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

MAY 2018



AAO-HNSF **2018** **OCTOBER**
ANNUAL MEETING
& OTO EXPERIENCE **7-10**
ATLANTA, GA

WE ARE ONE

OTOLARYNGOLOGY UNITED
Coming together this fall

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National trends

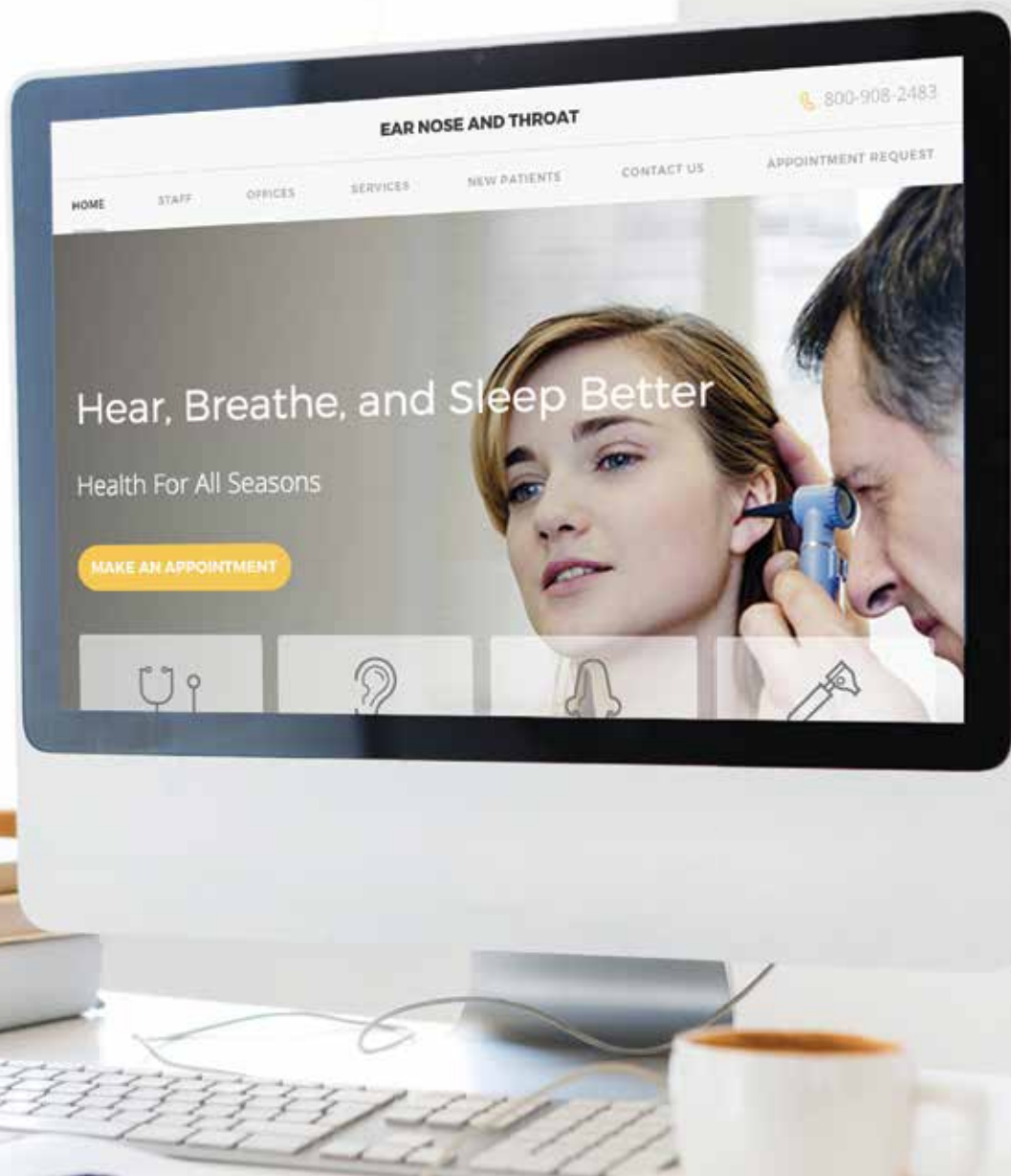
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MAY 2018

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President

Gavin Setzen, MD

Executive Vice President, CEO,

and Editor of the *Bulletin*
James C. Denny III, MD

Managing Editor

Jeanne McIntyre, CAE
bulletin@entnet.org

INQUIRIES AND SUBMISSIONS

bulletin@entnet.org

MAILING INFORMATION

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

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Suzee Dittbner
7171 W. 95th Street, Suite 300
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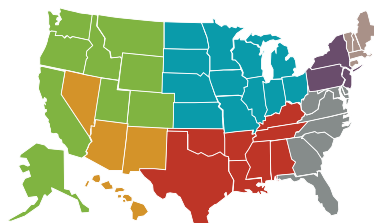
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Come together as one

Come together, as ONE, to celebrate our Global Otolaryngology Community! The AAO-HNSF 2018 Annual Meeting & OTO Experience will take place in Atlanta, Georgia, October 7-10, bringing together thousands of otolaryngologists from around the world. This meeting promises a refreshed program and will premiere a new and exciting **Welcome Ceremony** at 5:00 pm (ET), Sunday that will be followed by a large gala celebration at the Georgia Aquarium that combines the President's Reception with recognition of the Past Presidents and the International Reception.

This meeting is the largest AAO-HNS/F international gathering of otolaryngologists from around the world, celebrating the remarkable collaboration, friendship, and camaraderie that is the bedrock of the relationship between the AAO-HNS/F and the great countries, citizens, and patients that we all represent and serve. We recognize and value the innumerable contributions of our international colleagues. Your attendance at this meeting is very important.

I am delighted to welcome Colombia, Japan, Portugal, and South Africa as International Guests of Honor for 2018.

We are an **international community of otolaryngologists** and we face similar challenges and opportunities in healthcare delivery, resource availability, utilization, and education. Building on many of the current initiatives in progress at the Academy, other areas of global importance and collaboration include physician wellness and resilience, workforce issues, the future of otolaryngology (digital era, Internet of Things, etc.), continued development of clinical guidelines, and other specialty-specific quality initiatives. This includes the potential to eventually internationalize the Reg-entSM Qualified Clinical Data Registry, a tool that has the potential to link otolaryngologists globally at the core of our mission—quality!

The AAO-HNS/F will likely play an ever-increasing role in otolaryngology around the globe, not just in terms of healthcare education and delivery, but also the ability to collaborate on global health policy and initiatives.

As you know, **global outreach and engagement** by the AAO-HNS/F is an important ongoing priority. Through continued collaboration, friendship, camaraderie, and exchange of scientific information, together we will continue to learn from each other, expand opportunities and horizons, and improve ENT care for our patients worldwide. We live in an increasingly interconnected world, even in seemingly remote areas,

and we will continue to devote time and effort to humanitarian outreach programs, scholarly activities, and global humanization ... because that's what we do.

The AAO-HNSF Annual Meeting and education programs are enriched by global participation of our otolaryngology colleagues and partners through active participation and information sharing. These activities will also be highlighted during the **International Symposium**, showcasing cutting-edge CME content presented by our international colleagues.

The **International Advisory Board (IAB)** is made up of global otolaryngology-head and neck surgery societies from the Academy's International Corresponding Societies (ICS) affiliated network. The IAB was established in 2016 as an international member network within the AAO-HNS Foundation and is an important avenue of communication for our **69 Corresponding Societies** to communicate with the Board of Directors. This is yet another example of how the AAO-HNS/F has manifested its strong commitment to global otolaryngology. I would like to congratulate **Johan Fagan, MD**, inaugural IAB Chair from Cape Town, South Africa, and his colleagues for opening up new opportunities for international communication and collaborative work.

Thank you to **Mark K. Wax, MD**, Annual Meeting Program Coordinator, and **Richard V. Smith, MD**, Coordinator for Education, both of whom are dedicated to delivering the highest quality otolaryngic education materials for our members and guests. Thank you also to **J. Pablo Stolorovitzky, MD**, Coordinator for International Affairs, for the tremendous work done in shoring up our international activities.

Dedication, participation, and volunteerism are at the core of our collective success. We are all blessed to be doctors and healthcare providers, and we cherish the privilege to serve our patients. It is our responsibility to see that future generations of otolaryngologists are carefully mentored to ensure their resilience in being able to carry the torch well into the future. Let us continue to successfully lead by controlling doubts, fears, and uncertainty, and replacing them with courage, faith, and conviction that we are doing the right thing for our patients, all around the world. Together we will also preserve the **JOY** inherent in caring for our patients (and each other).

So, bring your spirit of service and commitment to patient care, science, and education to Atlanta. I look forward to personally welcoming each and every one of you, and may our mutual collaboration strengthen as we work together to continuously grow together!

Onward and forward! ■



Gavin Setzen, MD
AAO-HNS/F President

“Through continued collaboration, friendship, camaraderie, and exchange of scientific information, together we will continue to learn from each other, expand opportunities and horizons, and improve ENT care for our patients worldwide.”



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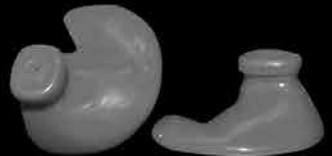


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Taking the next step

Your elected officers and Boards of Directors (BODs), led by President **Gavin Setzen, MD**, have recently completed a five-month strategic planning process and approved a forward thinking, “next step” roadmap to drive our association and specialty forward over the next three to five years. The staff has constructed a budget that will fund the “stretch goals” necessary to successfully pursue our vision of being **“The Global Leader in Optimizing Quality Ear, Nose, and Throat Patient Care”** as it will exist in the future healthcare landscape. With the BOD’s now-approved budget, we can move forward as a united specialty with a lot of work to do. We will need to live up to our **“We Are One: Otolaryngology United for ENT Patient Care”** mantra by involving the diverse nature of our members across the globe and specialty societies to provide the care that our patients expect and deserve.

Over the next several months, we will be highlighting several programs and activities that will be integrated with existing programs, all designed with “Future of Otolaryngology” and “Physician Wellness and Resiliency” as a backdrop to everything we do. I would like to highlight several high-profile initiatives.

The Board approved the creation of a new website, **ENThealth.org**, dedicated exclusively to disseminating patient and consumer information and education materials fashioned specifically to benefit the diverse cultural and educational nature of the population we serve. The content of the new website will reflect the breadth and depth of clinical expertise across the entire range of our specialty. It will afford us the opportunity to work collaboratively with our members in all practice settings, all regions of the country, and all specialties, and with our colleagues in the Association of Otolaryngology Administrators (AOA) to create the materials that will make us the “trusted source” for our areas of expertise. We will likely be calling on many of you to help us with this critical project. An additional benefit for our members will be the opportunity to link their practice sites to the website with options to disseminate the knowledge to their patient populations.

Reg-entSM, our clinical data registry, has continued to progress in the onboarding of practices, the production of specialty-specific measures, and the ability to accommodate previously uncooperative

EHR vendors. We will be rolling out a pilot program with a private insurance company that will not only establish clinical quality of participating members, but also totally offset any costs of registry participation. We are exploring partnerships that will allow us to develop an expanded capacity for clinical research and to expand the capabilities of the registry to include clinical pathways, research and reporting, and continued development of a specialty-wide set of measures that will allow all participants within the otolaryngology family to have reporting options. Our goal is to have these partnerships provide the funding to allow expansion and financial stability without relying on membership financing. The Board has voted to allow us to pursue these opportunities, and we hope to complete our review and choose a partner by the end of this year.

There has been a great deal of work done over the last five to 10 years to adapt simulation for usage in medical education and assessment. The progress made has created momentum and innovation that will result in an explosion of opportunity in the next several years. The excitement created by simulation activities at our Annual Meeting, including the Simulation Reception and Showcase, has been palpable. I recently attended a simulation summit sponsored by the American College of Surgeons at which representatives of the majority of surgical specialties presented activities going on within their specialties and simulation centers. There was significant interest and momentum among the group to define common platforms and goals to maximize resources and facilitate the collaborative sharing of successes in each field. One of the first orders of business will be to establish a catalog of what each specialty is doing across the spectrum of simulation for education and assessment, both individually and in the team care situation. We will be participating in that effort, which we hope will allow an expansion of options for otolaryngologists wanting to participate in simulation that may not be part of an accredited center at this time. We are also looking to incorporate more simulation activities into our own educational programs both on AcademyU[®] and at our Annual Meeting.

Stay tuned—this promises to be an interesting summer as we began taking the “next steps.” ■



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

“Over the next several months, we will be highlighting several programs and activities that will be integrated with existing programs, all designed with “Future of Otolaryngology” and “Physician Wellness and Resiliency” as a backdrop to everything we do.

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*Rhodus, N.L.: The Effectiveness of Artificial Salivas in Relieving Xerostomia as Assessed by Mucoprotective Relativity., J Dent Res 70:407, 1991. Abstract 1133.

FROM THE ASSOCIATION OF OTOLARYNGOLOGY ADMINISTRATORS

9 ideas for marketing on a small budget

Editor's Note: Welcome the AOA and this new quarterly feature

Marketing in 2018 extends far beyond bygone days of mailers and radio ads. While these are still important to your overall strategy, there are a slew of cost-effective (and sometimes free) ways to increase your presence in your community. Content reigns in marketing today, so ensure that your message not only reflects your practice's mission but provides educational information for the consumer.

While a lot of practices might not think to budget for marketing efforts, it is vital to the health of your practice to get the word out to prospective patients. Here are some lower-cost and no-cost options that you can institute and utilize to increase your number of patients.

