Society of Plastic and Reconstructive Surgeons over a number of years to resolve this problem. Similar issues have continued to crop up over the years involving both physicians and allied health providers over the succeeding decades. The Academy continues to advocate for the best patient care based on training and experience.

As we celebrate the 35th anniversary of AAO-HNS operations, including the BOG and *Bulletin*, we celebrate the wisdom of our past leaders and can be thankful for our current and future leaders who are willing to donate their time to make things better for their patients and for the specialty. ■



James C. Denny III, MD
AAO-HNS/F EVP/CEO

“The *Bulletin* has continued to be a critical part of the Academy's outreach to our members as it has evolved over the last 35 years.”

Value 4U

AAO-HNS offers value-added benefits and enhanced resources that help you achieve excellence and provide the best ear, nose, and throat care to your patients. While you have been busy caring for your patients, we have been busy caring for you. Together, we have accomplished a lot, including:

- Two new and three updated Clinical Practice Guidelines.
- Reg-entSM CMS QCDR and QR Designations for both 2016 and 2017. Reg-ent will support Quality Performance, Advancing Care Information (ACI), and Improvement Activities (IA) reporting categories of MIPS beginning in 2017.
- Instruction Courses included in registration and free education session webcasts for full conference attendees at the AAO-HNSF Annual Meeting & OTO Experience.
- *OTO Open* launch, the AAO-HNSF's peer-reviewed gold open access journal.

As healthcare evolves in these turbulent times, we are continuing our efforts to provide our members with meaningful programs and services. Continued advocacy efforts at both the federal and state levels are a priority. We are excited about the following new initiatives underway:

- Member+, a program offering Academy members access to over 200 online education activities
- OTO Source, a comprehensive curriculum that supports both residents and practicing otolaryngologists
- Growth and expansion of Reg-ent beyond public reporting including maintenance of certification, research, and post market surveillance capabilities
- Quality measures development projects including Neurotology, Age-related Hearing Loss, Measures directly from CPG Key Action Statements, and Rhinoplasty.

We are proud of our collective accomplishments, value you as members, and look forward to serving you and the specialty for years to come. If you have additional inquiries, please email memberservices@entnet.org. ■



BOARD OF GOVERNORS

Happy 35th birthday, BOG!

■ **Stacey L. Ishman, MD, MPH**
BOG Chair

The Board of Governors (BOG) was established in 1982 as the **grassroots member network** within the Academy and is 35 years old this year!

What is the BOG?

The BOG is composed of members from otolaryngology constituent societies — local, state, regional, and subspecialty/national groups from across the U.S. and Canada. It serves as an avenue of communication between Academy members and the Board of Directors to **help improve the programs and policies of the AAO-HNS/F**.

What Have We Done for You? The AAO-HNS/F Leadership Forum & BOG Spring Meeting

At the Leadership Forum in March, we **addressed the topics that affect everyone's practice**. These **topics included**: how to value diversity in our specialty and in our clinics, mentorship, leadership skills, payment issues, legislative updates and advocacy, MIPS, Reg-entSM, cultural competency, and society engagement. At the same time, there were ample opportunities to **network with the leadership of our Academy** and ask questions directly to the candidates for AAO-HNS/F President-Elect. The meeting featured the BOG General Assembly, an ENT PAC Reception for Leadership Club members, exhibitors, and free CME credit. If you have suggestions for the 2018 Forum, please contact BOG@entnet.org.

What Else Have We Done for You?

- At the March meeting, the BOG sponsored the inaugural State OTO Society Roundtable, where we engaged local, regional, and state society administrators/executive directors and presidents to exchange ideas and best practices on society engagement and member engagement. If you or someone from your society is interested in joining us next year, please contact BOG@entnet.org.

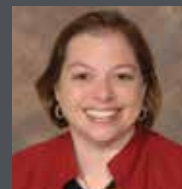
- We continue to supplement our society toolkits with resources we can provide to state, regional, local, and specialty societies to help build and maintain these groups. This includes access to a virtual society tool that allows for online meetings in place of in-person meetings due to geographical constraints or busy clinical schedules. Contact BOG@entnet.org for additional information.

- We continue to honor and learn from the many societies leading their members locally through the BOG Model Society Award (<http://www.entnet.org/content/bog-model-society-award>) and the BOG Practitioner Excellence Award (<http://www.entnet.org/content/bog-practitioner-excellence-award>). We encourage you to share your expertise and experiences with us by nominating your colleagues and local/state or regional societies.
- We continue to identify physician volunteers to assist in tracking state and local legislation as State Legislative Trackers (<http://www.entnet.org/content/state-legislative-advocacy>).
- And, we are actively recruiting for PROJECT 535 to connect AAO-HNS members with every member of Congress (<http://www.entnet.org/content/legislative-political-affairs>).

Experience it live at the Annual Meeting

Our **next BOG meeting is Saturday, September 9, starting at 10:00 am (CDT)**, in Chicago. We will discuss the current legislative and political environment, explore ways to address the needs of the general otolaryngologist in the Academy, fine-tune our society engagement resources, and update attendees on MIPS, payment issues, and more. This is a fantastic opportunity to **connect with your colleagues and give us your input**. You do not need to have a formal position in your society to attend — just an interest to further engage!

Here's to wishing the BOG a happy 35th anniversary and many more years of successful grassroots leadership! ■



PLEASE JOIN US

for a pediatric Product Theater at the AAO-HNSF 2017 Annual Meeting & OTO Experience

Treatment of Acute Otitis Media With Tympanostomy Tubes: Simplified

Monday, September 11

12:00 PM – 1:00 PM

Exhibit Hall, Product Theater

Given by **Zorik Spektor, MD**

A complimentary lunch will be served.

Please arrive early as space is limited. No pre-registration required.

The purpose of this session is to provide otolaryngologists with the most current information on management and treatment of AOMT, which commonly occurs in children. Otolaryngologists play a critical role in helping to calm fears and ensuring that children with AOMT receive effective and affordable treatment. Key issues related to the pathology and treatment of AOMT will be presented.

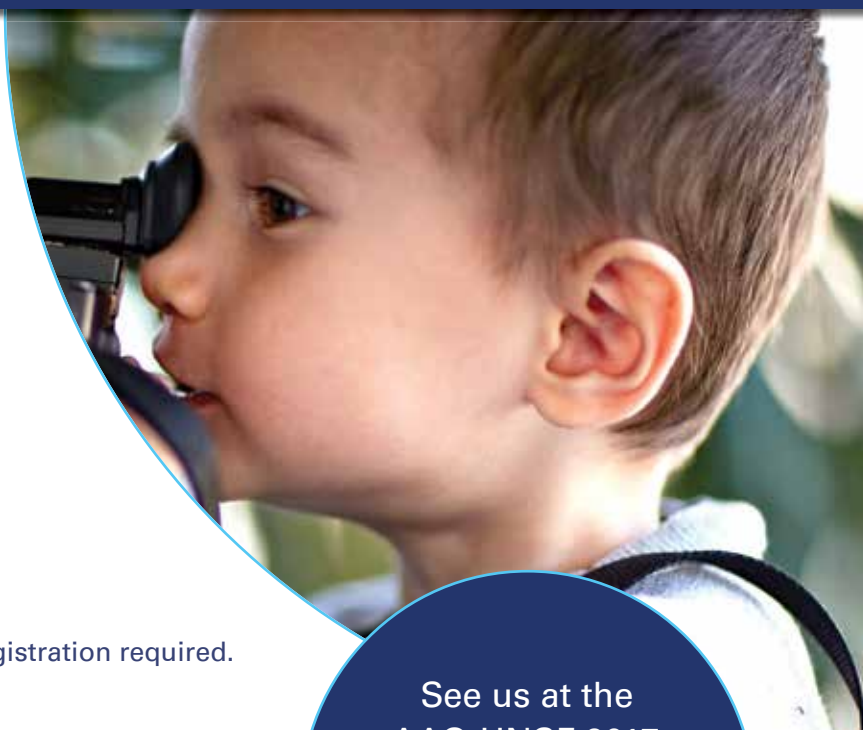
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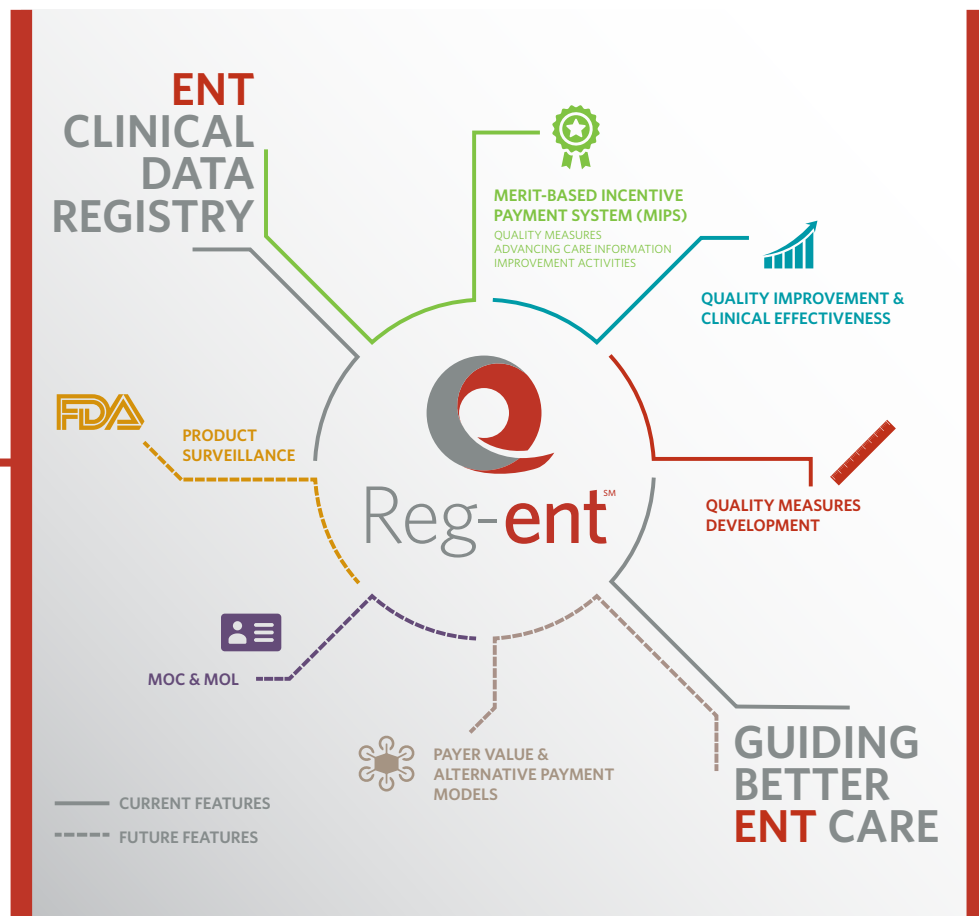
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TO USE THE WEB UPLOAD TOOL FOR MIPS 2017 REPORTING

Missed the July 15 deadline to sign a contract with Reg-ent? We still have a MIPS 2017 reporting option for you. Reg-ent offers the web upload tool for practices to report the Quality Performance category of MIPS.

To learn more, visit www.reg-ent.org or email reg-ent@entnet.org with any questions.



AMERICAN ACADEMY OF
OTOLARYNGOLOGY-
HEAD AND NECK SURGERY

FOUNDATION

The Reg-entSM registry web entry tool for 2017 MIPS reporting

Still in need of a **Merit-based Incentive Payment System (MIPS)** 2017 solution? If so, Reg-ent may be the answer for you.

The Reg-ent clinical data registry was established by the AAO-HNSF to be the first national repository of otolaryngology-specific data, receiving data electronically from our members' EHRs, and using this collective data to guide the best ENT care. Focused on quality improvement and patient outcomes, the registry is an essential tool that will advance outcomes in the specialty. The data collected in Reg-ent will support clinical practice improvement activities, clinical research, measures development, and more. As Reg-ent continues to grow and develop, after being fully launched to our members in July 2016, one of the initial uses and benefits of the registry has been quality reporting – for the Physician Quality Reporting System (PQRS) in 2016 and MIPS in 2017.

Many of our current Reg-ent participants will be completing their MIPS 2017 reporting through the registry. For most practices, this is done by extraction of data directly from the EHR into the registry – the quality measures data is then electronically submitted to CMS.

The Academy recognizes that many of our members have paper-based practices or did not join Reg-ent by the MIPS 2017 reporting deadline (July 15, 2017). To support our members, Reg-ent offers a MIPS 2017 web upload for data entry tool for the Quality Performance reporting category for MIPS 2017.

Who may use the web entry tool?

The web entry tool may be used by paper-based practices, practices with EHRs that did not join Reg-ent by the July 15, 2017, deadline, as well as current Reg-ent practices

that have cloud-based EHRs that have not been able to provide adequate extracted data for reporting purposes.

What can be reported with the Quality Performance category web entry tool?

The web upload/entry tool has the capability to report any of the 42 measures available in Reg-ent for the 2017 MIPS reporting year. Reg-ent also offers the capability to report Advancing Care Information (ACI) and Improvement Activities (IA). Please note that without an EHR, you are only able to report the Quality and IA categories as the ACI category requires the use of Certified EHR Technology (CEHRT).

How does the web entry tool work for Quality Performance reporting?

The web upload/entry tool requires manual entry of your patient and practice data for the quality measures your practice selects. The tool guides you through the process by asking questions, providing fields for responses and data entry, and more. When you have completed your data entry, have reviewed your submission, and are ready to report, Reg-ent will electronically submit to CMS on your behalf during the submission period.

How to get started.

To join Reg-ent and use the web entry tool for your MIPS 2017 reporting, you must execute a contract with the registry by **October 3, 2017**. Visit www.Reg-ent.org to sign up and learn more. If you have any questions or require any additional information, you can contact the Reg-ent team at Reg-ent@entnet.org. ■



Reg-entSM

The 2018 QPP proposed rule is here. Now what?

On June 20, CMS released the 2018 proposed rule for the Quality Payment Program (QPP), which contains both Merit-based Incentive Payment System (MIPS) and APM programs. The proposed rule includes details on MIPS performance category reporting for 2018, details on upcoming virtual group participation, available exclusions, including the low-volume threshold for 2018, and APM requirements and definition. The Academy published a summary of these proposed changes, which is available at <http://www.entnet.org/content/physician-payment-reform>.

CMS updated the QPP website and released several resources, including a MIPS Quick Start Guide and updated fact sheets. Another way to learn about news, updates, and training opportunities for MIPS or APM participation is by subscribing to the CMS Listserv. To subscribe, visit www.qpp.cms.gov, select "Subscribe to Updates" in the footer, and enter your email address when prompted. These links are also available to members on the Academy website. ■



Back row, L to R: Aaron Lanning, FNP; Molly Gustafson, receptionist; Ray Cameron MD, PhD; Lisa Skoglund, LPN, clinical manager; Bonnie McMorow, receptionist; Tammy Beauchamp, transcriptionist; Jeff Hutchinson, AuD.
Front row, L to R: Angela Reed, LPN; Jen Spitz, CMA; Jennifer Kindness, receptionist.

PRACTICE PROFILE

Dickinson ENT Clinic Iron Mountain, MI

Patients' needs in rural America are not much different than those who live near urban or academic centers. They may just have to travel farther for medical care.

Dickinson ENT Clinic is located in Iron Mountain, MI, in the Upper Peninsula a few miles from the Wisconsin border, just north of Green Bay. Leading that clinic is **Ray H. Cameron, MD, PhD**, who began his independent practice in Iron Mountain in 1989 as a medical staff member of the Dickinson Health Care System. He joined the Dickinson ENT Clinic when it was formed in 2013. The clinic is home to a provider team that includes himself, the only otolaryngologist within a 50-mile radius, an audiologist, and a nurse practitioner.

"With the complexity of medicine and all of the billing and coding requirements, it made sense to become employed by the Dickinson

Health Care System. That way, I keep my focus on patient care in the exam and operating rooms and not on the administrative demands in the business office," said Dr. Cameron. "After all, treating patients is why I became a doctor. I've been in practice so long here that I am starting to see some third-generation patients in my exam room. I am now putting tubes in the kids of the kids I put tubes in 20 years ago."

Dickinson ENT Clinic is a part of the Dickinson Health Care System Hospital campus, which has 16 separate specialty clinics, 850 hospital employees, and four operating rooms. The hospital cares for 200,000 patients annually and is the only hospital within 50 miles. Dickinson County has a population of 30,000 people, but 40 percent of the population served by the Dickinson Hospital comes from neighboring Wisconsin.

"We are pretty geographically isolated and, of course, we are rural; but rural doesn't mean

backward or not advanced. We have state-of-the-art facilities and equipment to treat the patients that travel to see us," said Dr. Cameron. "For specialty needs, some patients travel as much as 150 miles to see me."

Forty percent of Dr. Cameron's practice deals with children's health concerns related to the specialty. Being the only otolaryngologist in the area, Dr. Cameron relies on the nurse practitioner to triage some of the more straightforward cases. "Over the course of my career, I have practiced the full spectrum of the specialty. It is not unusual on a surgery day to have a tympanoplasty, a thyroid case, a sinus case, a skin cancer with a flap or skin graft reconstruction, or more. I often think what a complex specialty we are. It is so hard to get bored with the variety of cases we see."



Ray Cameron, MD, PhD

Dr. Cameron's education prepared him for the diversity of general otolaryngology practice. He earned his MD and his PhD in anatomy from Medical College of Wisconsin and did his residency in otolaryngology at Duke University Medical Center before being called to Iron Mountain.

"I was born in the Upper Peninsula, but grew up in Milwaukee where my father practiced law for 50 years. My family would always vacation in the upper peninsula. It's a place that holds great memories of great times. When the opportunity came after my residency to work in this beloved community, I persuaded my wife, and in July 1989, we made the trip from North Carolina to Iron Mountain and haven't looked back since," said Dr. Cameron.

Iron Mountain isn't host to the traffic woes of most metropolitan cities, a plus for Dr. Cameron. He is also proud of the progressive hospital and business community with heavy emphasis on entrepreneurial enterprises and the outdoor-related activities that make it a four-season tourist spot.

Another benefit of rural practice for Dr. Cameron is the scope. "In rural practice, you must do the whole range of the specialty. It is difficult to practice in non-metro communities if you want to focus on a subspecialty," said Dr. Cameron. "I have concerns that we are not training enough residents to practice general otolaryngology. We have seen a real shift to subspecialties. This is great for patients with complex problems. However, for basic general otolaryngology needs, it is creating a hardship for patients, especially in rural areas."

Dr. Cameron raised this discussion on ENTConnect, the online social community for Academy members. "Non-metro communities are finding it nearly impossible to recruit otolaryngologists. Currently, residents in training are taught by faculty who are, by and large, subspecialists. They are mentors and role models who shape the career choices of residents. Also, work hour restrictions can negatively affect the level of preparation of residency. Should there be fellowship training in general otolaryngology? Would anyone choose this pathway?"

Otolaryngology isn't the only specialty facing these issues in the age of subspecialization, but for Dr. Cameron it is also a bit personal. "Not only do I care about the long-term impact on my specialty and the patients my specialty serves, but I have a selfish concern. I am closer to the end of my career than the beginning, and I would love to recruit someone fresh out of residency to continue this practice. I would love the opportunity to mentor the next generation of Iron Mountain's otolaryngologist, but we are having a very hard time with recruitment."

Practicing in rural America as the only otolaryngologist for miles around limits Dr. Cameron's face-to-face interactions with colleagues of the same specialty. "I do miss the opportunity to talk shop with my peers. That is one thing I don't get on a daily basis, which is why I love going to the Annual Meeting, to keep up with the latest innovations and, if appropriate, incorporate them into practice."

Dr. Cameron also finds value in some of the other Academy offerings such as ENTConnect, clinical practice guidelines, *Bulletin*, Home Study Course, and billing and coding resources.

Dr. Cameron's career goes beyond medical practice. He has been chair of the credentials committee, served as chief of the medical staff, and has been on the hospital's board of trustees. "Being a smaller community provides a big opportunity to be a part of medical staff leadership and to be active in the hospital's operational and financial challenges."

Being a part of the Iron Mountain surrounding community is also important to Dr. Cameron. He is a community speaker and visits area schools to talk to students about the practice of medicine and otolaryngology. "I like to go to the sixth-grade classes to talk about being a doctor. I think about the many role models who children get exposed to that aren't the best, and so I try to balance it out."

Extending that positive influence, Dr. Cameron established a yearly scholarship at the school his own children attended. The program helps students with a desire to enter the healthcare field and to date has helped produce a few nurse practitioners and one audiologist.

"It is amazing the lives we touch through our medical practice and how we can extend that impact into the communities where we live." ■



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Promoting equal treatment: Improving LGBTQ healthcare

■ **Noriko Yoshikawa, MD, and Erynne A.**

Faucett, MD, AAO-HNS Diversity and Inclusion Committee

As doctors, our goal is to improve the health of all of our patients. As our communities are becoming increasingly more diverse, so is our patient population. Understanding health and healthcare disparities requires acknowledging that a larger burden of suffering exists for certain patient populations, such as LGBTQ and gender nonconforming.

Implicit bias against certain groups can affect our ability to relate to them. Bias is a normal tool our brains use to link past experiences and cultural expectations to help make quick decisions. However, when biases are used to make decisions about people we do not know based on unverified assumptions, it can become problematic, and may be contributing to health disparities. Implicit biases are at play despite our best intentions. Due to strong cultural stigmas, a provider who is compassionate about LGBTQ rights may still have implicit biases they are not aware of, which can lead to treating these patients differently (Cooper et al. 2012).

Fear of stigma has been shown to lead to increased delay in urgent and preventative care in female-to-male transmasculine patients (Reisner et al. 2015). Is this likely true for other members of the LGBTQ community? Studies have shown implicit bias correlates with patient perception of the doctor as not being warm. Increasing our awareness of our own implicit biases is important in preventing unintentional discrimination.

The LGBTQ community is also subject to structural discrimination. This is produced by policies that may intentionally or unintentionally discriminate against them, such as lack of health insurance coverage for same-sex partners and laws allowing refusal of care for transgender patients. Millions of children have one or more gay or lesbian parents. In some states, it is possible that only one parent may have the legal right to give consent.

Depending on state law or hospital policies, same sex partners may not have

after-hours visiting privileges. However, having a partner at the bedside can be invaluable for a patient recovering from surgery. It is in our patients' best interest to have the support network they need in these important life events. We can familiarize ourselves with the discriminatory structures in place in our communities, and help our patients navigate the system in order to get what they need for the best recovery.

Although much of what we do in otolaryngology is not directly affected by sexual orientation, it is still something we need to be cognizant about. In taking care of our LGBTQ community members, we need to be aware of health disparities involving this group that includes mental and behavioral health, physical health, and susceptibility to risk-taking behaviors. They are at increased risk for depression, anxiety, suicide, obesity, asthma, and cardiovascular disease.

The LGBTQ population has higher tobacco, alcohol, and drug use as well as use of hazardous weight control behaviors (i.e., diet pills, vomiting/laxatives) (Fredriksen-Goldsen et al, 2014).

As we go through a typical new patient interview, if we default to assumed common gender identification and sexual orientation in talking with our patients, and we are therefore, alienating them. If we alienate them, we become less effective healthcare providers.

Do our intake forms encompass the full range of sexual and gender identity? When taking a history, it is better to ask, "Do you have a partner?" or "Are you in a relationship?" rather than "Do you have a wife/husband?" Ask this of every patient to avoid making assumptions. If the patient is accompanied by a same-sex partner, welcome and involve them in the conversation.

Just as in male-female relationships, the patient's partner can be instrumental in treatment compliance and decision making, and we should be involving same-sex partners to help ensure the best outcomes. In taking a patient's sexual history, again, we should not make assumptions about sexuality or sexual practices. For transgender patients, some prefer the pronouns they/them. It is safer to ask to clarify than to assume.

“

When biases are used to make decisions about people we do not know based on unverified assumptions, it can become problematic, and may be contributing to health disparities.

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There are some unique situations that come up with LGBTQ patients. Some hospitals require preoperative pregnancy tests for any woman of childbearing age, however, some lesbian patients find this frustrating and invalidating. If these policies cannot be changed, consider ways in which the policy can be presented to the patient compassionately.