1 Your website content needs to be current—and mobile friendly. If you haven't updated your website in the past few years, you need to make that happen now. Create a page about each physician in your practice, including a brief biography (include fun facts—favorite sport, hobbies, etc.) and a professional headshot in a white coat or business attire. Adding new content periodically also helps improve your Google rankings. And if you haven't touched your site design in a while, you can always find a price point to fit your budget.

2 Invest in search engine optimization (SEO). Spending a little can go a long way when it comes to SEO. Make sure your website is using the same phrases that patients, caretakers, family members, and others are using to look for your services. Chances are, most people who search for hearing aid services aren't going to type "otolaryngology." Consult with a company that can optimize your search rankings.

3 Have a social media presence. Appoint one of your staff to develop

posts and monitor the channels. Create posts about diseases, staff, physician accomplishments, patient care, etc. But don't try to launch into every network at once; start with one network—such as Facebook—and increase your presence before launching new ones. Facebook continues to grow, with one-in-five internet page views in the United States being on Facebook.

4 Utilize available educational posters each month in your patient exam room, waiting room, and office. Put them on the back of the door so the patient can see them while they wait. The AAO-HNS has many health observation campaigns that allow you to download various materials and posters on a variety of relevant topics. For example, download information for Better Speech and Hearing Month that you can offer in your waiting area at: www.entnet.org/content/block-out-noise.

5 Visit your top referring physicians. Send your office manager to meet with your top referring physicians at least quarterly. Equip them with a supply of giveaways and business cards to replenish. They could take coffee and donuts for the staff and continue to educate and reinforce what patient services you offer in the practice.

6 Keep your presence known around town. Have you introduced yourself to your closest hospital and OR? Make face-time! When you hear that a new physician has come to town, pick up the phone, welcome them to your community, and tell them about your services.

7 Send out a timely newsletter with healthy tips. Determine a realistic distribution timeline, like quarterly or bimonthly, and plan content. There are many low-cost, easy-to-use newsletter programs. Even Word has effective templates to copy and paste

content. Ask patients to sign up to receive the newsletter on your website, Facebook page, or in the office. Include timely content—such as allergy versus cold information in the spring and fall, swimmer's ear prevention in the summer—as well as practice information and services. Intersperse ads about what you do in your practice, as well.

8 Provide in-office educational materials. Make sure you have information in every part of the office about all the diseases you treat. Cross-reference services when possible. For example, include messaging about allergy or sinus disease in your hearing aid waiting area. In your general waiting room, include information about all the diseases you treat and services you offer.

9 Track, track, track. Track your referral patterns so you can identify your highest impact areas. Did they see your post on Facebook? Was it your top referring physician who recommended them? Ask this on new patient intakes to see where they are coming from. Offer small incentives when a patient or employee refers patients to you, because that is the best way to get additional referrals.

These are just a few quick ways to rev up your referrals. There are many other things you can do, as well. Just remember that patients now look for a positive experience and, if they receive a high level of service and treatment, they will be your best ambassadors.

The Association of Otolaryngology Administrators is an association dedicated to excellence in otolaryngology practice management. Our members represent ENT practices with more than 6,000 otolaryngology physicians and surgeons in the United States. Learn how we can help you with the business of otolaryngology management at www.AOAnow.org. ■

Great value at the Annual Meeting

■ **Daniel L. Wohl, MD**
BOG Member-at-Large



Spring is finally here, and most of us are grateful for warmer weather and relief from severe winter storms. There is a rhythm to our professional lives, and it is now time to begin thinking about the fall and our plans for the AAO-HNSF 2018 Annual Meeting & OTO Experience in Atlanta, Georgia, October 7-10. Last year's Annual Meeting in Chicago, Illinois, was a resounding success, and one can easily imagine that one of the south's most celebrated cities will provide an outstanding background for the profession's largest education opportunity of the year.

This issue of the *Bulletin* provides multiple perspectives on #OTOMTG18. You will read that it is the premier academic forum; it has the most exhibitors; it has a large professional attendance; and it has more than 70 committee and work group meetings on site. All of this is true, but I'd like to add one other reason to attend. Because of the constellation of qualities listed above, the Annual Meeting is the best opportunity—in one setting—to keep yourself up-to-date with almost anything that interests you in our field, along with the benefit of seeing your peers, colleagues, mentors, and training program alumni who are also in attendance.

The Annual Meeting is the place where real-time work is accomplished in committee meetings. It is the place where hands-on learning sessions can be tailored to a curriculum of your choice. It is the place where you can personally interact with numerous experts in all our subspecialties. It is the place where you are invited to attend the annual Board of Governors (BOG) open session and participate in discussions on how your Academy is representing your interests.

There is great value to attending the Annual Meeting when you take advantage of the substantive changes to the format and fee structure.

Our leadership has recognized the challenges many of us have in choosing whether to attend. The strengths of all the academic programs and exhibitors are still there. It is simply easier now to choose what we want to hear and where we want to participate.

The registration fee includes access to all academic forums. There is online access to recorded material through AcademyU®, including the Annual Meeting Expert Series videos. The Annual Meeting mobile app utility is expanded every year.

I hope you choose to attend this year, and if you do, I invite you to set aside time and come to the BOG General Assembly session.

On a personal note, I would like to express my gratitude to so many colleagues and friends who reached out last year to me and many others who live in Florida as Hurricane Irma came across the state and threatened our homes. I evacuated my family and drove to Chicago, IL, where the AAO-HNSF 2017 Annual Meeting & OTO Experience became my "safe harbor." It was a tangible reminder that there is also great value in friendship and professional collegiality. ■

VIEW FROM THE SRF:

The AAO-HNS/F 2018 Leadership Forum & BOG Spring Meeting

■ **Zainab Farzal, MD**, Information Officer, SRF Governing Council; **Deepa J. Galaiya, MD**, BOG Socioeconomic and Grassroots Representative, SRF Governing Council; **Claire M. Lawlor, MD**, Chair, SRF Governing Council; **Carla V. Valenzuela, MD**, BOG Governor, SRF Governing Council

The AAO-HNS/F 2018 Leadership Forum & BOG Spring Meeting was a success with over 15 residents in attendance, including members of the SRF Governing Council, SUO representatives, and recipients of the Eisenberg Health Policy Resident Leadership Grant. Highlights of the meeting featured riveting discussions on health policy. First, Julius W. Hobson, Jr., former lobbyist and current adjunct professor at the George Washington University Graduate School of Political Management, focused on challenges to healthcare reform, physician reimbursement, Medicare/Medicaid, graduate medical education, and provider quality measures. Next, U.S. Representative Ami Bera, MD

(D-CA), spoke about the challenges resulting from the politicization of healthcare reform in the last decade and the need to have physicians at the table during these discussions. Several engaging panel discussions also touched on issues of implicit bias, physician resilience and burnout when facing clinical complications, and strategies for managing conflict in the workplace.

In addition, the meeting included the 2nd Annual State OTO Society Roundtable with more than 40 representatives from the state societies. Hot topics of discussion included the need for more resident engagement in attendance (especially graduating residents) and collaboration with local OTO societies. Participating state societies also voiced their priorities, which included advocacy, education, and networking/socializing. Leaders in our field accompanied members of the AAO-HNS staff to Capitol Hill, advocating for issues important to our specialty and our patients, such as cost/quality reporting measures and scope of practice concerns. ■

Resident education resources

■ **Richard V. Smith, MD**, AAO-HNSF Coordinator, Education

We've made some exciting enhancements to the upcoming 2018-2019 Home Study Course+ (HSC+) program to continue providing quality resident education materials from the AAO-HNSF. We are confident HSC+ provides unparalleled resident education, developed by Academy leaders and academic faculty practicing in the field of otolaryngology-head and neck surgery.

Home Study Course+

The upcoming 2018-2019 HSC+ package now includes:

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3. Home Study Course, a compendium of select scientific journal articles across all eight specialty areas in a convenient four-section format

4. Access to 200+ courses in AcademyU®, your otolaryngology education source

The fee for resident members for HSC+ is \$375. The total value of all four products in this package is \$1,075. This is a great opportunity to provide additional training materials for your residents at a very affordable rate.



The special HSC+ package is available only to resident members who enroll in the full HSC+ online format.

I invite you to take advantage of this offer in the coming academic year. For more information and to register, visit www.entnet.org/hsc. ■

HUMANITARIAN SERVICE:

Providing cleft repair in Peru

Deniz Gerecci, MD, 5th year otolaryngology resident at Oregon Health & Sciences University, traveled to Peru with the Foundation for the Advancement of Cleft Education and Services (FACES) to provide medical and surgical care to children with cleft lip or palate. There, the 38-member team treated 49 patients over seven days, performing a variety of cleft procedures, including cleft palate and lip repair, cleft rhinoplasty, sphincter pharyngoplasty, alveolar bone grafting, and scar revisions. Below, from left, team member **Sunthosh Sivam, MD**, and Dr. Gerecci pause between cases; the FACES team gathers in the OR on the first day of cases at Hospital Belen in Lambayeque, Peru.

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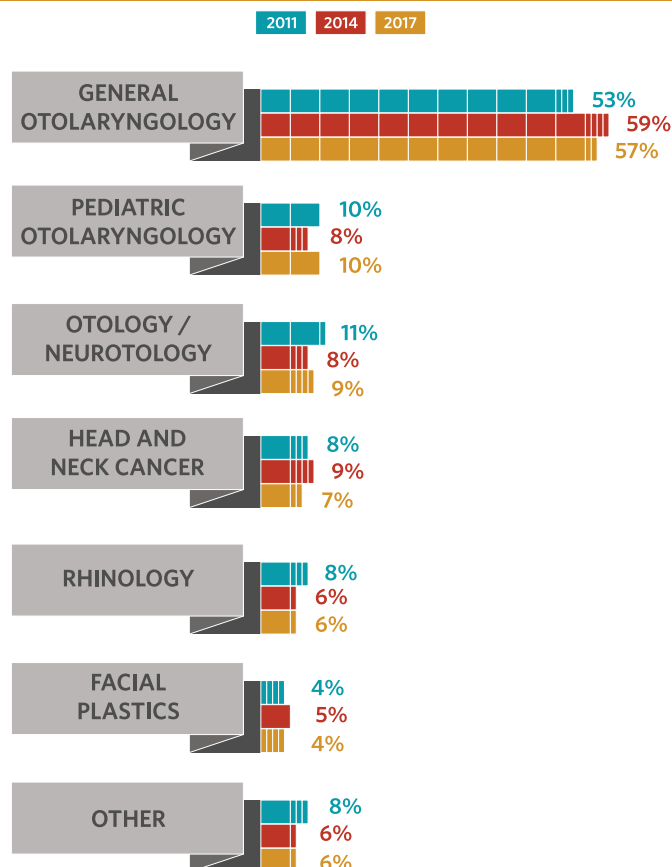
Socioeconomic survey: National trends

In 2017, the American Academy of Otolaryngology-Head and Neck Surgery (AAO-HNS), and the Association of Otolaryngology Administrators (AOA) collaborated to jointly survey their members and practices on calendar year 2016 socioeconomic and practice management data. Historically, this study has provided valuable data for otolaryngologists and their administrators to evaluate trends among their peers.

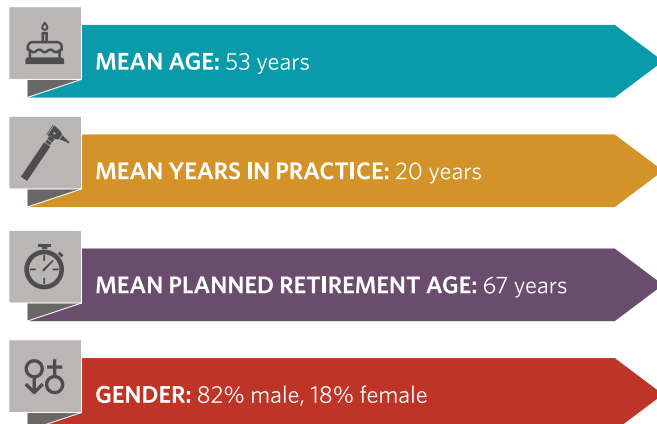
For 2017, a survey was developed by AAO-HNS and AOA staff members, based on member and committee feedback. After the survey form was finalized, invitations and reminders were sent during the period of June 12-July 21, 2017. There was extensive follow-up with non-respondents to encourage participation and individual follow-up with respondents who reported data that required additional confirmation to ensure accuracy of the final report. These charts are excerpted from the full report.