If we truly want to improve the health of all of our patients, it is important to provide a stigma-free, accepting environment for our patients and their partners to best enable them to get their healthcare needs met. We may not be able to fix all of the inequities that this subset of our patients face, however, increasing our own awareness of these challenges is key to decreasing disparities.

Please join us from 6:30-8:00 pm on September 11, at the Annual Meeting for the Diversity and Inclusion Committee social event at the Hyatt Regency's "Big Bar" Chicago, 151 E. Wacker Drive. Drop by to mingle with others interested in diversity issues. No host bar.

Recommended Link:

<https://www.ama-assn.org/delivering-care/physician-resources-lgbtq-inclusive-practice>.

References:

Cooper LA, Roter DL, Carson KA, Beach MC, Sabin JA, Greenwald AG, et al. The associations of clinicians' implicit attitudes about race with medical visit communication and patient ratings of interpersonal care. *Am J Public Health*. 2012;102(5):979-87.

Reisner SL et al. "Mental health of transgender youth in care at an adolescent urban community health center: a matched retrospective cohort study." *J Adolesc Health*. 2015 Mar;56(3):274-9

Fredriksen-Goldsen KI, Simoni JM, Kim H-J, et al. The Health Equity Promotion Model: Reconceptualization of Lesbian, Gay, Bisexual, and Transgender (LGBT) Health Disparities. *The American journal of orthopsychiatry*. 2014;84(6):653-663 ■

Annual Meeting International Guests of Honor Series

Société Française d'ORL et de Chirurgie de la Face et du Cou



“

As president of the AAO-HNS/F, it is my great honor to welcome the French delegation of the Société Française d'ORL et de Chirurgie de la Face et du Cou to our Annual Meeting in Chicago. We look to the future of our societies working together for the care of patients worldwide through collaboration and a friendship that spans many years. Bienvenue!

— **Gregory W. Randolph, MD**
AAO-HNS/F President

”

The exchange of ideas at international meetings and at the AAO-HNSF's Annual Meeting & OTO Experience provides an excellent platform for discussion and the sharing of knowledge, covering a broad range of clinical information and other issues of mutual interest. Each year, Academy/Foundation leadership recognizes a select number of countries that work to significantly advance the specialty on a global scale, by designating those countries as International Guests of Honor at the Academy's Annual Meeting.

The Academy is pleased to welcome and honor the Republic of France and the Société Française d'ORL et de Chirurgie de la Face et du Cou (the French ENT Head and Neck Surgery Society) leadership, members,

Stepping back in time: A short history of the Société Française



French ENT Society Leadership, from left to right, Dominique Chevalier, Bernard Fraysse, Jean Marc Juvanon, Emmanuel Babin, and Frederic Chabolle.

Excerpt by Professor Francois Legent, former president of the French Society of ORL-1997, University of Nantes.

“The first meeting of the Société Française d'Oto-Rhino-Laryngologie on Tuesday, November 21, 1882, is well known. It is at least the date in which the founders of The French Society of Otolaryngology and Laryngology, the ancestor of our present-day society, which changed its name according to the internal upheavals and changes in the specialty. On that day, 14 Parisians, two provincials and a Belgian colleague accepted the project of Emile Moure, ENT

in Bordeaux. This physician was in fact one of the rare ORLS of the time, like Baratoux in Paris, to claim competence in the two branches of the new specialty, most of the confreres appearing either as otologists or as laryngologists, much less numerous. Among the attendees at this constituent meeting, alongside Moure, there were several specialists who left at least one book or publications, if not a name. This includes Baratoux, Bonnafont, Boucheron, Cadier, Garrigou-Desarenes, Gelle, Gougenheim, Levi, Meniere, Miot, and Moura-Bourouillu.” ■

colleagues, and friends from the country to the 2017 Annual Meeting & OTO Experience.

The Société was formally affiliated with the AAO-HNSF in the International Corresponding Societies (ICS) network during the tenure of **KJ Lee, MD**, Coordinator for International Affairs in 2004. Professor

Frédéric Chabolle, then General Secretary, Société Française d'ORL et de Chirurgie de la Face et du Cou, expressed interest in establishing links with the AAO-HNS in a letter to Dr. Lee, which is available online. ■

[➔ READ MORE ONLINE](#)
Longer article available

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\$50 off for first time attendees when mentioning the Bulletin, Available by email and phone only.

2017 Nikhil J. Bhatt, MD International Humanitarian Award

The International Humanitarian Award honors a non-U.S. otolaryngologist-head and neck surgeon who has selflessly treated persons for whom access to care would have been financially or physically prohibitive.

This year's awardee is **Johanna D. Sembergman, MD**, from Venezuela. Dr. Sembergman León is on staff at the Hospital Central Dr. Luis Ortega and has a private practice, both of which are located on Isla de Margarita.

Dr. Sembergman is deeply committed to improving the lives of the people of Venezuela. Working with three humanitarian organizations — Fundación Proyecto Maniapure, Fe y Alegría, and Aviación para la Salud — she administers hearing exams in some of the most

remote and rural parts of Venezuela. With little access to medical care in these areas, she often provides health services beyond ear, nose, and throat care, including treating snake bites and stingray injuries and assisting with labor and delivery. Through her humanitarian work, she has become deeply passionate about the people of Venezuela and the country itself.

She graduated from medical school at Universidad Central de Venezuela and completed her residency at Hospital Vargas de Caracas. She participated in an observership in facial plastic surgery at Johns Hopkins



Johanna D. Sembergman León, MD

University and mini-fellowships in Functional Endoscopic Sinus Surgery and Laryngology at Emory University.

Dr. Sembergman has gained the respect of physicians, peers, and patients for her compassionate care and devotion to her profession. She is dedicated to her community and demonstrates the true spirit of volunteerism. ■

2017 Nikhil J. Bhatt, MD International Public Service Award

The International Public Service Award honors a non-U.S. otolaryngologist-head and neck surgeon whose achievements have advanced the specialty.

This year's awardee is **Sheng-Po Hao, MD**, from Taipei, Taiwan. Dr. Hao is chair and professor of the Department of Otolaryngology at Shin Kong Wu Ho-Su Memorial Hospital and program director of Otolaryngology at Fu Jen Catholic University.

Dr. Hao has a strong commitment to the treatment and prevention of oral cancer and nasopharyngeal cancer, an almost uniquely Asian disease with Taiwan having the highest incidence in the world. He founded the Taiwan Oral Cancer Prevention and Treatment Association, which carries out oral cavity cancer prevention and screening programs, and is the founding president of both the Taiwan Head and Neck Society and the Asian Society of

Head and Neck Society. He remains the secretary-general of the latter.

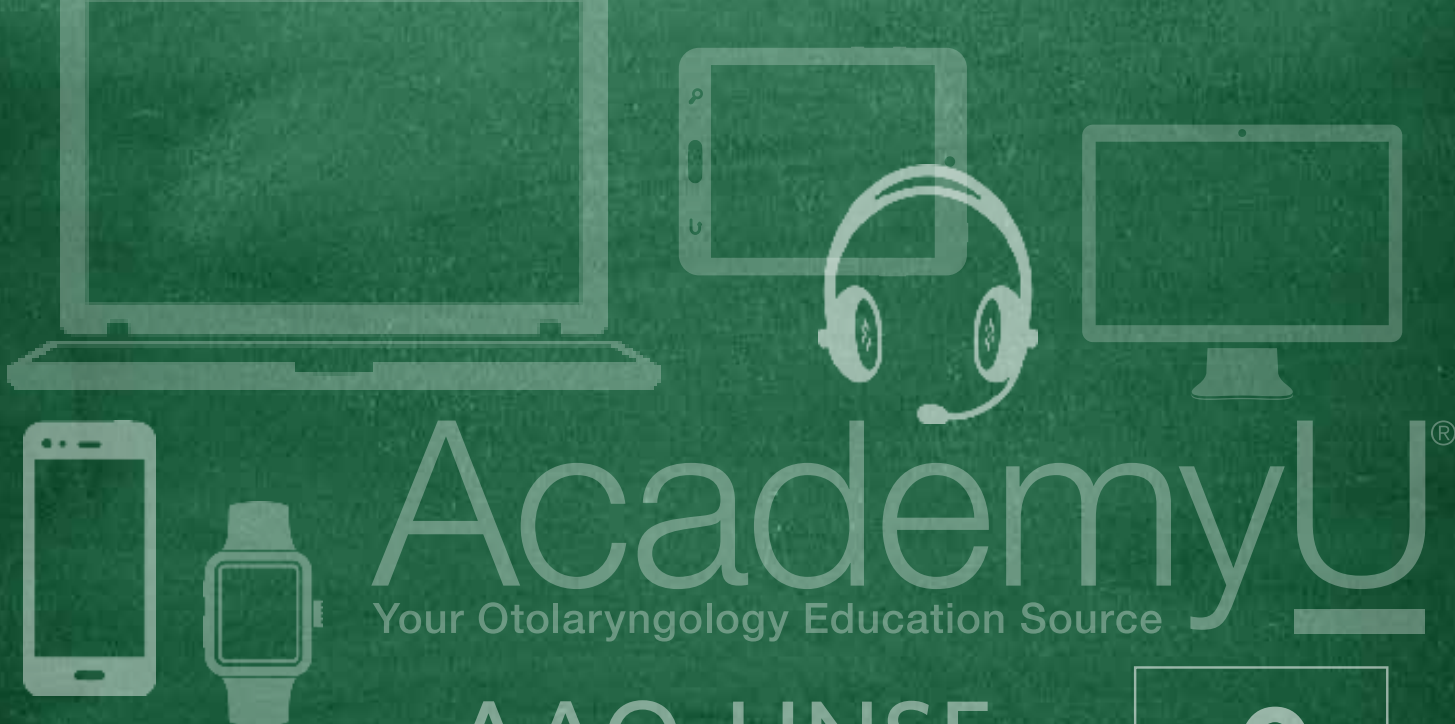
He is an internationally recognized authority and has published hundreds of articles and book chapters on the surgical aspect as well as ongoing research in oral cancer. Dr. Hao has given high-profile lectures, including the keynote lecture in the IFOS World Congress in 2013 and the Eugene N. Myers International Lecture on Head and Neck Oncology at the AAO-HNSF Annual Meeting & OTO EXPOSM in 2014.

He has not only imparted his knowledge and expertise through teaching medical students and residents in Taiwan, but has also trained international fellows from China, Indonesia, Italy, Korea, Malaysia, Spain, and the Philippines.



Sheng-Po Hao, MD

Dr. Hao graduated from Taipei Medical University and completed his residency at Chang Gung Memorial Hospital and his fellowship at the University of Pittsburgh. He returned to Taiwan, where he has held numerous positions in medical and academic institutions. He has also been a visiting professor at the University of Pittsburgh, Yale University, and Seoul National University. ■



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EDUCATION PROGRAMMING

EDITOR'S NOTE:

This month we highlight our education programs as we approach our Annual Meeting. Our progenitor society was formed on a pillar of educational excellence, and we continue to strive to produce and disseminate only the best products to our members. This is made possible through the leadership of our Coordinator for Education, **Richard V. Smith, MD**, and a myriad of committed volunteers that populate our education committees working in conjunction with an extremely talented and dedicated staff led by Johnnie White. We will endeavor to provide our members with the content they want, when they want it, where they want it, and how they want it using 21st century technology.

— James C. Denny III, MD

WHAT
WHERE
WHEN
HOW } YOU WANT IT

During the last education Gaps and Needs Analysis Survey, we asked you, our members, to voice your opinions and to provide feedback on ways to improve the Foundation's education programming. One question spurred more feedback than any other: "Which format best fits your learning preference?" The responses indicated our membership did not want the Foundation to pick one style and move forward but to embrace all of the various methods for learning. Here are all of the formats the Foundation currently offers.

Online courses

The Foundation launched the new **AcademyU.org** in 2015 to serve as the otolaryngology education source for our members. Housed on the site are a variety of online education activities.

The **Home Study Course**, one of the Foundation's most popular education products, brings you a compendium of select scientific articles, reference bibliography, self-assessment exam, and faculty symposia covering each of the eight otolaryngology specialty areas. The online format gives users

the option of purchasing the full four section series or individual sections relating to your areas of interest.

Patient Management Perspectives allows the learner to manage a patient, from presentation to discharge and follow-up, with an interactive question-and-answer self-assessment format.

Clinical Otolaryngology Online (COOL) is a series of interactive patient scenarios that prepare the learner for a variety of common otolaryngologic situations.