To view the full survey report, visit <http://www.entnet.org/content/socioeconomic-data>

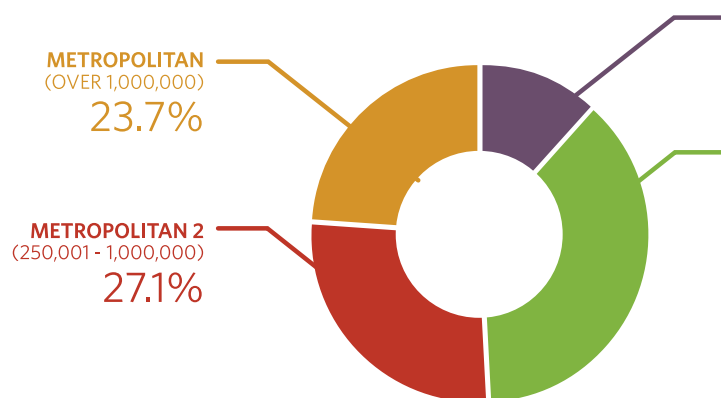
Primary Area of Specialization



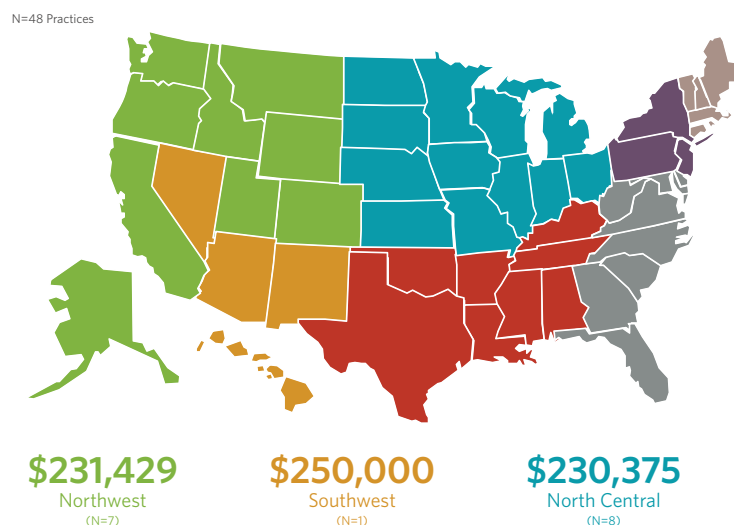
Physician Profile from AAO-HNS Survey



Practice Locations



Average Starting Salary for Physicians Following Training by Region

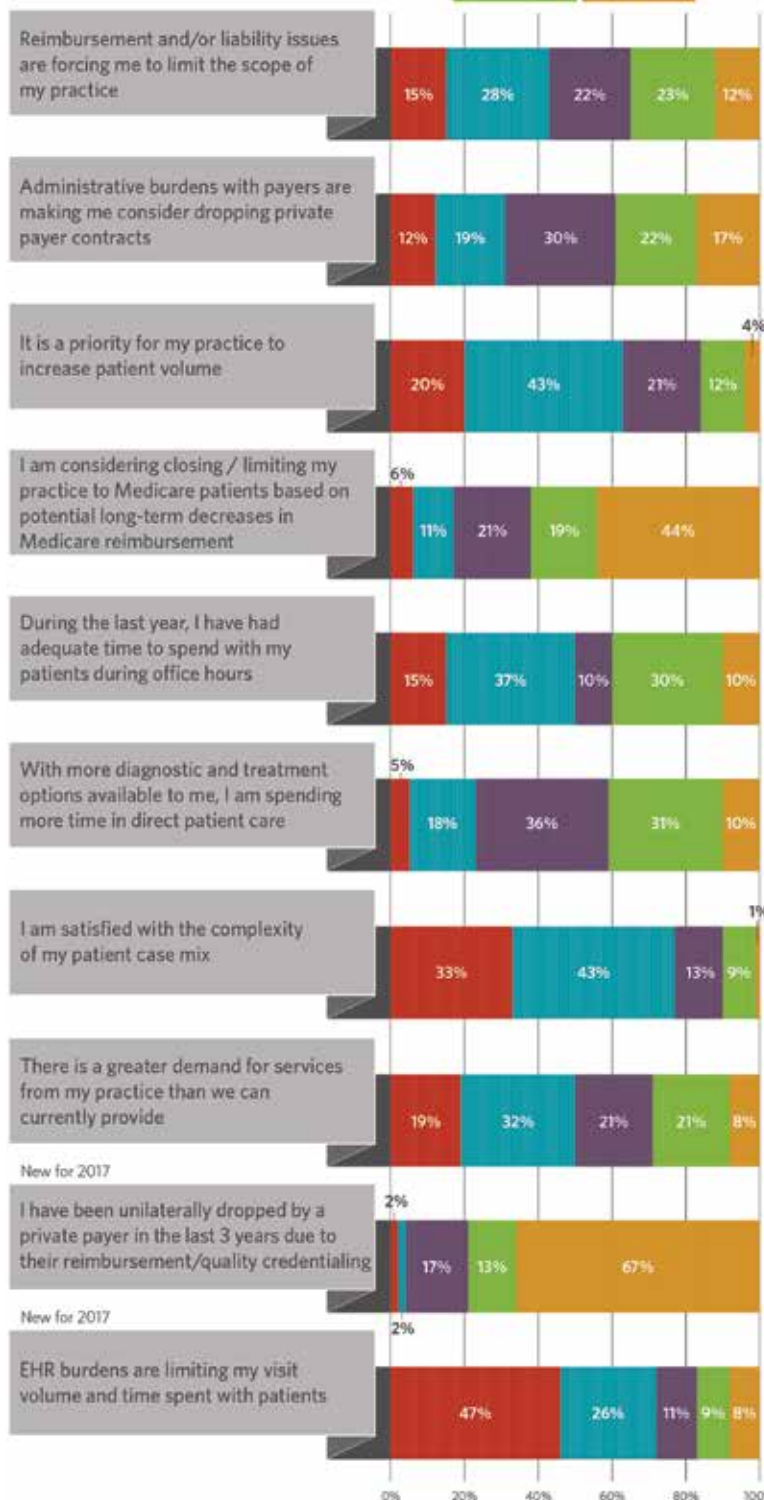


The AAO-HNS portion of the survey was sent to 7,459 physicians, of which 759 physicians responded, yielding a 10 percent response rate. The AOA portion of the survey was distributed among 707 practices, of which 59 practices responded at least partially, yielding a response rate of 8.4 percent.

Physician Data from AAO-HNS Socioeconomic Survey

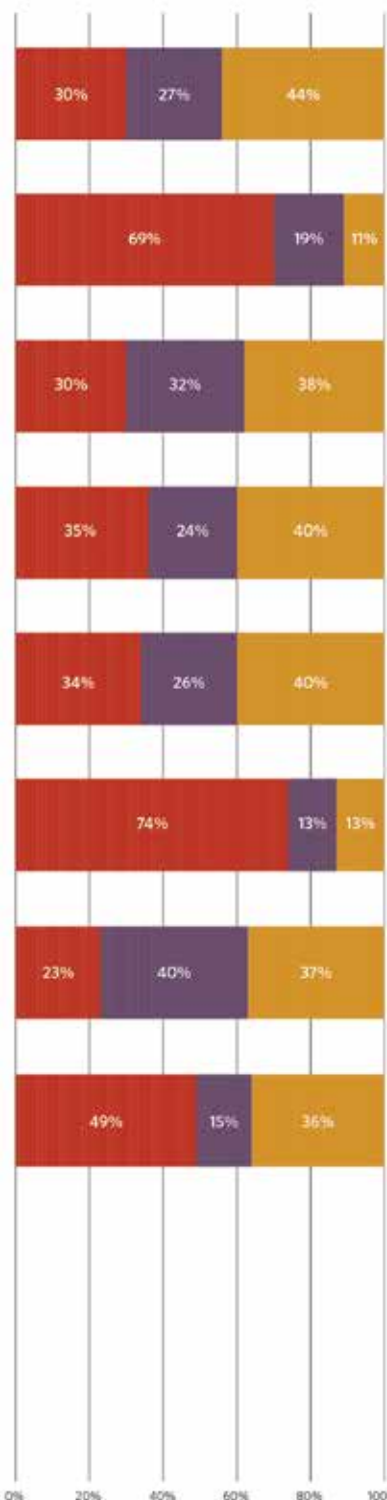
2017 SOCIOECONOMIC OPINIONS

Strongly Agree Somewhat Agree Neutral
Somewhat Disagree Strongly Disagree



2014 SOCIOECONOMIC OPINIONS

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Cognitive and implicit bias as barriers to optimal patient management

■ Karthik Balakrishnan, MD, MPH; Emily F. Boss, MD, MPH; C.W. David Chang, MD

Many factors influence how we collect, integrate, and interpret information to make clinical decisions. Some of these factors, such as our training, experience, and education, affect our conscious thought processes. Others work more subtly to push our thought processes in directions that may not always be in patients' best interests. These latter cognitive processes are called unconscious biases, and they can have a profound effect on our medical decisions and the quality of care we provide. They are present in every clinician's mind, and they are in play in every clinical interaction and decision encountered by that mind.

While cognition is an incredibly complex realm, one useful framework to understand it was proposed by Daniel Kahneman and Amos Tversky several decades ago (Tversky and Kahneman, 1974). Briefly, they suggested that the mind has two main pathways for information processing. Process 1 is a rapid, unconscious pathway that categorizes, weighs, and interprets new information through a variety of shortcuts called heuristics. For example, the availability heuristic compares new situations to examples that are easily recalled from memory in order to decide how to respond to these new situations. Process 2 involves conscious and deliberate study and situational

analysis, carefully weighing evidence, possible explanations, and potential outcomes.

Process 1 can be used very effectively, particularly by experienced master clinicians who seem to reach correct diagnoses and treatment plans in an instant, and often cannot explain how they did this. On the other hand, Process 1 heuristics might be applied inappropriately by inexperienced clinicians, leading to diagnostic or treatment decision errors. For example, an on-call junior resident may be deciding whether a patient has invasive fungal sinusitis. The resident may have only seen that disease once before, so quick comparison of the new patient to the previously experienced case may not lead to a correct diagnosis, especially if the cases do not match closely. Why do these two clinicians differ? Due to greater experiential history, the master clinician is often better able to distinguish relevant information from "red herring" information that can be disregarded. Process 1 tends to be applied most often in situations of pressure, time constraint, or distraction. Compounded by the ever-present danger of making decisions based on incomplete information, inappropriate Process 1 thinking can make physicians—even experienced physicians—potentially vulnerable to errors.

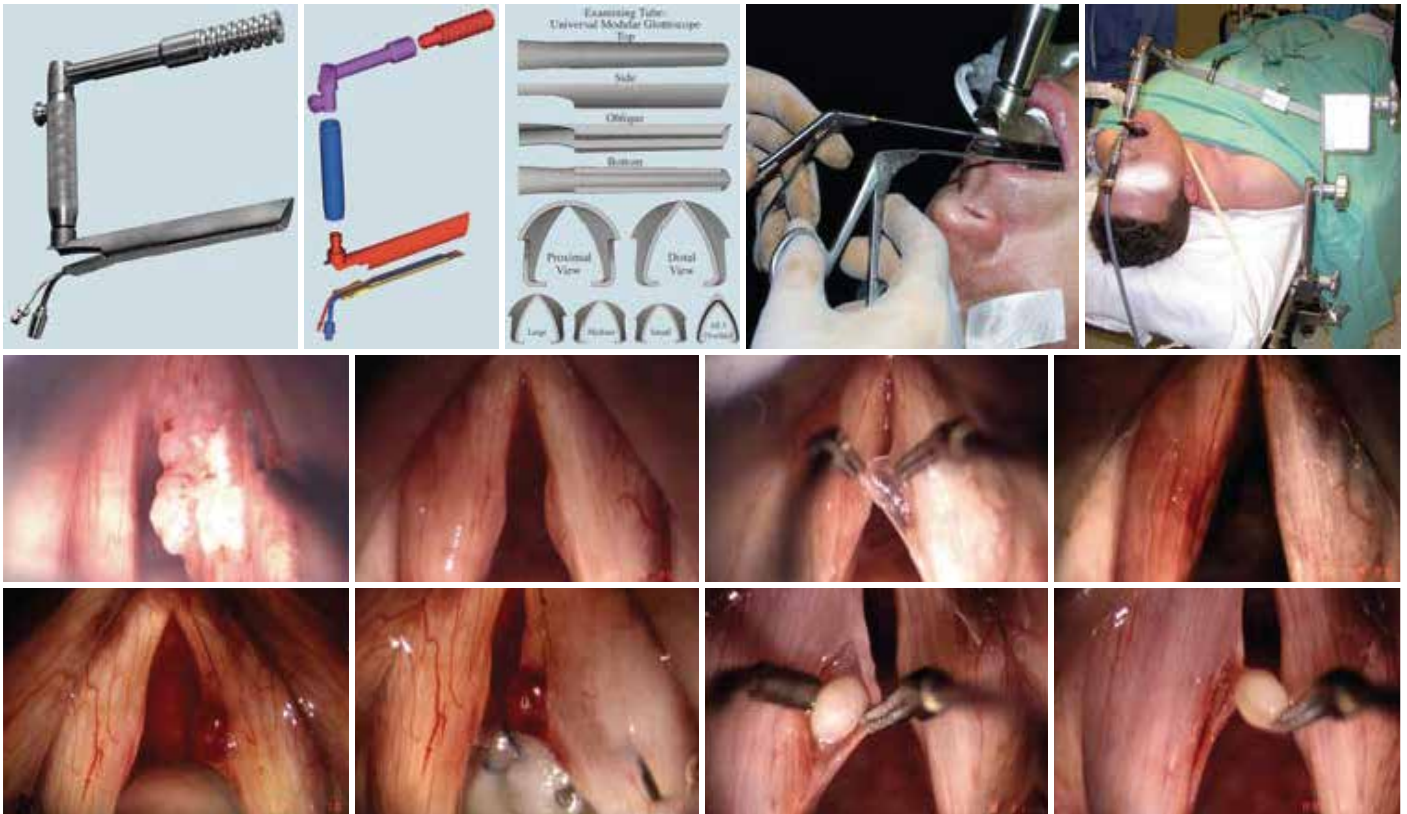
The junior resident should probably be using Process 2 thinking. Instead of overly relying on single case experience, the resident



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would do better reviewing the imaging, examining the patient, looking up information in textbooks and journal articles, and weighing alternate differential diagnoses before coming to a final diagnosis and treatment plan. This deliberative, conscious pathway is much more time- and energy-intensive than Process 1, making it less convenient in high-pressure or time-limited situations. Process 2 is often used by the mind when no obvious situations are available for comparison via Process 1.