The **Annual Meeting Webcasts** give learners an effortless way to view recordings of the many great sessions and speakers that were presented at the Annual Meetings since 2014. Starting in 2017, attendees of the Annual Meeting receive access to all of the webcasts for free.

The **Annual Meeting Expert Series** includes video recordings of select Annual Meeting sessions presented by key leaders in the field. In addition to the video recordings, they have a special expert interview with the presenter conducted by Foundation education leaders.

The **eCourses** are self-paced learning activities that provide in-depth study of critical topics.

The **ENT Exam Video Series**, available on YouTube, is a four-part series that depicts how to perform a thorough ENT exam.

Other online options include the **ENT for the PA-C Conference Recordings**, **eBooks**, **Clinical Fundamentals**, **Faculty Development Courses**, and the **Pediatric OTO Webinar Series**.

Print

Home Study Course is still available in print format with a full four-section subscription. Subscribers will receive packet materials in print format (compendium of articles, exam question booklet, and symposium booklet) in four installments.

The Academy has partnered with Thieme Publishers to provide print versions of Academy developed books. The **Otolaryngology Lifelong Learning Manual (OLLM)**, **Third Edition**, is the AAO-HNSF's comprehensive guide for lifelong learning and for those taking certification and re-certification exams in otolaryngology-head and neck surgery. The book is divided into 10 sections, each representing a subspecialty

"As a resident, having the appropriate references to back up the learning that we experience on a daily basis is important."

"Many interesting articles that bring forth the complexities of clinical practice, ranging from providing care to business aspects (e.g. cost efficiency)."

TOP ENROLLMENTS

BY LEARNER SPECIALTY



OVERALL COURSE REVIEWS

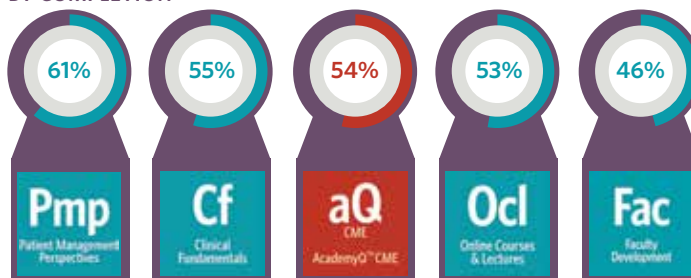
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TOP FIVE ACTIVITY SERIES

BY COMPLETION



within otolaryngology-head and neck surgery. OLLM is also available as an eBook.

Also available through Thieme is **Geriatric Otolaryngology**, which focuses on the unique challenges facing otolaryngologists and primary care physicians in managing ear, nose, and throat disorders in the elderly. **Geriatric Otolaryngology** is also available as an eBook.

App-based learning

AcademyQ Knowledge Assessment is now located in the OTO Central App. Enhance your knowledge of otolaryngology-head and neck surgery with 1,200 study questions to test your recall, interpretation, and problem-solving skills. You will read and analyze otolaryngology-specific questions developed by otolaryngology experts. Each module includes thorough rationales for each question, additional

MOST POPULAR BY ACTIVITY SERIES



New AcademyU podcasts

The AcademyU Professional Development Podcast Series is available through the frequENTcy channel on the OTO Central App. Select interviews recorded for the Annual Meeting Expert Series have been converted to podcast format and made available to you via the app.

Each podcast is between 20-35 minutes and can be accessed on-the-go from your mobile device. Although new podcasts are released each month, previous ones are still available in the app. Subscribe and listen now! ■

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AAO-HNSF Maureen Hannley Research Grant \$50,000, renewable, one to two years to complete project. One available annually.

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AAO-HNSF Bobby R. Alford Endowed Research Grant \$30,000, non-renewable, one year to complete project. One available.

AAO-HNSF Rande H. Lazar Health Services Research Grant \$10,000, non-renewable, one year to complete project. One available annually.

AMERICAN HEAD AND NECK SOCIETY (AHNS)

AHNS Pilot Grant \$10,000, non-renewable, one year to complete project. One available annually.

AHNS Alando J. Ballantyne Resident Research Pilot Grant \$10,000, non-renewable, one year to complete project. One available annually.

AHNS/AAO-HNSF Young Investigator Combined Award \$40,000 (\$20,000 per year), non-renewable, two years to complete project. One available annually.

AHNS/AAO-HNSF Translational Innovator Combined Award \$80,000 (\$40,000 per year), non-renewable, two years to complete project. One available annually.

AMERICAN NEUROLOGY SOCIETY (ANS)

ANS/AAO-HNSF Herbert Silverstein Otology and Neurology Research Award \$25,000, non-renewable, one to two years to complete project. One available in 2018.

AMERICAN RHINOLOGIC SOCIETY (ARS)

ARS New Investigator Award \$25,000 (\$12,500 per year), non-renewable, two years to complete project. One available annually.

ARS Resident Research Grant \$10,000, non-renewable, one year to complete project. Two available annually.

AMERICAN SOCIETY OF PEDIATRIC OTOLARYNGOLOGY (ASPO)

ASPO Research Career Development \$40,000, non-renewable, one to two years to complete project. One available annually.

ASPO Research Grant \$20,000, non-renewable, one year to complete project. Two available annually.

ASPO Dustin Micah Harper Recurrent Respiratory Papillomatosis Research Grant \$20,000, non-renewable, one year to complete project. One available in 2018.

ASSOCIATION OF MIGRAINE DISORDERS (AMD)

AMD Resident Research Grant \$10,000, non-renewable, one year to complete project. One available annually.

THE EDUCATIONAL AND RESEARCH FOUNDATION FOR THE AMERICAN ACADEMY OF FACIAL PLASTIC AND RECONSTRUCTIVE SURGERY (AAFPRS)

AAFPRS Leslie Bernstein Grant \$25,000, non-renewable, up to three years in which to complete project. One available annually.

AAFPRS Leslie Bernstein Resident Research Grant \$5,000, non-renewable, up to two years to complete project. Two available annually.

AAFPRS Leslie Bernstein Investigator Development Grant \$15,000, non-renewable, up to three years to complete project. One available annually.

AAFPRS Research Scholar Award \$30,000, renewable, may receive grant in second and third year, up to three years to complete project. One available annually.

XORAN TECHNOLOGIES, LLC

AAO-HNSF Resident Research Grant sponsored by Xoran Technologies, LLC. \$10,000, non-renewable, one year to complete project. One available annually.

For more information about these grants visit: www.entnet.org/CORE.

Questions? Contact Sarah O'Connor soconnor@entnet.org or Julia Quintero jquintero@entnet.org

reading references, and appropriate images and videos to enhance the learning experience. You can highlight, take notes, and mark questions for future reference.

AcademyU Professional Development Podcasts just launched this new offering this year. Select interviews recorded for the Annual Meeting Expert Series have been converted to podcast format and uploaded into the OTO Central App. Each podcast is between 20-35 minutes and can be accessed on the go from your mobile device.

Live

The **AAO-HNS Annual Meeting & OTO Experience** offers all-day, cutting-edge education programming and dynamic evening events. The meeting draws more than 5,500 otolaryngologists, medical experts, and health professionals from around the world.

The **ENT for the PA-C Annual Conference** is provided by the American Academy of Otolaryngology—Head and Neck Surgery and the Society of Physician Assistants in Otorhinolaryngology / Head & Neck Surgery (SPAO-HNS). This continuing medical

education activity is specifically designed for physician assistants and other medical professionals working in ENT or those interested in learning more about otolaryngology in primary care, urgent care, pediatric, and emergency room settings.

The **Simulation Experience** takes place at the Annual Meeting. Otolaryngologists sample a range of simulation modalities (e.g., simple task trainers, high technology human manikins, biologic material, etc.)

The **Simulation Showcase** provides a forum for otolaryngologists to present simulators that they developed using a variety of technologies and physical materials. The forum supports exchange of ideas and opportunities to collaborate in validating the educational effectiveness of simulators. The first **Sim Tank** debuts during the AAO-HNSF 2017 Annual Meeting & OTO Experience, providing recognition to otolaryngologists who have developed exemplary simulators.

For more information on any of these products, please visit AcademyU.org and click on the corresponding Activity Series found under the AU Catalog tab. ■

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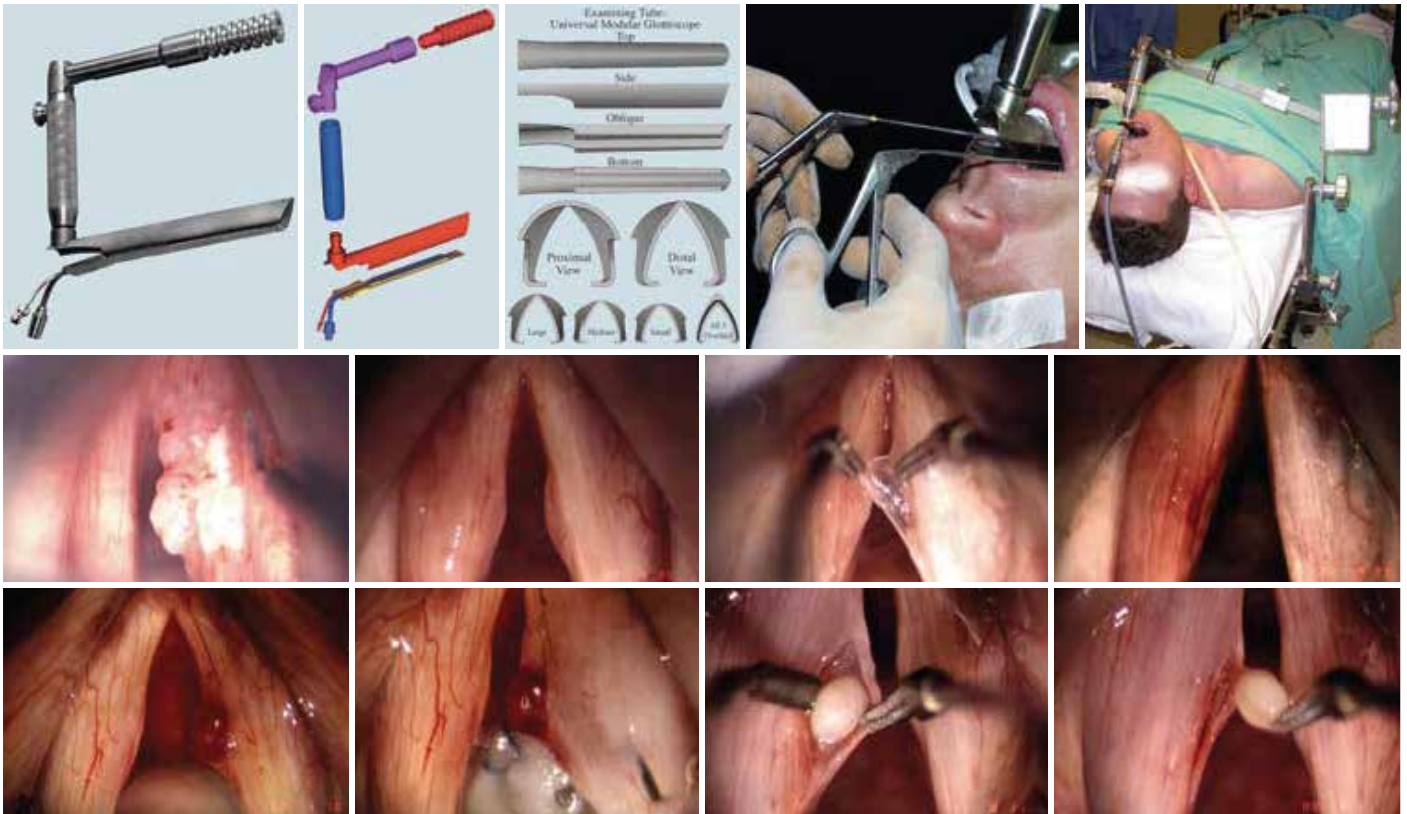
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- The UM glottiscope has a variety of speculae that accommodate to the spectrum of human anatomy, irrespective of gender, age, or disease, & that attach to a single universal handle.
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Continuous learning

■ Richard V. Smith, MD

AAO-HNSF Coordinator for Education

The launch of the new AcademyU.org platform in 2015 helped highlight AAO-HNSF's commitment to education. Since 1931, our Academy has been developing the resources our members need to enhance their knowledge, competence, and skills in their practice of otolaryngology-head and neck surgery. We continue today through AcademyU® by providing a wide array of learning formats designed for all stages of learning.