Cognitive and implicit biases occur when the mind applies Process 1 heuristics inappropriately, leading to misinterpretation, misintegration, or misapplication of data. Cognitive biases generally apply to how we use clinical data, while implicit biases color how we use that data through the lens of an individual patient's personal characteristics, such as age, race, gender, and socioeconomic status. It is important to note that implicit biases are present in all individuals, even those who do not exhibit overt discrimination. Instead, implicit biases are a product of the society in which we grow up. These implicit biases affect not only how we perceive patients but also how we perceive colleagues. Both types of bias—cognitive and implicit—reflect the mind's inappropriate application of shortcuts to newly available information, leading to assumptions and conclusions that do not truly fit the data at hand.

These biases have clear effects on the medical and surgical care we provide. A recent study of 69 surgical “never events” cumulatively found 628 contributing human factors. Nearly 20 percent were attributed to cognitive errors, with confirmation bias being the most common (Thiels, et al, 2015). Meanwhile, implicit biases have been shown to predict important differences in management between patient groups. A well-designed 2007 study found that clinicians with higher levels of racial implicit bias were less likely to refer black patients with acute coronary syndrome for thrombolysis, even after controlling for

physician's race, self-perceived bias levels, and belief in treatment effectiveness (Green, et al, 2007).

If these biases are present in all of us and color every clinical decision we make, how do we reduce their effects in order to provide the most equitable, high-quality care possible to all our patients? The biggest steps are to become more aware and acknowledging of our biases and to more intentionally engage Process 2 cognition. This was convincingly demonstrated in a secondary analysis performed by Green, et al. When clinicians were made aware of their implicit race biases, the pattern of recommendation for thrombolysis reversed, with higher clinician bias predicting greater likelihood of referring black patients for thrombolysis (Green, et al, 2007).

Increased awareness of cognitive biases—and second guessing oneself about how the information is being processed—appears to reduce the effects of these biases. Increased awareness can be sought in multiple ways. Common “debiasing” techniques include:

- seeking honest second opinions
- assigning a “devil’s advocate” for important decisions
- framing questions correctly so the clinician doesn’t get the “right answer to the wrong question” or miss the bigger picture for the patient
- “post-settlement negotiation,” in which the clinician or team performs self-review or peer review of key decisions. (Statements provided courtesy of Ellis Arjmand, MD, MMM, PhD.)

To combat implicit bias, most strategies center on increasing empathy and avoiding burnout. These strategies shift the mind from reaching rapid Process 1 conclusions about individuals to more careful Process 2 understanding of others as individuals coming to us with their own unique motivations and circumstances. Approaches include:

- deliberately taking others’ perspectives
- pausing before assigning motives to patients or caregivers

SHARE YOUR VOICE:

Vote now for future AAO-HNS leaders

The 2018 AAO-HNS/F Annual Election eBallot is now open. Don't miss this opportunity to share your voice, cast your vote, and select the future leaders of your Academy. Your participation in the election process is essential to the strategic direction of the AAO-HNS/F. Take part and vote smart before the ballot closes on June 7.

Check your email for access to the 2018 AAO-HNS/F election ballot, personalized email voting instructions, and your private login/password information. The email will be from Election America (help+AAOHNS@election-america.com).

For more information, contact elections@entnet.org or call 1-877-722-6467.

- exposure to groups different from one's own
- awareness of the direction and magnitude of one's own implicit biases, which can be done using freely available online testing (for example at projectimplicit.org). ■

References

Green AR, Carney DR, Pallin DJ, Ngo LH, Raymond KL, Iezzoni LI, Banaji MR. Implicit bias among physicians and its prediction of thrombolysis decisions for black and white patients. *J Gen Intern Med*. 2007 Sep;22(9):1231-8. Epub 2007 Jun 27.

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Tversky A and Kahneman D. Judgment under Uncertainty: Heuristics and Biases. *Science, New Series*, Vol. 185, No. 4157. (Sep. 27, 1974), pp. 1124-1131.



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Get connected to quality!

The 2018 OTO Experience will draw on the connectivity of Research & Quality in one central location! Academy members have the advantage of an organization that recognizes the interdependent relationship between research, guidelines, measures, and the Reg-entSM clinical data registry, and one unit that coordinates it all. The Centralized Otolaryngology Research Efforts (CORE) grants program encourages young investigators to contribute to the profession's research by funding one- or two-year grants ranging from \$5,000 to \$80,000. The research from these grants feeds into the compendium of literature that is used for the well-established clinical practice guidelines (CPGs), which are recognized by physician societies around the world.

In recent years, payers and policymakers have asked how quality practice can be measured. Due to the Academy's robust foundation in CPGs, we were able to respond expeditiously. In true Academy style, members did not create just a couple of quality measures to meet the minimum requirements but developed almost 20 new measures across subspecialties—and they keep going! By 2019, the Academy will have measures for pediatric otology, neurotology, age-related hearing loss, sinusitis, allergic rhinitis, hoarseness, and rhinoplasty.

Quality measures are then programmed into the Reg-ent registry, which uses electronic health record (EHR) data to populate the measure specifications and determine each otolaryngologist's quality performance score. The Reg-ent registry allows otolaryngologists to benchmark their patient outcomes, professional performance, and care processes against other otolaryngologists across the country. Reg-ent is able to demonstrate the continuum of care from the patient's initial visit through intervention and follow up.

Over time, aggregate data collected in Reg-ent will be used for research, to inform new guidelines, and to develop new measures. These new measures will then be built into Reg-ent, allowing for additional data to be collected, analyzed, and measured—and the quality



connection continues! Stop by the Research & Quality booth co-located this year with the Reg-ent registry booth and find out how you can connect to quality! While there, meet the Reg-ent team, and learn about and use Reg-ent to engage with quality. Also hear more about Maintenance of Certification Part IV research. Reg-ent staff will be available in the Reg-ent booth in Building B, Main Lobby, fourth floor of the Georgia World Congress Center, Sunday, October 7 through Wednesday, October 10.

Join us for the Reg-ent panel discussion where panel experts will share late-breaking research and state-of-the-art developments in the Reg-ent registry (1:15 pm (ET) Sunday, October 7).

Already a Reg-ent practice? Don't miss the Reg-ent Users Group Meeting, October 7, from 9:30 am -12:30 pm (ET) to learn how to navigate and maximize the use of your Reg-ent dashboard and quality measures mapping. Meet the experts who will provide the most current information and late-breaking updates on EHR vendors. See you in Atlanta! ■

Still need a solution for MIPS 2018? Start early!

The ramp-up time to prepare practices and secure measures data for quality reporting is dependent upon the EHR solution in place within each practice, the level of cooperation of the EHR vendor, and the timeliness of both the vendor and the practice in following up on deliverables assigned during the data mapping process. We urge everyone to start now by visiting www.reg-ent.org and clicking on the *Get Started Now* button to execute your contract.

All practices and clinicians interested in reporting MIPS via the Reg-ent registry must have signed contracts in place by **July 16, 2018**.

Visit www.reg-ent.org and join today! Questions? Email reg-ent@entnet.org. ■

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OTO News to receive 2018 Gold Circle Award

■ James C. Denny III, MD

I am thrilled to share the outstanding news that the Academy's signature member e-newsletter, *OTO News*, has been selected to receive the 2018 Gold Circle Award in the category of "E-Newsletters" from the American Society of Association Executives. The Gold Circle Award program recognizes excellence in marketing, membership, and communication programs produced by associations.

There is great value in this award. It represents the Academy's ongoing commitment to provide members first-rate and personalized information impacting you, the specialty, and the patients you treat.

This award reflects the exceptional dedication of the Academy staff to deliver important information to our members using personalized,



state-of-the-art technology. We are elated to share this award with the entire membership as a celebration of our commitment to innovation.

A special thank you goes to the Communications and Information Technology Business

“

We are elated to share this award with the entire membership as a celebration of our commitment to innovation.

”

Units and to all Academy staff who contribute to *OTO News*.

https://www.asaecenter.org/about-us/news_releases/2018/april/asaec-announces-2018-gold-circle-awards-winners. ■



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Registration is open for the AAO-HNSF 2018 Annual Meeting & OTO Experience

Don't miss the AAO-HNSF 2018 Annual Meeting & OTO Experience, October 7-10, at the Georgia World Congress Center in Atlanta, Georgia! Last year's meeting welcomed more than 7,000 attendees from more than 80 countries around the world. This year's meeting will feature more ground-breaking education programming than ever before, giving you unmatched access to pioneering research, the latest clinical practice guidelines, and the most advanced technologies in otolaryngology!

Over the course of four days, you will receive exclusive access to original research, take part in stimulating and engaging exchanges with otolaryngology experts, and expand your professional network with colleagues from around the world.

The official program begins on Sunday, October 7 at 8:30 am (ET) and concludes on Wednesday, October 10 at 12:15 pm (ET).

Meeting location

The conference will take place in Buildings A and B of the Georgia World Congress Center, 285 Andrew Young International Boulevard, NW, Atlanta, GA 30313.



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Continuing medical education credit

Planned and implemented in accordance with the Essential Areas and Policies of the Accreditation Council for Continuing Medical Education (ACCME), the AAO-HNSF is accredited by the ACCME to provide continuing medical education for physicians. Up to 26 credits will be awarded to physicians when documented by the submission of the AAO-HNSF 2018 Annual Meeting & OTO Experience evaluation. ■



Physician wellness sessions

Expert Series

- Physician Wellness and Managing Burnout
- Mentorship, Sponsorship, and Coaching: How to Engage and Support for Wellness and Vitality
- Reduce Stress and Increase Morale in Your Practice

Panel Presentations

- Moving from Burnout to Wellness
- Combating Burnout: Lessons Learned from Integrative Medicine
- Mindfulness for Wellness: What Is the Evidence
- Spheres of Influence: Expanding Your Impact in Combating Physician Burnout

Scientific Oral Abstract

- Current Wellness Practices among Otolaryngology ■





Program information

The education program is divided into 11 distinct specialty areas, allowing you to focus within your specialty or expand your knowledge in other areas.

BMP	Business of Medicine/Practice Management
ES	Endocrine Surgery
FPRS	Facial Plastic and Reconstructive Surgery
GO	General Otolaryngology
HNS	Head and Neck Surgery
LBE	Laryngology/Broncho-Esophagology
ON	Otology/Neurotology
PSQI	Patient Safety and Quality Improvement
PED	Pediatric Otolaryngology
RA	Rhinology/Allergy
SM	Sleep Medicine

Our groundbreaking education program formats have been enhanced for this year's meeting. Check out the latest offerings:

- **International Symposia.** International symposia are one-hour panel discussions featuring expert international panelists involving interactive, in-depth, state-of-the-art presentations employing a variety of didactic and interactive education formats.
- **Panel Presentations.** Previously named "Miniseminars," these discussion sessions are one or two hours (Part 1 and Part 2), presented by panelists involving interactive, in-depth, state-of-the-art presentations.
- **Expert Series.** Formerly known as "Instruction Courses," Expert Series are one- or two-hour (Part 1 and Part 2) sessions led by recognized experts on current diagnostic approaches, therapeutic approaches, and practice management topics.
- **Scientific Oral Presentations.** A series of three- to six-minute presentations focuses on current evidence-based research, surgical procedures, and approaches in clinical sciences and their application to patient care. Each presentation will conclude with two minutes of audience questions and answers.
- **Scientific Posters.** These visual displays detail the latest advancements in otolaryngology research and allow viewers the

AAO-HNSF's "green" conferences



The AAO-HNSF is committed to supporting and encouraging sustainable practices and environmentally friendly "green" conferences. In 2018, we are proud to announce that we will be reducing our carbon footprint by eliminating some printed collateral materials, including the Final Program. The Annual Meeting mobile app will include everything you need to know to navigate the Annual Meeting and more. We also encourage all conference attendees to deposit their names badges in designated recycling bins before leaving Atlanta. ■

opportunity to appraise and assimilate scientific evidence for improved patient care practices. Poster authors will be at their boards during specific times on Monday and Tuesday to discuss their findings.

- **Masters of Surgery Video Presentations.** A 60-minute time slot will include six lectures for these demonstration videos of key surgical procedures performed by otolaryngologist-head and neck surgeons. Each presentation will conclude with two minutes of audience questions and answers.
- **Flash Talks.** New this year! These TED-style presentations will feature panelists, followed by a moderator-driven discussion of case management studies to spark audience participation.
- **Specialty Society Forums.** With specialty unity as a focus, each year we will highlight specialty societies and their unique education content. This year, the three specialty societies—American Academy of Facial Plastic and Reconstructive Surgery (AAFPRS), American Academy of Otolaryngic Allergy (AAOA), and American Broncho-Esophagological Association (ABEA)—will present tailored content in their dedicated sessions. ■



Schedule at a glance

	October 6 SATURDAY	October 7 SUNDAY	October 8 MONDAY	October 9 TUESDAY	October 10 WEDNESDAY
6:00 am			OTOs on the Run		
7:00 am		Sunrise Yoga			
8:00 am	Committee Meetings Thyroid & Parathyroid Ultrasound Workshop Endoscopic Ear Surgery and Eustachian Tube Balloon Dilation Workshop	Committee Meetings	Education Sessions	SRF General Assembly	Education Sessions
9:00 am		Education Sessions	Education Sessions		Education Sessions
10:00 am		Education Sessions	AAO-HNSF Education Offering Conley Lecture Committee Meetings Poster Viewing	Neel Lecture Committee Meetings Poster Viewing	Education Sessions
11:00 am		Education Sessions	WIO General Assembly	OTO Experience	Education Sessions
12:00 pm		Lunch in the OTO Experience	Lunch in the OTO Experience		
1:00 pm		Education Sessions	Education Sessions		
2:00 pm		Legends Lecture Committee Meetings	YPS and IAB General Assemblies AAO-HNSF Education Offerings Paparella Lecture Committee Meetings Poster Viewing		
3:00 pm		Education Sessions	SIM Tank Education Sessions		
4:00 pm					
5:00 pm		Welcome Ceremony	Simulation Reception and Showcase	Education Sessions	
6:00 pm	BOG Reception				
7:00 pm		President's Reception	AAO-HNS Career Fair	Alumni Receptions	



Pre-conference workshops and networking

Pre-conference workshops

Back by popular demand, Saturday will feature two encore pre-conference workshops, **Endoscopic Ear Surgery and Eustachian Tube Balloon Dilation Workshop** and **Thyroid, Parathyroid, and Neck Ultrasound Workshop**, and the **Simulation Experience**. Visit www.entannualmeeting.org for prerequisites, details, and pricing.

Saturday afternoon will also feature a program developed with the American Laryngological Association (ALA) and the American Broncho-Esophagology Association (ABEA). Geared toward residents, this education opportunity will conclude with an intimate reception.

Networking opportunities

At #OTOMTG18, not only will you have access to superior research and education, you will also have time to reconnect with your colleagues to discuss the latest research, patient care, and surgical techniques. Here's a preview of this year's exciting events:

- The **Welcome Ceremony** (previously known as the Opening Ceremony) will be held on Sunday, October 7 at 5:00 pm (ET).
- The **President's Reception** combining recognition of the Past Presidents and the International Reception will be held at the Georgia Aquarium Sunday evening. This inaugural event creates a wonderful opportunity for more networking earlier in the week.
- Held Sunday through Tuesday, **Lunch with the Experts** will give you more opportunities to gain insightful knowledge from leaders in the industry. Check the Annual Meeting website for a full list of the Lunch with the Experts offerings.
- For allergy enthusiasts, the Academy is offering **Botany Walking Tours** supported by ALK, Inc., on Saturday and Monday. Participants will be guided on a walking tour of the Atlanta area with a noted botany expert. Individuals will explore spectacular gardens and plant collections of this southern city with a focus on patient ailments.
- Join your colleagues Sunday morning for an enlightening **Sunrise Yoga** experience that will help you prepare for the upcoming days of education.
- The **OTOs on the Run 5K** is open to all conference attendees. Participants will receive a shirt, a runner's bib, and post-race nourishment.
- Monday evening, the **Simulation Reception and Showcase** event highlights innovative and novel otolaryngology simulation projects. Tabletop simulator demonstrations and PowerPoint presentations will be on display to highlight individual and team accomplishments in simulation.
- **Alumni Night** is the perfect place to reconnect with your friends and colleagues from your alma mater. This year's reception will take place in the Omni Hotel at CNN Center's Atrium on Tuesday, October 9, 6:30 - 8:00 pm. ■

Medical equipment donation program

With an emphasis on improving the quality of life of people, communities, and health-care facilities and hospitals in low-resource areas around the globe, the AAO-HNSF is proud to be partnering with MedShare, a 501c(3) humanitarian aid organization. MedShare delivers vital medical supplies and equipment to more than 100 deserving countries to better the lives of patients.

Donations of medical equipment and supplies will be accepted in advance or onsite at the Annual Meeting. A MedShare donation container will be onsite in the OTO Experience exhibit hall, October 7-9. Your tax-deductible gift will save lives by strengthening healthcare around the world.

For more information, please contact Rebecca Dobbins, Director of Global Affairs, at humanitarian@entnet.org. ■

Connect with your colleagues before the Annual Meeting

- Follow Us! @AAOHNS on Twitter. Tweet about the 2018 Annual Meeting & OTO Experience using #OTOMTG18.
- Check out the AAO-HNS/F Facebook page at facebook.com/AAOHNS to connect with other attendees and share your 2018 Annual Meeting experiences.
- Join the members-only open forum at www.entnet.org/ENTConnect to connect with your peers, participate in timely discussions, and build your Academy community network.
- Subscribe to the AAO-HNS/F YouTube channel at www.youtube.com/aaohns for Academy video offerings.



Network with otolaryngology's finest at the Georgia Aquarium

Kick off the first evening of the AAO-HNSF 2018 Annual Meeting & OTO Experience at the largest aquarium in the Western Hemisphere, housing more than 100,000 animals in over 10 million gallons of water! The President's Reception will combine with recognition of the Past Presidents and the International Reception (previously held Tuesday evening) at 6:30 pm (ET) on Sunday, October 7, at the Georgia Aquarium. The new date creates the opportunity for meeting and greeting earlier in the week.

This is your chance to “find Nemo” and to encounter sharks, stingrays, and jellyfish—oh

my! From Southern sea otters to African penguins, to beluga whales, to harbor seals, you won't want to miss this opportunity to network with otolaryngology's finest among these magnificent ambassadors of the sea.

Before attending the President's Reception, please join us at the Georgia World Congress Center for the Welcome Ceremony (previously known as the Opening Ceremony) at 5:00 pm (ET) on Sunday, October 7. The Welcome Ceremony provides a seamless transition to the President's Reception, as the Georgia Aquarium is only a short walk from the Georgia World Congress Center. ■

Georgia Aquarium galleries and exhibits

Cold Water Quest

Check out curious animals such as Australian weedy sea dragons, garibaldi damselfish, Japanese spider crabs, sea otters, African penguins, and harbor seals.

Ocean Voyager Built by The Home Depot

This exhibit features 6.3 million gallons of salt water with four whale sharks, four manta rays, and thousands of other unique fish.

Southern Company River Scout

Say hello to albino alligators, visit an emerald tree boa, and take a close-up look at the razor-sharp teeth of piranhas.

Tropical Diver

The Georgia Aquarium recommends visiting this exhibit last. Colorful reef fish, garden eels, and mesmerizing jellyfish make this exhibit a relaxing experience. ■

Deals and discounts

- **Early price** – postmarked on or before July 16: member price, \$775; non-member price, \$1,110
- **Advance price** – postmarked on or before September 6: member price, \$1,110; non-member price, \$1,610
- **Regular price** – member price, \$1,240; non-member price, \$1,790

Registration deals

- \$100 discount for guests of honor—Colombia, Japan, Portugal, and South Africa
- Military members pay the early rate at all times
- Life and retired AAO-HNS members receive \$100 discount



This year's Annual Meeting & OTO Experience is one not to miss. Join in the excitement by registering and booking your hotel room today at www.entannualmeeting.org, and we'll see you October 7-10, in Atlanta, Georgia.

REGISTRATION RATES	EARLY MAY 7 - JULY 16		ADVANCE JULY 17 - SEPTEMBER 6		REGULAR SEPTEMBER 7 - OCTOBER 10	
	FULL	DAILY	FULL	DAILY	FULL	DAILY
MEMBER						
Domestic						
Physicians/Non-Physician Clinicians	\$775	\$390	\$1,110	\$440	\$1,240	\$495
Resident/Fellow-in-Training/Medical Student *	\$335	\$155	\$460	\$165	\$510	\$195
International						
Physician/Non-Physician Clinician	\$675	\$290	\$1,010	\$340	\$1,140	\$395
Resident/Fellow-in-Training/Medical Student *	\$235	\$155	\$360	\$165	\$410	\$195
International Lower Middle and Lower Income						
Physician/Non-Physician Clinician	\$506	\$218	\$758	\$255	\$855	\$296
Resident/Fellow-in-Training/Medical Student *	\$176	\$116	\$270	\$124	\$308	\$146
NON-MEMBER						
Domestic						
Physicians/Non-Physician Clinicians	\$1,110	\$575	\$1,610	\$640	\$1,790	\$720
Resident/Fellow-in-Training/Medical Student *	\$555	\$270	\$780	\$300	\$875	\$345
International						
Physician/Non-Physician Clinician	\$985	\$450	\$1,385	\$450	\$1,650	\$580
Resident/Fellow-in-Training/Medical Student *	\$430	\$145	\$530	\$145	\$735	\$205
International Lower Middle and Lower Income						
Physician/Non-Physician Clinician	\$739	\$338	\$1,039	\$338	\$1,238	\$435
Resident/Fellow-in-Training/Medical Student *	\$323	\$109	\$398	\$109	\$551	\$154
OTHER						
OTO Experience Daily pass	\$100		\$125		\$150	
Guests	\$225		\$255		\$285	
Exhibitor Full Access Pass	\$865		\$1,365		\$1,530	
PRE-CONFERENCE WORKSHOPS						
Endoscopic Ear Surgery and Eustachian Tube Balloon Dilation Workshop, Saturday, October 6th						
MEMBER						
Physicians/Non-Physician Clinicians	\$1,150 Full-day			\$450 Didactic Only		
Resident/Fellow-in-Training/Medical Student*	\$475 Full-day			\$225 Didactic Only		
NON-MEMBER						
Physicians/Non-Physician Clinicians	\$1,350 Full-day			\$550 Didactic Only		
Resident/Fellow-in-Training/Medical Student*	\$575 Full-day			N/A		
Thyroid, Parathyroid, and Neck Ultrasound Workshop, (Prerequisite Course Required), Saturday, October 6th						
MEMBER						
Physicians/Non-Physician Clinicians				\$1,425		
Resident/Fellow-in-Training/Medical Student*				\$710		
NON-MEMBER						
Physicians/Non-Physician Clinicians				\$1,640		
OTHER						
Yoga				\$25		
5K Run				\$75		
Simulation Experience				\$50 / \$75 / \$100		
* Verification is required for all non-member residents/fellows-in-training/medical students. Visit our website at www.entannualmeeting.org for registration policies. Only available to registered attendees at this special rate. Guests of Honor (Colombia, Japan, Portugal, and South Africa) and AAO-HNS/F Life and Retired Members will receive \$100 off their registration. AAO-HNS Military Members will be charged the Early Rate regardless of when they register.						



Exhibit hall

Exploring the OTO Experience is a once-a-year opportunity to expand your horizons. With advancements in robotics, mobile x-ray imaging, and even regenerative medicine solutions, the OTO Experience is the place to be.

Meant for employers and job seekers, the **ENT Careers Live!** booth provides an opportunity to recruit candidates and find a job. We encourage all Annual Meeting participants to take advantage of this trusted otolaryngology employment resource.

The **ENT OTC Pavilion** provides an opportunity for otolaryngologists to explore the drug store. Featuring over-the-counter products, this pavilion will help you provide resources to your patients.

In line with the Academy and Annual Meeting initiatives, the new **Physician Wellness Zone** will focus on products and services that speak to the health and well-being of our wonderful surgeons and physicians.

Continuing our “future” theme from 2017, the **Practice of the Future Pavilion** will give you a glimpse into your future work environment. Premiering emerging technology and services, the Pavilion lets you explore the waiting

room, examination room, operating room, and education/training room of the future.

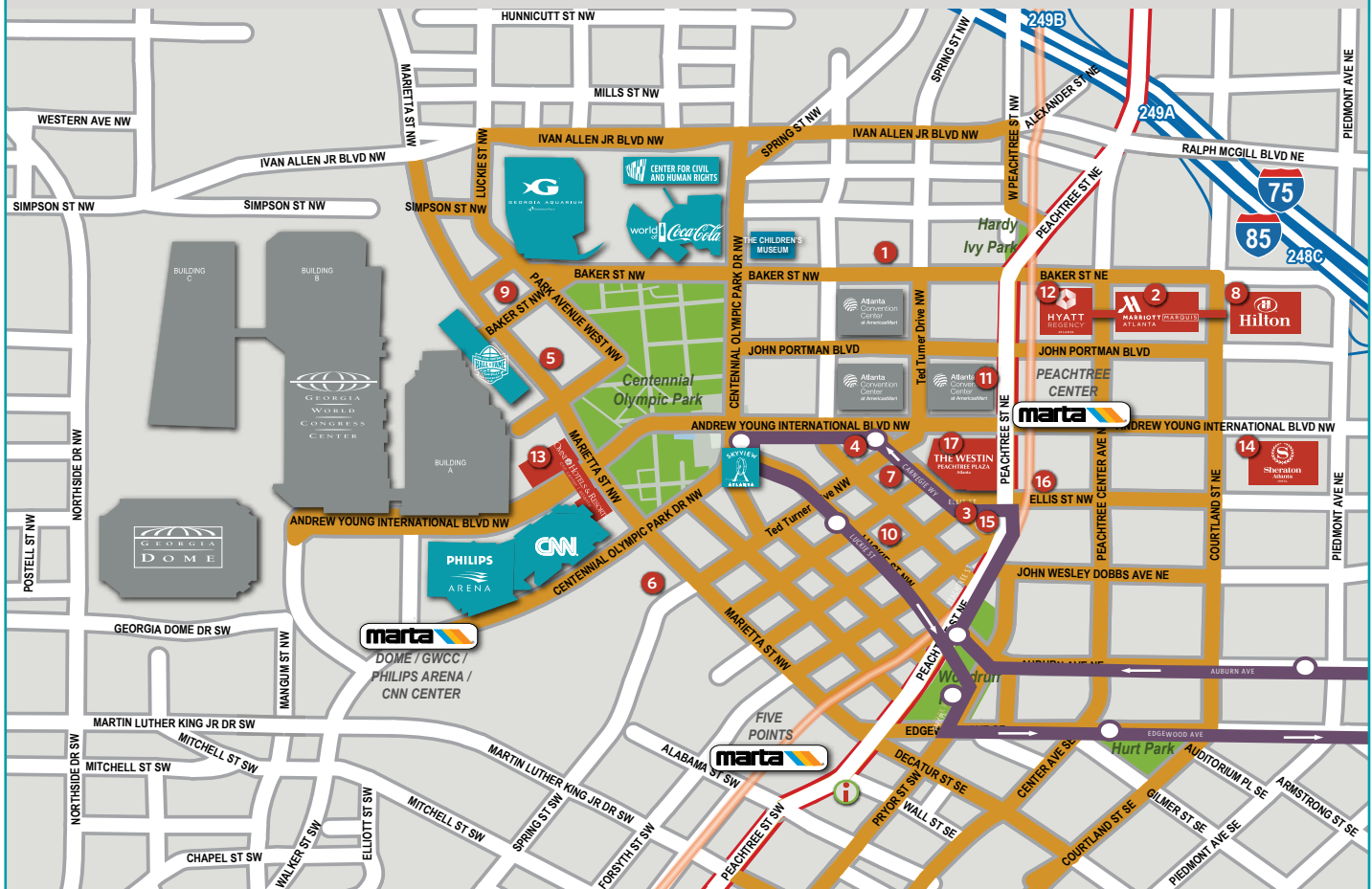
Our **Mobile BioSkills Lab** is also expanding, with the capability to invite more participants for actual hands-on training using the same tools you utilize daily.