Comprehensive Curriculum

One current project we are especially excited about is the Comprehensive Curriculum, OTOSource.org. The Comprehensive Curriculum Task Force and Work Group, comprised of representatives from all of the subspecialty societies, has been working on developing a comprehensive curriculum to support the education needs of otolaryngologists at all stages of their careers. This updated curriculum will exist in an outline form and serve as a roadmap of topics, learning objectives, and references. The outline will have hypertext linked education programs supporting that topic on AcademyU and the subspecialty websites, as appropriate. The goal is to provide residents, program directors, faculty, and practicing otolaryngologists a standard study guide with teaching tools to assist with board certification, recertification, and lifelong learning. It will serve as a single online repository for all otolaryngology education content developed by the Foundation and the otolaryngology specialty societies. OTOSource will be accessed at www.otosource.org.

The Foundation is also aware of the expanded importance of simulation and is involved with several projects in the field. The SimTube project has developed a network of centers participating in a simulation-based research collaborative, which will serve as a future network for additional simulation projects. Currently, this project assesses the usefulness of a low-cost, low-tech simulator for developing the skills to perform a myringotomy with tube insertion. This simulation based approach may assist residency programs to

prepare residents to become skilled, early-career surgeons. For more information about SimTube, visit www.entnet.org/simtube.

Simulation-related activities at the 2017 Annual Meeting & OTO Experience in Chicago include:

- The Simulation Experience allows otolaryngologists to sample a range of simulation modalities (for example, simple task trainers, high technology human manikins, and biologic material). The Simulation Experience takes place at the Northwestern University Feinberg School of Medicine Northwestern Simulation™.
- The Simulation Showcase provides a forum for otolaryngologists to present simulators that they have developed using a variety of technologies and physical materials. The forum supports the exchange of ideas and opportunities to collaborate in validating the education effectiveness of simulation. Over 25 simulations were presented during the showcase.
- The top three simulations were presented in the first Sim Tank session in which the judges provided recognition of otolaryngologists who have developed exemplary simulators.

The Foundation offers education products that can benefit otolaryngologists at any stage of their career. The Home Study Course is as popular with practicing physicians as it is with residency programs. Young physicians have embraced the new AcademyU Professional Development Podcasts as a fantastic way to receive education while on the go. AcademyQ and the *Otolaryngology Lifelong Learning Manual* are excellent resources for those preparing for recertification. Many of the products offer CME credit to help practicing physicians receive the credit they need for state licensing.

The nine Education Committees that create the content are comprised of some of the



best and brightest minds in our specialty. The committees, along with the Education staff, have committed to our members. We are also revising the pricing structure of the AcademyU offerings to enhance educational materials' access including the content from the Annual Meeting.

AcademyU.org, your otolaryngology education source, is the one-stop-shop for the education needs of all otolaryngologists, no matter the stage of their career. ■

2018 Call for Science

Want to be a part of the 2018 Annual Meeting & OTO Experience?

New this year! There will be one timeframe to submit Instruction Course, International Symposium, Masters of Surgery Video Presentations, Miniseminar, and Scientific Oral/Poster Abstracts.

Mark Your Calendars! The submission site will open **Monday, November 20, 2017**, and close at **11:59 pm ET, Wednesday, January 17, 2018**. Please contact Programs at programs@entnet.org for more information. ■

Journals as vehicles for lifelong education

■ **John H. Krouse, MD, PhD, MBA, AAO-HNSF**
Editor in Chief, *Otolaryngology-Head and Neck Surgery* and *OTO Open*

Our journals, *Otolaryngology-Head and Neck Surgery* and *OTO Open*, are committed to the education of physician learners at all stages of their medical journey. We recently published a themed issue looking at otolaryngology education at the medical school and residency level, bringing visibility and focus to this vital part of our mission. This focused issue examined topics, such as methods of education, the economic burden in applying to otolaryngology residency, and the use of non-traditional metrics in the selection of residency applicants. The issue was well received and has informed educational leaders in our specialty around issues important in education of our next generation of physicians.

We will also be featuring our second “40 Under 40” issue in October, which highlights papers authored by medical students,

residents, and young physicians under 40 years of age. Our prior such issue in 2015 received more than 200 submissions, demonstrating the robust vibrancy of our younger colleagues and the strength of our future otolaryngologists. Many of these papers have been among our most highly used and cited articles.

Mentoring Residents into Reviewers

In 2016, we also launched an innovative, peer-reviewer development program in which residents were paired with senior editorial leaders and star reviewers of the journals to mentor them in manuscript evaluation and the writing of informative reviews. These resident mentees were required to complete full manuscript reviews in parallel with our most highly rated reviewers. Our reviewers offered specific critiques of each of their reviews to assist



them with improving the quality and utility of those reviews. We had more than 30 residents in our inaugural class beginning in July 2016, many of whom will graduate to full reviewer status at our Annual Meeting in Chicago, IL. The program will continue with a new class of mentees in 2017.

The journals view this emphasis on education of our younger colleagues as a core principle and mission to our readers and membership. A journal may not only provide the soundest, evidence-based research and review papers to guide practice, but can serve as a vehicle for the lifelong education of all its users and stakeholders. We are proud at the AAO-HNS/F to be able to use our journals as mechanisms for professional development and to provide a forum for all learners as they prepare for and navigate their careers. ■



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Northwell Health includes 21 award-winning hospitals and more than 450 community based practice locations throughout Long Island, Manhattan, Queens, Brooklyn, Staten Island, and Westchester. **The Department of Otolaryngology and Communicative Disorders on Long Island** is committed to the delivery of quality care for all patients and delivers coverage of the full spectrum of medical and surgical problems of the head and neck.

The Department of Otolaryngology at Northwell Health seeks Board Certified Otolaryngologists to join our growing academic group.

We have the following full-time opportunities available:

- Chief, Forest Hills Hospital
- General Otolaryngology (2 positions)
- Neurotology
- Pediatric Otolaryngology
- Anterior Skull Base Surgery
- Dental Oncology
- Facial Plastic Surgery

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COME MEET DR. VAMBUTAS AND MEMBERS OF OUR
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MONDAY, SEPTEMBER 11, 2017

6:00 - 8:00PM

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Email CV for consideration: avambuta@northwell.edu


Andrea Vambutas, MD, FACS

Vice President, Head and Neck Service Line

Professor of Otolaryngology & Molecular Medicine, Hofstra-Northwell School of Medicine
Chair, of Otolaryngology and Communicative Disorders, Long Island Jewish Medical Center & North Shore
University Hospital

Our Long Island Faculty complement consists of 17 physicians, including 4 Head and Neck Surgeons, 4 Pediatric Otolaryngologists, 2 Laryngologists, 3 Neurotologists, 1 Anterior Skull Base Surgeon, 1 Rhinologist-Sleep Medicine Surgeon, 1 Facial Plastic Surgeon, and 1 Generalist. Other professional staff includes 13 Audiologists, 8 Speech Language pathologists, 4 Nurse Practitioners/DNPs, 6 PAs, and one clinical PhD. We have a strong research arm of the department that includes PhD and MD research scientists studying Laryngeal Papillomatosis, Autoimmune Inner Ear Disease, 3D Airway Modeling and development of novel biologic materials for reconstruction. Our Feinstein Research Institute has over 100 Research Scientists interested in translational research. Northwell Health System/Feinstein Institute has partnered with Cold Spring Harbor Laboratories for the advancement of early stage cancer clinical trials.

We offer a competitive salary and benefits package. In addition, an academic appointment with the Hofstra Northwell School of Medicine is commensurate with credentials and experience. Physicians will be employed as members of Northwell Physician Partners, the seventh largest medical group in the country. Candidates will have immediate access to a team of highly experienced real estate professionals who will provide neighborhood tours and community profiles, including school, transportation and housing information. We are an equal opportunity/AA employer: F/M/Disability/Vet



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Renaissance Chicago Downtown Hotel, Chicago, IL

Registration and Housing: http://www.american-rhinologic.org/annual_meeting

MEETING HIGHLIGHTS:

- President's Reception, welcoming our Guest Countries: India, Kenya, Tanzania and Uganda, Poster Presentations & DWK Lecturer
- Live International Web Streaming
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Combined Women's in Rhinology – Residents' and Fellows' – Mentorship Program Luncheon



The Women in Rhinology is excited to host a combined luncheon with the Mentorship Program and Resident & Fellows Committee featuring CEO **Anthony Bettencourt** as the speaker for the upcoming ARS Fall meeting at the Renaissance Chicago Downtown Hotel in the Great Street room on **Saturday, September 9, 2017** from 12 to 1 pm.

"The Behavior of Authenticity- Building Enduring Teams for Repeated Success"

Anthony Bettencourt is the Chairman of Imperva, a leading Cyber Security company. Bettencourt joined Imperva in 2014 as President and CEO and grew the company's revenues to a run-rate of more than \$300m, increasing the company's market cap from \$760m to more than \$1.6B. Prior to Imperva, he was President and CEO of Coverity, where he grew company revenues from \$30m to more than \$90m. In 2014, Coverity was acquired for more than \$375m. Bettencourt received the E&Y Entrepreneur of the Year in 2005.



**13th Annual
David W.
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Lecturer:**

Timothy Smith, MD

"Outcomes in the Management of Chronic Rhinosinusitis: Past, Present, and Future"

Contact: *Wendi Perez, ARS Executive Administrator*, Tel: 973.545.2735 x6,
Fax: 973.545.2736, wendi@amrhso.com

ARS, PO Box 269, Oak Ridge, NJ 07438

www.american-rhinologic.org

Rush University Medical Center, Chicago Director, South Loop Otolaryngology



The Department of Otorhinolaryngology Head & Neck Surgery at Rush University Medical Center located in downtown Chicago is seeking candidates for a full-time faculty member to join our Department as the Director of **South Loop Otolaryngology**. South Loop Otolaryngology will focus on general otolaryngology with a special emphasis on facial plastic surgery. The selected individual will have an opportunity to join a department of 13 full-time faculty spanning the entire spectrum of otorhinolaryngology subspecialties and have the opportunity to expand this highly ranked* program. Qualified candidates must have completed a fellowship in Facial Plastic and Reconstructive Surgery, as well as possess a strong commitment to patient care, resident education, and research. Consistent with Rush's mission, the University and Department place a premium on high quality teaching; therefore, it is expected that this candidate would also be devoted to participation in supervision and education of department residents and institutional trainees. Candidates should be eligible for faculty appointment at the Assistant or Associate Professor level.

Rush University Medical Group is a multidisciplinary group of about 1,500 providers, clinical staff and administrators who deliver state-of-the-art, patient-centric medical care to the communities we serve. RUMG's South Loop clinic, located on Michigan Avenue at 14th Street, will provide primary and specialty care services, and is expected to open in Fall 2018. The 55,000-square-foot facility will feature an innovative exam room and work space layout, full imaging capabilities and a demonstration kitchen, among other features designed to enhance the patient and provider experience.

RUMG providers complete more than 500,000 patient visits a year across more than 70 sites of care. RUMG continues to grow rapidly both on the hospital campus and in the community, with new outpatient facilities scheduled to come on line each year through 2020. These state-of-the-art facilities will allow us to deliver patient care across a wider region, improving access for our current patients and enabling us to bring academic medicine to more people in our new and existing communities.

Rush University Medical Center is an academic medical center that encompasses a 669-bed hospital serving adults and children. In January 2012, Rush opened a new 376-bed hospital building, known as the Tower, which is part of the Medical Center's major renovation of its campus. Rush University is home to one of the first medical colleges in the Midwest and one of the nation's top-ranked nursing colleges, as well as graduate programs in allied health, health systems management and biomedical research. The Medical Center also offers more than 70 highly selective residency and fellowship programs in medical and surgical specialties and subspecialties. Rush is consistently ranked as one of the nation's top hospitals by U.S. News & World Report. Rush is ranked in 9 of 16 categories in U.S. News & World Report's 2015-2016 "America's Best Hospitals" issue, and is one of the two top-ranked hospitals in Illinois overall. ***Rush was ranked 25th in the nation in Ear, Nose and Throat and the highest for the specialty in Illinois.** Rush was one of four hospitals in the country that the American Hospital Association honored for equity of care in June of 2015. Rush was the first hospital in Illinois serving adults and children to receive Magnet status – the highest honor in nursing – and the first in Illinois to earn a fourth four-year designation. Rush has been ranked among the country's top 100 hospitals — and 15 major teaching hospitals — three times by Truven Health Analytics, a leading provider of health care data and analytics. The Human Rights Campaign, a civil rights group that advocates for gay, lesbian, bisexual and transgender equality, has named Rush a Leader in LGBT Health Equality for eight consecutive years.