Medical simulation is the modern-day methodology for training healthcare professionals with advanced technology. The **Simulation Zone** features a collection of medical simulation devices created to hone physicians’ skills.

The OTO Experience needs to be visited multiple times during your stay in Atlanta. Don’t miss out on the added educational value waiting for you! ■

Hotel map

1. Aloft Atlanta Downtown
2. Atlanta Marriott Marquis
3. Courtyard by Marriott Atlanta Downtown
4. Doubletree Atlanta Downtown
5. Embassy Suites Atlanta at Centennial Park
6. Glenn Hotel
7. Hampton Inn Atlanta Downtown
8. Hilton Atlanta
9. Hilton Garden Inn Atlanta Downtown
10. Holiday Inn Express and Suites Atlanta Downtown
11. Hotel Indigo Atlanta Downtown
12. Hyatt Regency Atlanta
13. Omni Hotel at CNN Center (Headquarter Hotel)
14. Sheraton Atlanta
15. The Ellis Hotel
16. The Ritz Carlton, Atlanta
17. Westin Peachtree Plaza
- Atlanta Streetcar





Only in Atlanta

In 2014, Atlanta saw the downtown opening of three major new attractions—the Center for Civil and Human Rights, the College Football Hall of Fame, and the Chick-fil-A Fan Experience. These new attractions sit adjacent to Centennial Olympic Park and join other entertainment options such as the Georgia Aquarium and the World of Coca-Cola.

One thing in Atlanta hasn't changed, and that's how easy it is to get into town. Atlanta is America's most accessible city with direct, non-stop service to more than 150

destinations in the United States—80 percent of those within a two-hour flight. It's also the country's second-busiest airport for international flights.

With all the only-in-Atlanta activities around, you're sure to work up an appetite. In Atlanta, the dinner table is the city's social scene, and award-winning chefs are reinventing southern style with locally sourced menus and down-home inspiration. Atlanta serves up dishes from the new kitchen of the old south, putting a new spin on grandma's traditional favorites. ■

Download the mobile app

For the latest conference information, visit the Annual Meeting website and download the mobile app.

www.entannualmeeting.org



5 reasons you can't miss Atlanta



A blend of unique and vibrant neighborhoods

Visitors are drawn to the attractions downtown, but there are many other neighborhoods worth exploring. Visit Buckhead to shop until you drop and to sip craft cocktails. Atlanta's Eastside is one of the hippest areas in town with a fun and funky vibe. Midtown is the heart of Atlanta's arts, but also houses trendy boutiques and chic bars. You'll find the latest interior design shops in the Westside, known as the Design District.



A city with a rich history

Travel back in time at Atlanta's historic sites, landmarks, and museums. Catch a show or take a tour at the historic Fox Theatre. The Atlanta History Center is a 32-acre attraction featuring award-winning exhibitions, two historic houses, the Centennial Olympic Games Museum, and much more. The Center for Civil and Human Rights connects the American civil rights movement to current global human rights issues.



Sports provide year-round live entertainment

With six professional sports teams and top-notch stadiums and venues, Atlanta is a sports enthusiast's dream come true. Check out the new Mercedes-Benz Stadium or explore the College Football Hall of Fame and Chick-fil-A Fan Experience, which houses 30,000 square feet of exhibit space in addition to a 45-yard indoor football field.



Dining and nightlife scenes offer something for everyone

Around every Atlanta corner, you're bound to find something different—from American-style cuisine, to traditional southern fare, to classic steakhouses. Whether you're in the mood for something specific or are eager to explore top-rated restaurants, you'll find exactly what your taste buds are craving.

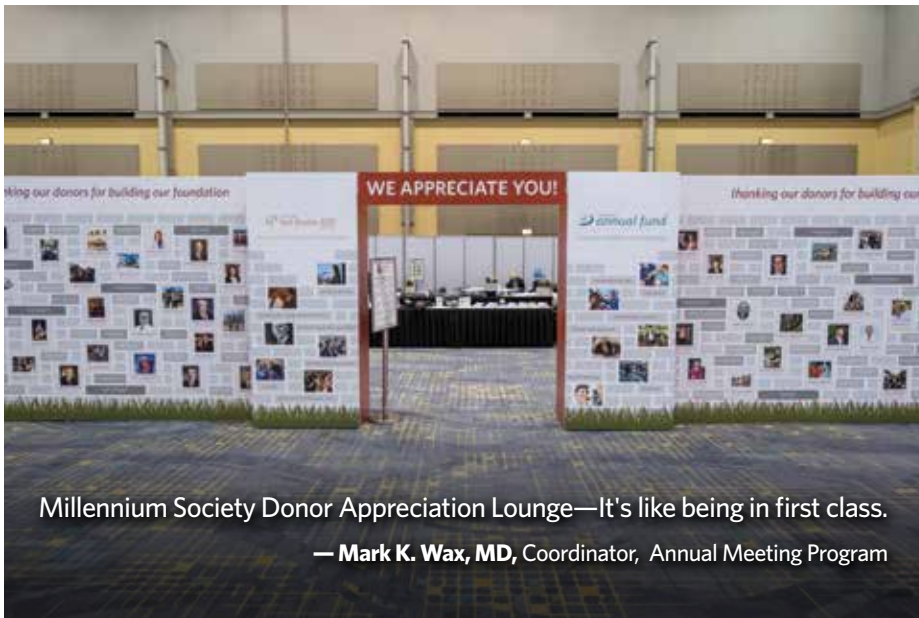


One of America's most accessible cities

More than 150 destinations in the United States offer non-stop service to Atlanta, 80 percent within a two-hour radius. Atlanta is also a large international hub—75 destinations from six continents offer non-stop service. Once you land, you're less than 20 minutes from the heart of the city with easy public transportation on the MARTA or taxis and shuttles.



Attend #OTOMTG18 as a Millennium Society Donor



Millennium Society Donor Appreciation Lounge—It's like being in first class.

— Mark K. Wax, MD, Coordinator, Annual Meeting Program

Become a Millennium Society Donor today and take advantage of the **Millennium Society Donor Appreciation Lounge** while you are at #OTOMTG18—a quiet place to relax, dine, recharge, and get away from the crowds without having to leave the convention center. This is an exclusive benefit available only to Millennium Society Donors.

The **AAO-HNS foundation** hosts the **Millennium Society Donor Appreciation Lounge** for our major donors, the VIPs of the **AAO-HNS foundation** who have generously donated to the **foundation** in support of and to create a tradition of giving back to the specialty. Their charitable gifts to the Annual Fund and to the Hal Foster, MD Endowment help ensure the stability of the **AAO-HNS foundation** today and the advancement of the specialty for generations to come.

The **Millennium Society Donor Appreciation Lounge** is conveniently located onsite at the Georgia World Congress Center,

the heart of all #OTOMTG18 activity. It provides a quiet area to:

- Relax and connect with your colleagues
- Enjoy a hot and cold breakfast and lunch buffet, Sunday through Wednesday
- Conduct a personal meeting
- Check messages
- Charge your devices

Move up to first class! Join your colleagues in giving back to your specialty by donating today at www.entnet.org/donate. Become a Millennium Society Donor with a contribution of at least \$1,000 to the Annual Fund (\$250 for residents and young physicians) or at least \$5,000 to one of the Hal Foster, MD Endowment funds. To learn more about the Millennium Society and other donor exclusive benefits, go to www.entnet.org/content/millennium-society

Please reach out to the Development team at development@entnet.org with any questions. We hope to welcome you in the **Millennium Society Donor Appreciation Lounge** in October! ■

What your colleagues are saying about the Millennium Society Donor Appreciation Lounge...

"I find the Millennium Lounge to be a welcoming change from the hustle and bustle of the Annual Meeting and an opportunity to connect more privately with colleagues and others. The camaraderie, food, and additional opportunities for engagement can only occur in that kind of setting when necessary. Also, the additional resources like internet access and computer stations are very helpful. The staffing, facilities, food service, etc., are outstanding and always very favorably viewed by those attending."

— Gavin Setzen, MD

"Great lounge, great food, great place to sit and answer emails and/or chat with colleagues."

— Carol R. Bradford, MD

"It is an oasis of sanity, if not serenity."

— Brian J. McKinnon, MD, MBA

"A great environment for networking and interviewing candidates without having to spend time looking for other venues."

— Cherie-Ann O. Nathan, MD



Registration & Housing Opened 3/1/18!

7TH Annual Summer Sinus Symposium

The Best Sinus Course in the World: Improving Rhinology from Office to OR



July 12-14, 2018
The Westin Seattle, Seattle, WA

Course Directors:
Greg Davis, MD, FARS
Marc Dubin, MD, FARS
Douglas Reh, MD, FARS

MEETING HIGHLIGHTS:

• **Keynote Speaker:** Albert Merati, President Elect AAO

• **Signature Social Event –**
Chihuly Glass Museum

- Cadaver Prosections
- Primary frontal sinus surgery: To do, or not to do?
- Second chances: Finding success in revision sinus surgery
- Would you do this in your office?
- Nasal polyps, our nemesis
- Complications of endoscopic sinus surgery: Managing the worst-case scenario

- Surgical failures after a textbook surgery: The chronically infected sinus
- Coding controversies. How would I code this? A case based panel
- Cough, throat clearing, and postnasal drip; tips for treatment of these challenging symptoms
- I don't have migraines, Doc, I have sinus headaches
- Balloon Dilation: From sinuses to eustachian tubes
- Topical therapies for chronic rhinosinusitis
- Prednisone: Friend and foe
- Epistaxis, hemostasis and HHT
- Epiphora – I'm really not crying

- Technical tips for successful orbital decompression
- Defining Appropriate Medical Therapy for CRS
- Understanding the International Consensus on Allergy and Rhinology Statements... and the most recent Allergic Rhinitis installment
- Controversies in allergy testing and immunotherapy: Challenging traditional practice
- The functional nose: When to do more than septoplasty and turbinate reduction
- Contemporary approaches to the turbinates, nasal septum, and nasal obstruction

- Endotypes matter in CRS management
- Asthma update: What every ENT should know about state of the art asthma treatment
- Runny noses: A comprehensive approach to the medical and surgical treatment of pediatric sinusitis
- Management of CSF Rhinorrhea
- Frontal drill out: When, why and how
- Complex inflammatory sinusitis cases: Case presentations
- Pituitary surgery: Pearls and Pitfalls
- Skull base cases: Case presentations

ANCILLARY NON-CME & Social Events

THURSDAY, 7/12/18

5:15 - 6:15pm
Accurant Evening Symposium
Leveraging New Advancements in 3D ENT Navigation

FRIDAY, 7/13/18

7:30 - 8:30am
Intersect ENT Breakfast Symposium
Advancing Care for Recalcitrant Polypoid Patients with Evidence-based Innovation

12:00 - 1:00pm
Arrinex Lunch Symposium
Chronic Rhinitis: Neurophysiology and New Treatment Paradigms

12:00 - 1:00pm
Cook Medical Lunch Symposium
Nasoseptal Flap Donor Site Repair Using Biologic Grafts

12:00 - 1:00pm
Entellus Medical Lunch Symposium
Enhanced Experiences for Sinusitis, Eustachian Tube Dysfunction, and Nasal Airway Obstruction Sufferers: Incorporating Less Invasive Technologies to Unlock Site of Service Flexibility

1:00 - 2:30pm & 3:00 - 4:30pm
Entellus Medical Cadaver Lab
Expanding Treatment Options for Sinusitis, Eustachian Tube Dysfunction and Nasal Airway Obstruction Sufferers; A Hands-On Lab

1:00 - 3:00pm & 4:00 - 6:00pm
Medtronic Cadaver Lab
Navigated In-Office Sinus Surgery

1:00 - 2:30pm & 3:30 - 5:00pm
Olympus Cadaveric Lab
Enhanced Visualization in Advanced Surgery Techniques for Practicing Rhinologists

1:00pm Lecture; Labs 2:30 - 3:30pm & 3:30 - 4:30pm
Stryker Lecture and Mobile Lab
Frontal Sinus Masterclass Using Building Blocks® Anatomy Planning and Target Guided Surgery Dissection

6:30 - 8:00pm
Women in Rhinology Networking Event

SATURDAY, 7/14/18

7:30 - 8:30 am
OptiNose Breakfast Symposium

12:00pm - 1:00pm
ALK, Inc. Lunch Symposium
New Advances in House Dust Mite Allergy Treatment – Expanding Use of Immunotherapy

Details at <http://www.american-rhinologic.org/sss>

Contact: Wendi Perez, Executive Administrator, ARS, PO Box 269, Oak Ridge, NJ 07438 | Tel: 973-545-2735 | Fax: 973-545-2736 | wendi@amrhso.com

www.american-rhinologic.org

The Charleston Course at the Beach!