Interested candidates should submit a cover letter and CV to **Rose Sprinkle**, Manager, Faculty Recruitment at rose_sprinkle@rush.edu.

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Michigan Ear Institute
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Contact:
Michael J. LaRouere, MD
Fellowship Program Director
Michigan Ear Institute
30055 Northwestern Hwy., #101
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Department of Otolaryngology-Head & Neck Surgery, University of Michigan, Ann Arbor, Michigan

The Division of Laryngology and General Otolaryngology (LarGO) at the University of Michigan is seeking BC/BE general otolaryngologists to join the faculty of the Department of Otolaryngology-Head and Neck Surgery. Clinical responsibilities will be focused upon developing and growing a general otolaryngology practice. Individuals with or without fellowship training are encouraged to apply. In addition to outstanding clinical skills and drive, the successful applicant will have demonstrated potential to contribute to all missions of one of the largest and most outstanding clinical, teaching and research departments of otolaryngology in the country.

Interested applicants should submit a letter of interest, curriculum vitae and references to:

Traci L. Fletcher (email traclyn@med.umich.edu)
Staff Specialist
Department of Otolaryngology—Head and Neck Surgery
1500 East Medical Center Drive
1904 Taubman Center
Ann Arbor, MI 48109-5312



Children's Mercy KANSAS CITY

Pediatric Otolaryngologist – Kansas City

Children's Mercy Kansas City is seeking a fellowship-trained pediatric otolaryngologist to join our professional staff at the assistant or associate professor level. We are specifically looking for an individual with a desire to dedicate their career to otology. This position will entail clinical care, research and education of medical students, pediatric and otolaryngology residents, and a pediatric otolaryngology fellow. The Section of Pediatric Otolaryngology at Children's Mercy operates in affiliation with the Department of Otolaryngology at the University of Kansas.

We currently have seven full-time and three part-time pediatric otolaryngologists on staff. We also have four part-time neurotologists on staff (who comprise approximately one full-time equivalent position). This new position offers an opportunity to take a leading role in the Children's Mercy Cochlear Implant Program.

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Multiple Positions Available

The University of Florida Department of Otolaryngology is seeking applicants who wish to pursue an academic career in Pediatric Otolaryngology, Otology/Neurotology or General Otolaryngology at the rank of Assistant, Associate, or Full Professor. Track and rank will be commensurate with experience. The department has 11 full-time faculty members and 15 residents. The desired candidate should possess a strong commitment to both clinical practice as well as resident teaching. Applicants should be board certified or board eligible and licensed (or eligible) to practice in Florida. Significant relevant clinical experience and/or fellowship training in the chosen field is desired. Salary is negotiable and will be commensurate with experience and training.

To Apply, please go to explore.jobs.ufl.edu, search using "Otolaryngology, Gainesville". After applying, please send your CV and cover letter to the appropriate person below:

Pediatric Otolaryngology
Department of Otolaryngology
Attn: **William Collins, MD**
University of Florida
PO Box 100264
Gainesville, FL 32610-0264
Email: william.collins@ent.ufl.edu

Otology/Neurotology
Department of Otolaryngology
Attn: **Neil Chheda, MD**
University of Florida
PO Box 100264
Gainesville, FL 32610-0264
Email: neil.chheda@ent.ufl.edu

General Otolaryngology
Department of Otolaryngology
Attn: **John D. Harwick, MD, FAOA**
University of Florida
PO Box 100264
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Email: john.harwick@ent.ufl.edu

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For More Information Contact:
Deb Salava, Sanford Physician Recruitment
(605) 328-6993 or (866) 312-3907 or email:
debra.salava@sanfordhealth.org

Icahn School of Medicine at Mount Sinai • Department of Otolaryngology – Head and Neck Surgery

The **Mount Sinai Health System Department of Otolaryngology – Head and Neck Surgery** is seeking applications for full-time otolaryngologists to join the academic staff at the Icahn School of Medicine at Mount Sinai.

The Department offers candidates an outstanding opportunity to join our team of highly specialized otolaryngologists who practice in modern state-of-the-art facilities within the Mount Sinai Health System and in our satellite practices. The physician will provide the highest level of quality patient-centered healthcare and will embrace the teaching of medical students and residents, as well as participate in clinical research.

The candidate is required to have a medical degree, be board certified or board eligible and must be able to obtain a New York State medical license.


**The Department is seeking qualified
otolaryngologists in all specialty areas.**

*Please send inquiries and
curriculum vitae to:*

Eric M. Genden, MD
Professor and Chairman,
Icahn School of Medicine at Mount Sinai
Department of Otolaryngology –
Head and Neck Surgery
One Gustave L. Levy Place
Box 1189
New York, NY 10029


Email:
kerry.feeney@mountsinai.org





CLINICAL FELLOWSHIP IN LARYNGEAL SURGERY AND VOICE DISORDERS


Massachusetts General Hospital



The Division of Laryngeal Surgery is seeking applicants for clinical fellowship positions. The fellowship training covers all aspects of laryngeal surgery, voice disorders, and management of the professional voice. The curriculum will provide a wide range of experiences, including phonemicsurgery (cold instruments and lasers), laryngeal framework surgery, novel operating-room and office-based laser (Pulsed-KTP, Thulium) treatment, complex laryngeal stenosis with aortic homograft transplantation, and the use of botulinum toxin injections for spasmodic dysphonia.


The fellow will participate in the management of voice disorders and clinical research as a member of a multidisciplinary team (voice scientists and speech pathologists) that has access to state-of-the-art voice clinic and surgical engineering laboratory facilities. The research fellowship provides numerous opportunities to focus on grant-funded (NIG and private foundations) clinical and basic science research projects in collaboration with interdisciplinary teams of scientists and clinicians at the Massachusetts Institute of Technology and the Wellman Laboratories of Photomedicine at the Massachusetts General Hospital. The option to collaborate with local music conservatories is also available.

Qualified minority and female candidates are encouraged to apply. Send curriculum vitae and three letters of recommendation. The Massachusetts General Hospital is a teaching affiliate of Harvard Medical School.




Direct inquiries to:

Steven M. Zeitels, MD, FACS
Eugene B. Casey Professor of Laryngeal Surgery, Harvard Medical School
Director: Center for Laryngeal Surgery & Voice Rehabilitation
Massachusetts General Hospital
One Bowdoin Square, 11th Floor
Boston, MA 02114
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Positions are available at the Assistant or Associate Professor level in the Department of Otolaryngology/Head & Neck Surgery



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- Excellent resources are available
- Fellowship training required
- Interest in reconstruction preferred


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- Fellowship training required

To apply and receive additional information, please contact:

Stil Kountakis, MD, PhD
 Professor and Chairman
 Department of Otolaryngology-Head & Neck Surgery
 1120 Fifteenth Street, BP-4109
 Augusta, Georgia 30912-4060

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AUGUSTA UNIVERSITY
MEDICAL COLLEGE
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Affirmative Action and Equal Access employer.



Full time Specialty and Sub-Specialty Positions Available At the Preeminent Otolaryngology Partnership in the Nation

Here's your opportunity to become a member of ENT and Allergy Associates, LLP (ENTA) and serve patients in state-of-the-art clinical offices in **New York**, the **Hudson Valley**, **Long Island** and **New Jersey**.

We have current openings in Midtown NYC, Bronx, White Plains, New Rochelle, Wayne, Somerset, Hauppauge, Port Jefferson, Southampton, Patchogue, Middletown and Rockville Center.

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- A governance structure that gives you a voice from Day 1, and colleagues who understand there is more to life than just practicing medicine

Our continued growth, coupled with upcoming physician retirements, means opportunity for you!

For more information, contact our President, **Robert Green, MD** (Rgreen@entandallergy.com) or our Chief Executive Officer, **Robert Glazer** (Rglazer@entandallergy.com or call 914-490-8880).



The University of Utah, Department of Surgery, Division of Otolaryngology seeks a BC/BE Neurotologist at the Assistant Professor level for a full-time faculty position. Fellowship training is required.

Applicants must apply at:
<http://utah.peopleadmin.com/postings/65281>
and send a list of three references to:

Clough Shelton, MD, FACS, Professor and Chief

University of Utah School of Medicine
50 North Medical Drive 3C120
Salt Lake City, Utah 84132
(801) 585-3186
susan.harrison@hsc.utah.edu

The University of Utah Health (U of U Health) is a patient focused center distinguished by collaboration, excellence, leadership, and respect. The U of U Health values candidates who are committed to fostering and furthering the culture of compassion, collaboration, innovation, accountability, diversity, integrity, quality, and trust that is integral to our mission.

Equal Employment Opportunity

University of Utah is an Affirmative Action/Equal Opportunity employer and does not discriminate based upon race, national origin, color, religion, sex, age, sexual orientation, gender identity/expression, disability, status as a Protected Veteran. Upon request, reasonable accommodations in the application process will be provided to individuals with disabilities. Inquire about the University's nondiscrimination policy or request disability accommodation, please contact: Director, Office of Equal Opportunity and Affirmative Action, 201 Presidents Circle, 135, (801)581-8365.

SOUTH FLORIDA ENT ASSOCIATES



South Florida ENT Associates, a fifty-five physician group practice operating in Miami-Dade, Broward and Palm Beach Counties, has immediate openings for full-time ENT Physicians. South Florida ENT Associates is the second largest ENT group in the country and the largest in the state of Florida. We provide full service ENT including Audiology, Hearing Aid Sales, Allergy, Facial Plastics, Robotics and CT services.

We offer an excellent salary/bonus with partnership track, health insurance, paid vacation time, malpractice insurance and CME reimbursement, plus other benefits.

Candidate must have strong clinical knowledge, excellent communication skills, be highly motivated and hardworking.

This position will include both office and hospital settings.

Requirements:

Board Certified or Eligible preferred
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Current Florida license
Bilingual (English/Spanish) preferred
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F/T - M-F plus call

For more information about us, please visit www.sfenta.com.

Contact Information:

Contact name: Stacey Citrin, CEO
Phone: (305) 558-3724 • Cellular: (954) 803-9511
E-mail: scitrin@southfloridaent.com

PEDIATRIC OTOLARYNGOLOGIST

A position is available in the Department of Otolaryngology Head and Neck Surgery at The University of Oklahoma Health Sciences Center for a fellowship trained Pediatric Otolaryngologist. This individual will have the leadership role of Pediatric Otolaryngology Service Chief and Medical Director of our outpatient Childrens ENT Clinic. This position is ideally suited for an individual who has been in practice for five years or more with some leadership experience, a strong commitment to Academic Medicine and is at or eligible for promotion to the rank of Associate Professor or Professor.

Minimum requirements include: Doctoral degree (M.D. or equivalent), Board certification/eligibility, a demonstrable commitment to teaching and an interest in collaborative research. Individuals with disabilities and covered veterans are encouraged to apply.

Letters of interest with accompanying CV should be directed to: Greg A. Kreml, MD, FACS, c/o Nancy Geiger, Department of Otolaryngology Head and Neck Surgery, P.O. Box 26901, Room AAT 1400, Oklahoma City, OK 73126-0901 or via e-mail nancy-geiger@ouhsc.edu. The University of Oklahoma is an Affirmative Action and Equal Opportunity Employer.



Wilmington Ear Nose & Throat Associates, PA, is a well-established private ENT practice that has been a staple of southeastern North Carolina for more than 40 years. We are seeking an Otolaryngologist to join our four-partner practice. This position is open to both new graduates and experienced physicians.

Nestled between the Cape Fear River and the Intracoastal Waterway, Wilmington, NC, is a charming coastal city with access to boating, fishing, surfing, sailing, golfing, and numerous other recreational activities. The historic riverfront downtown offers excellent dining as well as a wide range of cultural events.

Practice Information:

- Call schedule is 1:7 with no trauma
- Earning potential into the 90th percentile
- In office CT, Allergy and Audiology
- Nurse Practitioner on staff
- Dedicated, loyal staff with low turnover
- Flexible Schedule
- Ability to subspecialize or focus on General ENT
- 2 year path to partnership
- Regionally ranked hospital
- 2 ambulatory surgery centers (1 with option to invest)

For more information please contact our practice administrator, Brandon Todd.

Email: btodd@wilmingtonent.com Phone: 910-762-8754 ext 124

Wilmington Ear Nose & Throat Associates, PA
2311 Delaney Avenue Wilmington, NC 28403



THE UNIVERSITY OF NORTH CAROLINA SCHOOL OF MEDICINE

ACADEMIC FACULTY

FULL-TIME FACULTY POSITION

OTOLARYNGOLOGY/HEAD AND NECK SURGEON- The Department of Otolaryngology/Head and Neck Surgery, University of North Carolina at Chapel Hill School of Medicine is seeking a board-certified or eligible Otolaryngologist for a full time academic position at the Assistant Professor Level on Tenure Track. The successful candidate should have an interest in developing a strong clinical program in Otolaryngology/Head and Neck Surgery with a special expertise in Rhinology/Endoscopic Skull Base Surgery and have demonstrated the potential for leadership, teaching, and research including grant support. Ample opportunity for exposure to all facets of Otolaryngology/Head and Neck Surgery patient care available. Fellowship training in Rhinology/Endoscopic Skull Base Surgery is required.

Apply online <https://unc.peopleadmin.com/postings/125318>.

Address cover letter to:

Harold C. Pillsbury III, MD
Professor and Chair
Otolaryngology/Head and Neck Surgery
170 Manning Drive, Physician Office Building, CB# 7070
University of North Carolina School of Medicine
Chapel Hill, NC 27599-7070
(919) 984-974-6484
Fax (919) 966-7941

The University of North Carolina at Chapel Hill is an equal opportunity/ADA employer.



Otolaryngology – Head & Neck Surgery Faculty

The Department of Otolaryngology – Head and Neck Surgery at Rutgers Robert Wood Johnson Medical School, one of the nation's leading comprehensive medical schools, is currently recruiting surgeons to join our growing academic faculty. We seek candidates who can contribute to our clinical, education and research missions.

Robert Wood Johnson Medical School and its principal teaching affiliate, Robert Wood Johnson University Hospital (RWJUH) comprise New Jersey's premier academic medical center. RWJUH is a 965-bed, Level I Trauma Center, with New Jersey's only Level II Pediatric Trauma Center, as well as the NCI-designated Comprehensive Cancer Center (Rutgers Cancer Institute of New Jersey) and The Bristol-Myers Squibb Children's Center at RWJUH.

Head and Neck Surgical Oncologists (2) Pediatric Otolaryngologist Rhinologist

Qualified candidates must be BE/BC by the American Board of Otolaryngology. Salary and benefits are competitive and commensurate with experience.

Please send a letter of interest and a curriculum vitae to:

P. Ashley Wackym, MD, Professor and Chair
Department of Otolaryngology – Head and Neck Surgery
Rutgers Robert Wood Johnson Medical School,
10 Plum Street, 8th Floor
New Brunswick, NJ 08901-2066;
email ashley.wackym@rutgers.edu

Rutgers, The State University of New Jersey, is an Affirmative Action/Equal Opportunity Employer, M/F/D/V

The Allegheny Health Clinic in Pittsburgh, PA seeking Otolaryngologist, Head and Neck Surgeon to join growing Otolaryngology Division

The Allegheny Health Network and Allegheny Clinic located in Pittsburgh, PA is seeking an Otolaryngologist, Head and Neck Surgeon to join our Department of Otolaryngology. The new physician will join a team of busy and successful ENT and Trauma Physicians and will be working within our City and Community hospitals. Applicants must be board certified or board-eligible.

The physician will be employed by the Allegheny Clinic of the Allegheny Health Network. Total compensation package will be commensurate with experience. Benefits include: medical, dental and vision insurance; life insurance; short term disability; long-term disability; flexible spending account; cash balance retirement plan; 401k retirement savings plan; 457(b) deferred compensation plan; paid vacation and CME allowance; paid sick days; paid holidays; possible relocation assistance, work-life balance program; day care center; fitness club; credit union; and paid bereavement days.

The Allegheny Clinic, a part of Allegheny Health Network (AHN) is an integrated network of primary and specialty care providers committed to achieving the highest level of patient satisfaction and clinical performance. Based in Pittsburgh, the organization includes over 900 physicians who practice in communities throughout Western Pennsylvania. Our physicians – along with a group of dedicated, compassionate nurses and support staff – provide a wide range of diagnostic, clinical and preventive services to patients of all ages.

Allegheny Health Network (AHN) – a subsidiary of Highmark Health, the third largest integrated health care delivery and financing system in the nation, – is an integrated delivery network focused on preserving health care choice and providing affordable, high-quality care to the people in our communities. With more than 14,000 employees including 7,400 health care professionals, and nearly 200 primary care and specialty care practices, Allegheny Health Network includes seven hospitals in Pennsylvania with nearly 2,400 licensed beds.

Pittsburgh is a vibrant and exciting city, offering a diversity of culture, world-class arts and music, state of the art health care systems, prestigious colleges and universities, a nationally praised culinary scene, home to major sports teams, making it one of the 'most livable cities' in the United States, as recognized by Forbes and The Economist. Pittsburgh's beautiful landscape, rivers and bridges, proximity to state and local recreational parks and affordable cost of living make it an attractive option for both individuals and families.

Interested candidates please contact Ashley Fusco, Physician Recruiter, at Ashley.Fusco@AHN.org

LSUHSC – Department of Otolaryngology – Head and Neck Surgery

Assistant Professor or Associate Professor (non-tenure, full-time clinical track)

The Department of Otolaryngology-Head and Neck Surgery of LSU Health Sciences Center is actively seeking a fellowship trained, BC/BE Facial Plastics/ Reconstruction surgeon for a full-time faculty position at the rank of Assistant Professor or Associate Professor (non-tenure, clinical track). This position is based in Baton Rouge, LA.

This is an excellent opportunity to join our growing practice. Responsibilities include patient care, resident and medical student education, and the pursuit of clinical research. Extensive collaborative research opportunities are available. Our faculty team members enjoy liberal cross-coverage for weekend and holiday on-call responsibilities and share the benefit of subspecialty support in otology, laryngology, head and neck oncology, pediatric otolaryngology, and plastic/reconstructive surgery.

Salary and rank will be commensurate with the knowledge, education and experience of the individual.

Candidates interested in working within a dynamic and stimulating setting combined with a generous package of related benefits are encouraged to provide a cover letter and current Curriculum Vitae online: <https://lsuh.sc/jobs/?id=1516>

The LSUHSC School of Medicine in New Orleans encourages women and minority candidates to submit applications for this position. The School of Medicine does not participate in sponsoring faculty candidates for the Department of Health and Hospitals' Conrad 30 Program.

LSU Health-NO is an Equal Opportunity Employer for females, minorities, individuals with disabilities and protected veterans.

**MICHIGAN EAR INSTITUTE
TEMPORAL BONE
SURGICAL DISSECTION COURSE**

Intensive five day course emphasizes temporal bone dissection with didactic lectures covering the breadth of otologic surgery. All dissection equipment provided. Laser instruction provided.

The course is now being offered in our new state of the art surgical dissection laboratory in Novi, Michigan. Housing accommodation (Staybridge Suites Hotel) is on site.

Course Directors:

Michael J. LaRouere, M.D. Dennis I. Bojrab, M.D.

Faculty:

Seilesh C. Babu, M.D. Eric W. Sargent, M.D.
John J. Zappia, M.D. Robert S Hong, M.D., Ph.D.
Eleanor Y. Chan, M.D. Candice Colby, M.D.
Ilka C. Naumann, M.D. Jack Kartush, M.D.

Course Dates:

November 6-10, 2017 March 5-9, 2018
October 1-5, 2018 November 5-9, 2018

Co-Sponsors: Michigan Ear Institute, Providence Hospital

Credits: 42.5 hours Category I CME by Providence Hospital

Tuition: \$1,600 Physicians In Practice / \$1,400 Residents

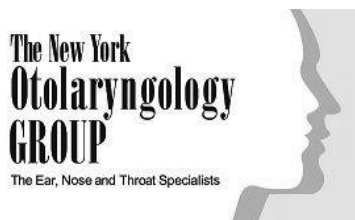
For Further Details Please Contact

Michigan Ear Institute
30055 Northwestern Hwy., #101
Farmington Hills, MI 48334
(248) 865-4444 * Fax: (248) 865-6161
www.michiganear.com

Join the New York Otolaryngology Group - a premier practice group in New York City, part of Weill Cornell Medicine

Our busy 6 surgeon NYC practice is looking for a new member to replace a physician moving from the region. NYOG offers competitive salary and benefits package.

We are looking for that well trained board certified or eligible individual able to provide outstanding and compassionate care. General otolaryngology with or without sub specialty training, Rhinology fellowship a plus.



Please contact Dr. Scott Gold at 212-884-8275
www.nyogmd.com

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New York, NY 10023
Tel: 212-501-0500
Fax: 212-724-3489

2381 Hylan Blvd.
Staten Island, NY 10306
Tel: 718-967-6696
Fax: 718-351-2621



**MedStar Georgetown
University Hospital**



**MedStar Washington
Hospital Center**

The programs in Otolaryngology-Head and Neck surgery at MedStar Georgetown University Hospital and MedStar Washington Hospital Center are offering an outstanding employment opportunity to a BC/BE physician with fellowship training in Head and Neck Surgery. This is a full time academic position which will allow the candidate to develop a practice focused on the care of patients with head and neck cancer at two of the premier institutions in metropolitan Washington, DC, MedStar Georgetown University Hospital and the MedStar Washington Hospital Center. Training/experience in microvascular reconstruction is preferred.

MedStar Georgetown University Hospital is the largest academic medical center in the Washington, DC area. MedStar Washington Hospital Center is the largest not-for-profit teaching hospital in metropolitan Washington, DC. For over 35 years, these two hospitals have served as the major teaching institutions for the Georgetown Otolaryngology Residency Program. The candidate will be active in resident and medical student education and in clinical research.

Both hospitals are part of MedStar Health, a not-for-profit healthcare organization and a community-based network of ten hospitals and other healthcare services in the Baltimore-Washington region. This network is the largest health system and one of the largest employers in the Baltimore/Washington area, with more than 30,000 employees and 6,000 affiliated physicians, all of whom support MedStar Health's patient-first philosophy. This philosophy combines patient care, compassion and clinical excellence.

Interested applicants should forward their CV to:

Bruce Davidson, M.D.
Professor and Chairman
Department of Otolaryngology-Head and Neck Surgery
Georgetown University Medical Center
MedStar Georgetown University Hospital
3800 Reservoir Rd. NW
Washington, DC 20007
202-444-7078
email: davidsonb@gunet.georgetown.edu

CHIEF OF HEAD and NECK SURGERY

Livingston, NJ

The Summit Medical Group (SMG) in Berkeley Heights, New Jersey is recruiting a board certified/eligible Head and Neck fellowship trained surgeon to lead our division of Head and Neck Surgery. Candidates should have at least five years of clinical practice and have been involved in developing a Head and Neck service. The physician leader will be responsible to oversee the daily operations of the head and neck service and for the surgeons performing facial plastics, neurotology and base of skull procedures. In addition to being an outstanding clinician, this leader should have demonstrated administrative and academic accomplishments in their field, as well as a record of successful research investigation and mentorship.

SMG has partnered with MD Anderson in Houston to develop an outpatient cancer center in Florham Park, NJ. The new cancer center will be a 140,000-square foot center with state of the art facilities set to open in the summer of 2018. The building will include full imaging, medical oncology, surgical oncology, infusion therapy, and radiation oncology. This partnership between SMG and MD Anderson will give patients in the New Jersey area access to world renowned treatment protocols, clinical trials and cutting edge research.

SMG is the premier multi-specialty group practice in New Jersey with over 500 physicians, 2500 employees and 76 medical specialties serving 65 locations in seven counties. SMG is a for profit physician-owned and physician governed group founded in 1929. SMG delivers state of the art, compassionate care to patients in the NJ/NYC metropolitan area.