8th Annual Otolaryngology Literature Update

Medical University of South Carolina
July 13 - 14, 2018 | Kiawah Island Golf Resort, SC

How does a busy clinician stay current in our rapidly expanding specialty?

Our 8th Annual Literature Update Course is designed to help!

- Expert critical assessments of over 100 of the past year's most relevant, current evidence-based publications
- Lectures and discussions that will evaluate best practices and strategies for how to translate the evidence into practice

Our faculty members will cover the specialty in 15 lectures over two half days with emphasis on the "pearls" important to your practice. We hope you will join us in a beautiful location along the South Carolina coast this July!

Paul R. Lambert, M.D.

Paul R. Lambert, M.D., Professor & Chair



Otolaryngology – Head & Neck Surgery
Contact: 843-876-0943 • Email: tayloju@musc.edu
Website: ENT.musc.edu



EMORY
UNIVERSITY
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MEDICINE

Atlanta, GA, USA

Department of Otolaryngology – Head and Neck Surgery

Course Director:

Esther X. Vivas, MD

Course Faculty:

Esther X. Vivas, MD

C. Arturo Solares, MD

Kavita Dedhia, MD

Douglas E. Mattox, MD

Malcolm D. Graham, MD

N. Wendell Todd, MD, MPH

Temporal Bone Surgical Dissection Courses

5 Day Courses

October 1-5, 2018

March 25-29, 2019

October 28-Nov 1, 2019

Fee: \$1800 Physicians in Practice

\$1500 Residents (with letter from chief)

CME: 45 Category 1 Credits

For more information, please visit our website at:

www.otolaryngology.emory.edu

or you may email us at:

emoryotolaryngology@emory.edu



HEALTH
UNIVERSITY OF UTAH

24th ANNUAL UTAH OTOLARYNGOLOGY UPDATE

June 22-23, 2018, Salt Lake City, UT

Guest Speakers:

Ken Kazahaya, MD, MBA, FACS
Steven Gray Memorial Lecturer
University of Pennsylvania

Bradley W. Kesser, MD
James Parkin Lecturer
University of Virginia School of Medicine

J. Regan Thomas, MD, FACS
David Dolowitz Memorial Lecturer
Northwestern University

For more information, visit:

<http://medicine.utah.edu/surgery/otolaryngology/conferences/otolaryngology-update/>

NOW HIRING Otolaryngologist



Live and work amidst the beauty of scenic central Maine where you're just a short drive away from ski resorts, lakes and rivers, award-winning golf courses, abundant hiking, and the beautiful Maine coast. We're located just an hour north of Portland, Maine's largest city, and three hours from Boston.

- Seeking strong generalist BC/BE ENT/Otolaryngologist to join established practice
- Adult and pediatric patients, strong referral base, opportunity to specialize

To apply, visit mainegeneral.org or contact
Lisa Nutter, Physician Recruiter, lisa.nutter@mainegeneral.org



35 Medical Center Parkway, Augusta, ME 04330

utmb Health
Otolaryngology



UTMB is an equal opportunity, affirmative action institution which proudly values diversity. Candidates of all backgrounds are encouraged to apply.

The Department of Otolaryngology at UTMB Health in Galveston, Texas is actively recruiting enthusiastic candidates for two full-time positions.

Otologist/Neurotologist

FULL-TIME BC/BE FELLOWSHIP TRAINED FACULTY

This position entails opportunities to participate in all aspects of clinical practice, as well as resident and medical student teaching. The department operates state of the art audiologic suites and a state of the art clinical vestibular laboratory established in collaboration with NASA to support our otologic/neurotologic experience. Clinical research is encouraged but not mandatory.

**Head and Neck Surgical Oncologist/
Microvascular Reconstructive Surgeon**

FULL-TIME BC/BE FELLOWSHIP TRAINED FACULTY

This position entails opportunities to participate in all aspects of clinical practice, as well as resident and medical student teaching. Clinical research is encouraged but not mandatory.

UTMB Health is undergoing rapid growth as exemplified by the building of two cutting-edge surgical hospitals and the acquisition of a third. With a light call schedule and generous benefits, this is an outstanding opportunity in one of the fastest growing geographic regions in the country.

Please direct your Letter of Interest and CV to:

Vicente Resto, MD, PhD, FACS

Physician Executive for Growth

Assoc. Chief Physician Executive for Faculty Group Practice

Chair, Department of Otolaryngology UTMB Health

301 University Boulevard, Galveston, TX 77555-0521

Email: varesto@utmb.edu

Phone: 409-772-2701



Atlanta, GA

WellStar Medical Group is seeking Full-Time Board-Certified Otolaryngologists to work with well-established groups in Atlanta, GA.

- General ENT procedures to include head, neck and sinus
- Join a team of well-trained ENT Physicians, Audiologists, APPs & support staff within the department.
- Very busy onsite Audiology team
- Large internal and external referral base
- Patient mix of adult and children

WellStar offers a comprehensive benefits pack in addition to Sign-On bonus, Relocation, 403(b) retirement plans, malpractice coverage and pension plan.

Interested candidates may contact Stacy Lind at stacy.lind@wellstar.org or call 470-644-0039.



General Otolaryngology

The Department of Otolaryngology at Massachusetts Eye and Ear/Harvard Medical School seeks a qualified candidate for a full-time position at its North Suburban Center in Stoneham, MA. It is a practice with 3 physicians and 1 physician assistant at one office location. The successful candidate would have the opportunity for a broad clinical practice in General Otolaryngology. In addition, there are opportunities to participate in basic and clinical research and/or teaching within Mass. Eye and Ear and Harvard Medical School. The successful candidate must be Board-certified or Board-eligible in Otolaryngology. Qualified female and minority applicants are encouraged to apply.

Please send a letter of interest and curriculum vitae to:

Michael B. Rho, MD, FACS

Medical Director

Massachusetts Eye and Ear, Stoneham

41 Montvale Ave, Suite 200

Stoneham, MA 02180

Michael_Rho@meei.harvard.edu

Massachusetts Eye and Ear and Harvard Medical School are
Equal Opportunity/Affirmative Action Employers.



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.

We offer new associates:

- The collegial expertise and guidance of nationally and internationally recognized specialists and subspecialists
- The prestige of an academic institution, without the bureaucracy
- Clinical faculty appointments at renowned tertiary centers including Mount Sinai, Northwell and Montefiore
- A starting salary of \$300,000
- A well-traveled road to partnership without buy-ins and buy-outs
- 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).



Otolaryngology Residency Program Director

St. Luke's University Health Network and Specialty Physician Associates are seeking an Otolaryngology Residency Program Director to start a new Otolaryngology Residency Program, based out of St. Luke's Anderson Campus. The Founding Program Director will be responsible for leading, administering, and supervising all aspects of the Otolaryngology Residency Program in accordance with the ACGME Program Requirements and Institutional Goals and Objectives.

The Program Director will have dedicated time for administrative, educational, strategic, and research initiatives and provide oversight and development of the Otolaryngology Residency Program and participate in our academic mission through our Temple/St. Luke's School of Medicine partnership. In addition, the Program Director will be expected to develop a clinical practice with allocated time to develop and lead the residency program.

In joining St. Luke's University Health Network and Specialty Physician Associates, you will enjoy:

- Team-based care with well-educated, dedicated support staff
- Teaching, research, quality improvement and strategic development opportunities
- A culture in which innovation is highly valued
- Exceptional compensation package
- Rich benefits package, including malpractice health and dental insurance, CME allowance
- Support from colleagues with fellowship training in rhinology, facial plastics, laryngology, allergy, otology, and head and neck

Qualifications

Candidates must be board-certified in Otolaryngology and have demonstrated clinical, administrative and/or educational leadership accomplishments. Excellent leadership, management, and communication skills are necessary.

In addition, candidates must have:

- Prior experience as a Program Director or Assistant Program Director, or
- Three years as a teacher in an ACGME-accredited otolaryngology residency program
- Must be willing to combine administrative/teaching responsibilities with clinical practice (25/75)
- PA and NJ State medical licenses (at the time of employment)

About St. Luke's Anderson Campus

Opened in 2011, Anderson Campus consists of a four-story, 108 bed acute care hospital, state-of-the-art cancer center, a 75,000-square foot ambulatory surgical center, and medical office building. Private patient rooms are state-of-the-art with the latest technology and amenities. Consisting of over 500 acres, Anderson Campus also includes auxiliary gardens, a two-mile walking path, and a pond with a fountain and sitting area to promote wellness.

About St. Luke's University Health Network

We are the region's largest, most established health system with nine hospitals spanning nine counties. In partnership with Temple University, St. Luke's created the region's first Medical School. Repeatedly, including 2017, St. Luke's has earned Truven's 100 Top Major Teaching Hospital. St. Luke's is a member of the AAMC Council of Teaching Hospitals and a Regional Branch Campus and major affiliate of Temple University School of Medicine. To learn more about St. Luke's, please visit us at www.SLUHN.org

About Specialty Physician Associates

We are an 11-physician group looking for a colleague to help us provide quality ear, nose and throat care in addition to founding a residency program. There is support from 8 advanced practitioners, 7 audiologists and 2 speech therapists, and we are always growing. Within the group there are physicians fellowship trained in rhinology, facial plastics, laryngology, allergy, otology and head and neck, and our practice allows for sub-specialization as desired. We have 4 full-time offices and 5 satellite offices to serve our community.

About the Lehigh Valley

Number 9 on America's 50 Best Cities to Live!

<http://www.discoverlehighvalley.com/>

<http://247wallst.com/special-report/2015/11/05/americas-50-best-cities-to-live-2-2/10/>

The Lehigh Valley is a place to live, work, and play! Rich with history, fantastic recreational activities, eclectic restaurants and midway between Philadelphia and New York City, the Lehigh Valley offers excellent school systems and affordable housing that can be found with easy access to the hospital.

If you are interested in learning more about this position, please contact Drea Rosko, Physician Recruiter, St. Luke's University Health Network, Drea.Rosko@sluhn.org, 484-526-4132 or David M. Yen, M.D., Specialty Physician Associates, yen_dm@yahoo.com, 610-737-7428.



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.

- daVinci Robot and the Olympus Video System
- In-office laryngeal biopsies
- New state-of-the-art minor procedure room
- Epic EMR System
- Weekly cancer case conference
- Established, collegial team and support staff
- Physician owned and governed
- Large, established referral network
- One of the least litigious states in the country
- "#1 Best State to Practice Medicine" - *WalletHub*



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.

EEO/AA Employer/Protected Vet/Disabled

Contact Doug Kenner

866.670.0334 or dkenner@mountainmed.net



McFarland Clinic

Extraordinary Care, Every Day



Fellowship in Head and Neck Oncologic Surgery

Roswell Park Comprehensive Cancer Center is an NCI-designated Comprehensive Cancer with an active Department of Head and Neck Surgery/Plastic and Reconstructive Surgery. The fellowship offers training in:

- major head and neck ablative surgery
- microvascular reconstruction
- transoral laser and robotic surgery
- endoscopic and open skull base surgery
- thyroid/parathyroid surgery

1 year clinical and 2 year research/clinical fellowships are available. Eligible applicants will have completed an ACGME-approved residency in Otolaryngology, General Surgery, or Plastic Surgery by the start of the fellowship. Please apply via the Fellowship Application Form on the American Head and Neck Society website (www.ahns.info).

Join us for the 16th Annual PORUBSKY SYMPOSIUM AND ALUMNI EVENT Medical College of Georgia at Augusta University JUNE 8-9, 2018



AUGUSTA UNIVERSITY
MEDICAL COLLEGE
OF GEORGIA



A **FREE** event that will include an update and overview of current concepts in General Otolaryngology, Laryngology, Rhinology, Otology, Facial Plastics, Pediatric Otolaryngology and Head and Neck Surgery.

Distinguished Guest Speaker: Howard Francis, MD, MBA, FACS

Professor and Chief, Division of Head and Neck Surgery and Communication Sciences, Duke University Medical Center

Program Co-Chairs:

Michael W. Groves, MD, FACS
Stil Kountakis, MD, PhD, FACS

Department of Otolaryngology – Head and Neck Surgery
Augusta University, Medical College of Georgia

REGISTER TODAY AT WWW.AOEFDN.ORG/PORUBSKY

ENT Opportunity Bend, Oregon

Cascade ENT, a sole-practitioner practice, in Bend, Oregon, is seeking a dedicated Otolaryngologist to join our practice serving 2 area locations.

This is an opportunity to work with an experienced, highly skilled ENT/Facial Plastic Surgeon, in a well-established practice with a fantastic group of support personnel. The position is a full-time opportunity with partnership potential.

The position requires:

- MD/DO degree
- Board certification, board eligibility or fellowship-trained
- Licensed in Oregon or eligible for Oregon Licensure

Cascade ENT is expanding due to community growth. Bend, Oregon has a population of 92,122 in a county of 175,268. Bend is best known for its recreational opportunities such as water and snow skiing, hiking, biking, camping, fishing and hunting, and various youth sports, to name just a few area offerings. Bend is home to a community college and a university, a well-known ski resort, excellent golf courses, museums, as well as many fine restaurants and cultural activities. Bend is routinely on publishers' "Best lists" and is committed to maintaining a high quality of life for residents and visitors alike as it continues to experience significant growth.