We offer a competitive salary, comprehensive benefits package, and a dynamic working environment. For immediate consideration, please apply online at:

jobs.summitmedicalgroup.com



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UTHealth
The University of Texas
Health Science Center at Houston

**McGovern
Medical School**

Otology & Neurotology Faculty Position

The Department of Otorhinolaryngology-Head & Neck Surgery is recruiting an otologist/neurotologist to join its expanding department. This is a unique opportunity to build a subspecialty academic practice at the country's largest medical center in an urban setting. The ideal candidate will have a focus on clinical practice. The position entails direct contact with both residents and medical students. Clinical research interests are encouraged.

Academic appointment commensurate with experience. Fellowship training in otology/neurotology required. Excellent salary and benefits. Outstanding opportunities for teaching and research.

Please submit your CV and application here: www.ent4.me/recruit

Interest and questions may be directed to:

Martin J. Citardi, MD (chair)
McGovern Medical School
The University of Texas Health Science Center at Houston
Department of Otorhinolaryngology-Head & Neck Surgery
Fax: 713-383-1410 Email: martin.j.citardi@uth.tmc.edu

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LSU Health – Department of Otolaryngology – Head and Neck Surgery

Assistant Professor or Associate Professor (non-tenure, full-time clinical track)

The Department of Otolaryngology-Head and Neck Surgery of LSU Health Sciences Center is actively seeking a fellowship trained, BC/BE Rhinologist for a full-time faculty position at the rank of Assistant Professor or Associate Professor (non-tenure track). This position is based in Baton Rouge, LA.

This is an excellent opportunity to join our growing practice. Responsibilities include patient care, resident and medical student education, and the pursuit of clinical research. Extensive collaborative research opportunities are available. Our faculty team members enjoy liberal cross-coverage for weekend and holiday on-call responsibilities and share the benefit of subspecialty support in otology, laryngology, head and neck oncology, pediatric otolaryngology, and plastic/reconstructive surgery.

Salary and rank will be commensurate with the knowledge, education and experience of the individual.

Candidates interested in working within a dynamic and stimulating setting combined with a generous package of related benefits are encouraged to provide a cover letter and current Curriculum Vitae online: <https://lsuh.sc/jobs/?id=1435>

The LSUHSC School of Medicine in New Orleans encourages women and minority candidates to submit applications for this position. The School of Medicine does not participate in sponsoring faculty candidates for the Department of Health and Hospitals' Conrad 30 Program.

LSU Health-NO is an Equal Opportunity Employer for females, minorities, individuals with disabilities and protected veterans.

Pediatric Otolaryngologist – Fellowship Trained-Academic Practice Opportunity near Chicago – Loyola University Medical Center

The Department of Otolaryngology at Loyola University Health System and Loyola University Chicago Stritch School of Medicine is currently inviting applications for a Fellowship-Trained Pediatric Otolaryngologist.

The ideal candidate will have an interest in academic otolaryngology, a commitment to resident and medical student education and clinical research, and a desire to build a busy academic practice in all facets of Pediatric Otolaryngology. This physician will enjoy working near one of the finest cities in the United States for a large academic group with a strong reputation for clinical care, education, and research.

The Department of Otolaryngology – Head & Neck Surgery at Loyola University Health System is among the top Ear, Nose and Throat (ENT) programs in Illinois and in the country, according to U.S. News & World Report. This Department is consistently identifying ways to improve its clinical, training, and research programs.

Candidates should be board-certified or board-eligible by the American Board of Otolaryngology and must be licensed or eligible to practice in Illinois. Interested candidates should address a cover letter and CV to Dr. Sam Marzo, Chair of Otolaryngology, and email to Michelle Pencyla, Director, Physician Recruitment, at mpencyla@lumc.edu.

Loyola is an equal opportunity and affirmative action employer/educator with a strong commitment to diversifying its faculty.



Marshfield Clinic®

Otolaryngology Opportunity in Vibrant Midwestern City

Marshfield Clinic-Eau Claire Center in Eau Claire, Wisconsin is seeking a BC/BE Otolaryngology physician. Join a well-established general Otolaryngology practice which includes excellent support from colleagues and dedicated support staff. This opportunity will include outreach to Marshfield Clinic West District Centers and inpatient care is supported by our Hospitalist service. Guaranteed salary, excellent benefit package, educational loan assistance and more! Wisconsin provides year round recreation, family friendly communities with no long commutes and highly ranked schools.

To learn more about this opportunity, please contact:

Heidi Baka, Physician Recruiter

715-221-5775

baka.heidi@marshfieldclinic.org

www.marshfieldclinic.org/careers

Marshfield Clinic is an Equal Opportunity / Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, or protected veteran status.



T32 Instructor/Postdoctoral research fellowship in the Department of Otolaryngology-Head and Neck Surgery, Stanford University School of Medicine

The Department of Otolaryngology-Head and Neck Surgery at **Stanford University School of Medicine** seeks a post-residency fellow to join the department to pursue a NIH/NIDCD funded research fellowship. This is a two-year position with 75% dedicated research time and 25% clinical time. This research training can also be combined with clinical fellowship training in either Neurotology or Pediatric Otolaryngology, creating a three-year combined training experience.

We expect the successful candidate to pursue a career as a clinician-scientist and this fellowship offers both the protected, mentored research training and some independent, clinical duties to help prepare for such a career. The candidate will carry out research in areas aligned with the NIDCD mission and join a research-intensive faculty and be an active teacher of medical students and residents, while developing a robust research program.

Stanford University is an equal opportunity employer and is committed to increasing the diversity of its trainees. It welcomes nominations of and applications from women, members of minority groups, protected veterans and individuals with disabilities, as well as from others who would bring additional dimensions to the university's research, teaching and clinical missions.

Submissions will be reviewed beginning July 1, 2017 and accepted until position is filled.

Submit curriculum vitae, letter of inquiry and the names and contact information of three references to:

Wei Du
weidu@stanford.edu 650-721-1032 (phone) 650-721-2163 (fax)
 Department of Otolaryngology-Head and Neck Surgery
 801 Welch Road, 2nd Floor, Stanford, CA 94305

Northwestern Medicine®

Feinberg School of Medicine

NEUROTOLOGIST

The Department of Otolaryngology – Head and Neck Surgery of the Northwestern University Feinberg Medical School is seeking a fellowship trained otologist-neurotologist. Track and rank will be dependent on the experience and qualifications of the applicant but they must possess an M.D. and be board certified (or eligible for certification) by the American Board of Otolaryngology. Candidates should also have the academic credentials and experience that will support an appointment to the full time medical school faculty as Assistant Professor. The candidate is expected to have the necessary interest and skills to collaborate with the extensive basic and translational auditory research program at Northwestern. Salary is negotiable. In order to ensure full consideration, applications must be received by December 1, 2017 for an expected starting date of September 2018. Candidates are requested to submit a letter of interest and a copy of a current curriculum vitae to Robert C. Kern, M.D., Chairman, Department of Otolaryngology – Head and Neck Surgery, 676 N. St. Clair, Suite 1325, Chicago, Illinois 60611. Northwestern University is an Equal Opportunity, Affirmative Action Employer of all protected classes, including veterans and individuals with disabilities. Women, racial and ethnic minorities, individuals with disabilities, and veterans are encouraged to apply. Hiring is contingent upon eligibility to work in the United States and holding a medical license in the State of Illinois. (Academic Search No. 29321).



Otolaryngology

Call This "Top 10" Community Home

McFarland Clinic is seeking a BE/BC Otolaryngologist to join our extraordinary team and provide exceptional care within Iowa's largest multidisciplinary clinic. Consistently ranked in the top 10 "Best Places to live" by Money Magazine and CNNMoney.com, this thriving town has been ranked in the top 3 cities in the country for job growth.

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Ames, Iowa is a family friendly town that offers top quality education with the best school district in the state. This Big 12 city has been voted the "Best College Town" by Livability.com. Our proud community boasts the cultural, recreational and entertainment amenities of a big city while maintaining the charm that you would expect from small-town living. Welcome to Ames, a place that will quickly become your hometown.

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Contact Doug Kenner
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POSITION ANNOUNCEMENT

Academic Position –Otolaryngologist
University of Washington
Otolaryngology-Head and Neck Surgery
Seattle, Washington

The University of Washington Department of Otolaryngology–Head and Neck Surgery seeks candidates for a full-time general otolaryngology position with an interest in craniofacial trauma and reconstruction as Assistant Professor without tenure (0113). This position would be a multi-year appointment with a 12-month service period. This position will have a high volume practice in all aspects of general otolaryngology and the opportunity to support subspecialty interest. Candidates should have a background and interest in clinical research that focuses on these areas critical to our specialty.

This position will be based at Harborview Medical Center and the Seattle Veterans Administration Hospital. The individual will function in a multi-disciplinary practice environment which includes fellow, resident, and medical student teaching and clinical or basic science research.

Minimum qualifications include an MD (or equivalent), certified or eligible for certification by the American Board of Otolaryngology, and eligible for a Washington State medical license. In order to be eligible for University sponsorship for an H-1B, graduates of foreign (non-US) medical schools must show successful completion of all three steps of the US Medical Licensing Exam (USMLE), or equivalent as determined by the Secretary of Health and Human Services.

Send letter of interest and CV to:

Neal D. Futran, MD, DMD
 University of Washington
 Oto-Head & Neck Surgery, Box 356515
 Seattle, WA 98195-7923
 nfutran@uw.edu

University of Washington is an affirmative action and equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, gender expression, national origin, age, protected veteran, or disabled status, or genetic information. The University of Washington faculty engage in teaching, research, and service.

Chester County Otolaryngology & Allergy Associates

SCENIC PHILADELPHIA SUBURBS

- Flourishing four physician Otolaryngology practice seeking an additional BC/BE physician.
- Located in beautiful Chester County, Pennsylvania's fastest growing county, with easy access to Philadelphia, New York City, Washington DC, mountains, and shoreline.
- Current services include audiology with hearing aid dispensing and balance testing, sinus surgery and allergy testing/immunotherapy, endocrine surgery, head and neck oncologic surgery, reconstruction of malignant cutaneous defects, and general pediatric and adult otolaryngology.
- Competitive salary, early partnership, health/dental insurance, 401k/Profit Sharing, paid CME and vacation.

Interested candidates please forward letter of interest and curriculum vitae to Alice via email at aroten@ccoaa.com

Otolaryngologist


Expanding Practice in York, PA

A well established, busy four physician group in York, Pennsylvania is looking to add a fifth, full time Board Eligible/Board Certified Otolaryngologist. Our services include Allergy, Audiology and Hearing Aid Sales. Our office has been running on an EMR system since 2006. On-Call rotation is 1:5. Initial employment includes an excellent salary and productivity bonus. Partnership offered after 1 to 2 years of employment.

York is a fast growing community with excellent schools and a very comfortable cost of living. It is convenient to Baltimore, Washington and Philadelphia.

Local inpatient hospital is well run and state-of-the-art. Surgical Center is well equipped, and partnership in the Surgical Center is available.

We are looking for a dynamic, motivated individual for partnership track. Income potential in the 90th percentile.



Contact: Renee Gohn
Office: 717-843-9089 Email: yorkent@comcast.net

Join a growing team of clinical providers with the resources of one of the leading academic medical centers in the nation



PennState Health
Milton S. Hershey
Medical Center

Penn State Health Milton S. Hershey Medical Center is seeking candidates for our Division of Otolaryngology - Head and Neck Surgery within the Department of Surgery:

Laryngologist: We are seeking a full-time BC/BE Laryngologist. Appointment will be at the Assistant/Associate Professor level. Qualified candidates must have completed an approved residency program and be fellowship-trained to provide clinic and hospital-based laryngology care for patients. This will include treatment of the professional voice, endoscopic surgical procedures, voice restoration, and airway reconstruction.

Pediatric Otolaryngologist: We are seeking a full-time BC/BE Pediatric Otolaryngologist. Appointment will be at the Assistant/Associate Professor level. Qualified candidates must have completed an approved residency program and be fellowship-trained to provide clinical and hospital-based pediatric otolaryngology care to patients.

General Otolaryngologist: We are seeking a full-time BC/BE General Otolaryngologist. Appointment will be at the Assistant/Associate Professor level. Qualified candidates must have completed an approved residency program; extra subspecialization is encouraged, but not required.

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