For more information about our community visit www.visitbend.com

Please email your resume and letter in interest to manager@cascadeent.com

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
MD/DO from approved medical/osteopathy school and graduation from accredited residency program in ENT
Current Florida license
Bilingual (English/Spanish) preferred
Excellent communication and interpersonal skills
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

Rush University Medical Center, Chicago Director, Oak Brook Otolaryngology

The Department of Otorhinolaryngology Head & Neck Surgery at Rush University Medical Center is seeking a full-time faculty member to join our Department as the **Director of Oak Brook Otolaryngology**, a position which will focus on comprehensive otolaryngology. The selected individual will have an opportunity to join a department of 12 full-time and 2 part-time faculty spanning the entire spectrum of otorhinolaryngology subspecialties and have the opportunity to expand this highly ranked* program. The Director will be the full-time anchor for the Department with a complement of subspecialists staffing the Oak Brook Otorhinolaryngology practice. Qualified candidates must possess a strong commitment to patient care, resident education, and research. Candidates should be BE/BC and 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. The Rush Oak Brook Outpatient Center will feature a multispecialty, state-of-the-art **outpatient surgery center** at which the Director will have operating privileges; 65 exam rooms for patients; physical and occupational therapy; a laboratory; and full imaging services, including MRI, X-ray and CT imaging as well as a comprehensive breast imaging program with ultrasound and bone densitometry. The 100,000-square-foot facility is a joint venture with Midwest Orthopedics at Rush. Rush is ranked in 8 of 16 categories in U.S. News & World Report's 2016-2017 "America's Best Hospital's" issue, and is one of the two top-ranked hospitals in Illinois overall. *Rush was also ranked 33rd in the nation in Ear, Nose and Throat and the highest for the specialty in Illinois. To learn more about Rush University Medical Center, please visit www.JoinRush.org.

Interested candidates should address cover letters to **Pete S. Batra, MD**, Chairperson, Department of Otorhinolaryngology and submit with a CV to Rose Sprinkle, Manager, Faculty Recruitment at Rose_Sprinkle@rush.edu

Rush is an Equal Opportunity Employer



Otology, Neurotology, and Skull Base Surgery**USC Caruso Department of Otolaryngology -
Head and Neck Surgery, Los Angeles, California****Seeking an Assistant, Associate, or Full Professor**

We are seeking a board-certified Neurotologist to join the Division of Otology, Neurotology, and Skull Base Surgery. Faculty rank will be determined by the qualifications and experience of the candidate.

We have a busy practice with a large surgical volume and we need another neurotologist to join our group. Candidates with a wide range of career goals will be entertained. These may include, for example, a junior physician eager to build a busy practice, a clinician-scientist with a solid history of research experience and grant funding, or a senior physician interested in a Division Chief role. An important criterion is proficiency in vestibular schwannoma, lateral skull base surgery, and cochlear implantation. Our Department and Medical School offers tremendous research and educational opportunities and all faculty are expected to pursue scholarly activities as part of their career.

The University of Southern California (USC), founded in 1880, is the largest private employer in the City of Los Angeles. As an employee of USC, you will be a part of a world-class research university and a member of the "Trojan Family," which is comprised of the faculty, students and staff that make the university what it is.

The University of Southern California strongly values diversity and is committed to equal opportunity in employment. Women and men, and members of all racial and ethnic groups, people with disabilities, and veterans are encouraged to apply.

John S. Oghalai, MD
Tiber Alpert Professor and Chair
USC Caruso Department of
Otolaryngology-Head and Neck Surgery
1540 Alcazar, Suite 204
Los Angeles, CA 90033
Ph: (323) 442-2312
john.oghalai@med.usc.edu

**General Otolaryngology**

The Department of Otolaryngology at Massachusetts Eye and Ear seeks a qualified candidate for a full-time position with principal location at its Concord Center for Otolaryngology—Head and Neck Surgery. The successful candidate would have the opportunity for a broad clinical practice in General Otolaryngology. In addition, there are opportunities to participate in basic and clinical research and/or teaching within Mass. Eye and Ear and Harvard Medical School. The successful candidate must be Board-certified or Board-eligible in Otolaryngology.

Qualified female and minority applicants are encouraged to apply.

Please send a letter of interest and curriculum vitae to:

Paul Konowitz, MD
Division Chief Suburban Sites and Network Development
Massachusetts Eye and Ear
Paul_Konowitz@meei.harvard.edu

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General Otolaryngologist:

Cleveland Clinic is seeking a full-time general otolaryngologist to manage both adult and pediatric ear, nose and throat problems in a tertiary care academic center. The physician will practice at community locations and the main academic campus. The otolaryngology program is part of the Cleveland Clinic's Head & Neck Institute, a comprehensive, multi-disciplinary team that includes dentistry, oral surgery, speech and audiology. Cleveland Clinic's otolaryngology program is nationally ranked by *U.S. News & World Report*.

Join our team of 12 general otolaryngologists and 15 subspecialists. Outstanding benefits provided including tail coverage and no restrictive covenant. Robust resources offered for professional development including leadership, education, and management tracks as well as a formal mentorship program available for faculty.


To apply online, visit jobs.clevelandclinic.org/physicians



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Disabilities. Smoke-free/ drug-free environment.



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University of Missouri

Department of Otolaryngology— Head and Neck Surgery

Seeks clinicians, teachers, and researchers who are personable, energetic and innovative to join a rapidly growing and collaborative group of physicians, most of whom have subspecialty interests and training. There are four Faculty opportunities at all academic ranks (Assistant/Associate Professor or Professor) available:

- **Laryngologist or General Otolaryngologist with an interest/experience in Laryngology**
- **Pediatric Otolaryngologist**
- **General Otolaryngologist**
- **Head and Neck Microvascular Surgeon**


Title, track, and salary are commensurate with experience. These positions are affiliated with MU Health Care which include the University of Missouri Hospital and the MU Women and Children's Hospital.

- Competitive production incentive
- Established research program focusing on voice and swallow disorders
- Well established and expanding hospital system
- Ranked by *Money* and *Forbes* magazines for career growth and best places to live.

For additional information about the positions, please contact:

Robert P. Zitsch III, M.D.
William E. Davis Professor and Chair
 Department of Otolaryngology—Head and Neck Surgery
 University of Missouri—School of Medicine
 One Hospital Dr MA314 DC027.00
 Columbia, MO 65212
zitschr@health.missouri.edu

To apply for a position, please visit the MU web site at
hrs.missouri.edu/find-a-job/academic/
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JOHNS HOPKINS MEDICINE



FELLOWSHIP IN HEAD AND NECK ENDOCRINE SURGERY

A one-year fellowship specializing in Endocrine Surgery is available for 2020 in the Department of Otolaryngology – Head and Neck Surgery at the Johns Hopkins School of Medicine starting July 1, 2019.

Please send all inquiries to:

Ralph P. Tufano, M.D., MBA, FACS
 Director of the Division of Head and Neck Endocrine Surgery
 Johns Hopkins Outpatient Center
 Department of Otolaryngology/Head & Neck Surgery
 601 N. Caroline Street, Room 6242
 Baltimore, MD 21287
 Phone: 410-955-3628
 FAX: 410-955-0035
rtufano@jhmi.edu

Johns Hopkins School of Medicine is an Affirmative Action/
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New South Texas Medical School Seeks Otolaryngology Faculty

The University of Texas Rio Grande Valley School of Medicine and newly established clinical entity, UTHealth Rio Grande Valley offer unique leadership opportunities under the direction of its new Dean John Krouse, MD, PHD, MBA and are recruiting Academic Physicians for a developing Otolaryngology Division.

Chosen applicants will have the opportunity to build a clinical practice while engaging in resident and medical education. An interest in research is preferred.

- **Head and Neck Surgical Oncologist**
- **Otolaryngologist**
- **Otologist/Neurotologist**

Candidates must be an MD, DO or have an equivalent degree from an accredited institution and have or be eligible for a Texas medical license. Board Certification

in Otolaryngology and Sub-specialty and experience in a GME Accredited Position or Program are required. Academic rank and salary are commensurate with experience and academic credentials.

The UTRGV School of Medicine, established in 2015 and located in the heart of Texas's Rio Grande Valley, has a focus toward community health. Our program prioritizes social responsibility, respect, dignity, sensitivity, sensibility, advocacy and community service – with a mission to improve health, and life, at the individual and community levels.

For consideration, forward a copy of your CV and statement of interest to:
 Kate Rader, Director
 School of Medicine Faculty Recruitment
SomDocs@utrgv.edu

EOE/M/F/Vet/Disability



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, Head & Neck Oncology 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

Attn: William Collins, MD
email: william.collins@ent.ufl.edu

Otology/Neurotology

Attn: Neil Chheda, MD
email: neil.chheda@ent.ufl.edu

Head & Neck Oncologist

Attn: Peter Dziegielewski, MD
email: peter.dziegielewski@ent.ufl.edu

General Otolaryngology

Attn: Deepa Danan, MD & Brian Lobo, MD
email: deepa.danan@ent.ufl.edu
email: brian.lobo@ent.ufl.edu

The University of Florida is an equal opportunity institution dedicated to building a broadly diverse and inclusive faculty and staff.

Positions are available at the Assistant or Associate Professor level in the Department of Otolaryngology/Head & Neck Surgery



AUGUSTA UNIVERSITY
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OF GEORGIA**

HEAD AND NECK SURGEON

- Part-time appointment at the Charlie Norwood VAMC
- Part-time appointment at the Medical College of Georgia at Augusta University
- Rank commensurate with experience
- Excellent resources are available
- Fellowship training preferred

NEUROTOLOGIST/OTOLOGIST

- Rank commensurate with experience
- Excellent resources are available
- 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

Or email skountakis@augusta.edu

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Rutland Regional Medical Center

An Affiliate of Rutland Regional Health Services

Otorhinolaryngologist

Rutland, Vermont

We are looking for an Otolaryngologist, for to join our well established, hospital owned practice. \$25k signing bonus. ER call 1:4. Join 2 other surgeons in this practice, with three Physician Assistants. Clinical faculty appointment possible. Teaching opportunity with med students and Advanced Practitioner students if desired. Board Certified or Board Eligibility with intent to become board certified.

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RRMC was recognized by U.S. News and World Report as one of 42 Best Hospitals for Common Care conditions and procedures. We received an "A" rating from The Leapfrog Group for hospital safety and 2015 Healthgrades Patient Safety Excellence Award. RRMC scored in the top 5% of hospitals in national standardized Press-Ganey Physician Survey for "Teamwork between providers and nurses", "Expertise of nursing staff", and "Performance of Administration". We are also a recognized Nursing Magnet Hospital.



Rebecca Banco, CMSR, DASPR

Inhouse Physician Recruiter, Rutland Regional Medical Ctr, bbanco@rrmc.org



HEAD AND NECK SURGERY OPPORTUNITY AVAILABLE AT SANFORD CLINIC – SIOUX FALLS, SD

Seeking a Head and Neck Surgeon to join an established head and neck cancer practice with multidisciplinary care. Walk into a full Head and Neck cancer practice with all the amenities of a large university with a very attractive salary and the ability to do research if interested!

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 - Established TORS program
 - Multiple active head and neck cancer clinical trials including several investigator initiated clinical trials with strong institutional support for research and potential for protected research time depending on interest
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- Competitive compensation and comprehensive benefit package
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Sioux Falls, SD is one of the fastest growing areas in the Midwest and balances an excellent quality of life, strong economy, affordable living, safe and clean community, superb schools, fine dining, shopping, arts, sports, nightlife and the ability to experience the beauty of all four seasons. The cost of living is competitive with other leading cities in the region and South Dakota has no state income tax. Check us out at practice.sanfordhealth.org.

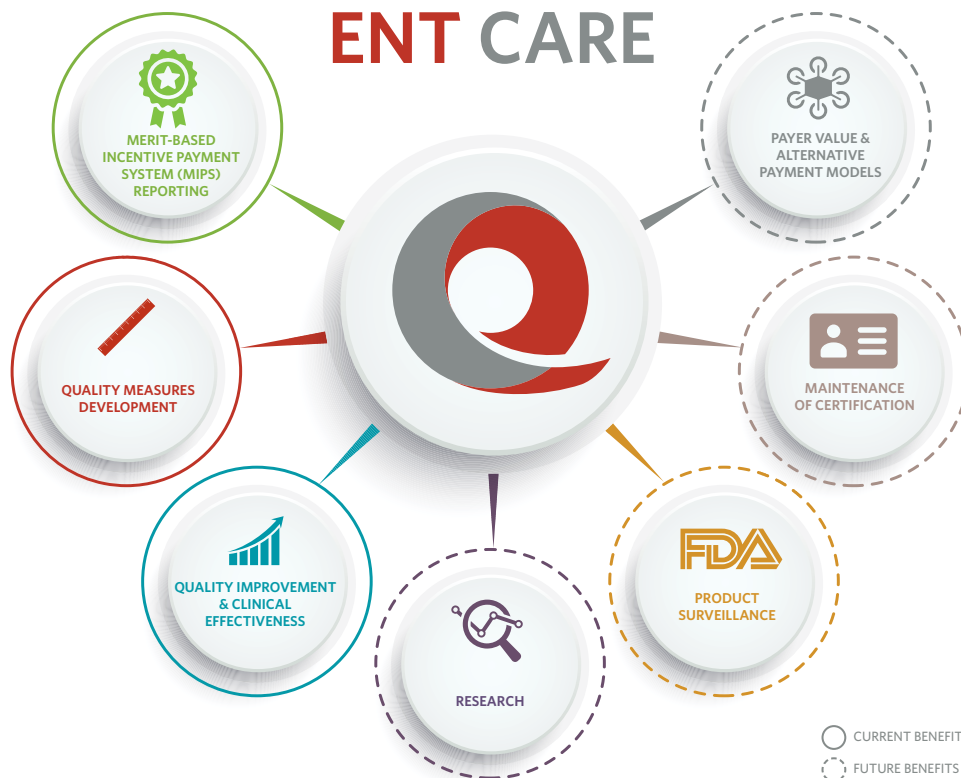
For More Information Contact:

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

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