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Two Hours to Improve Your Profession

At this year's annual Fall CME Conference, we had the great honor of recognizing our founding members. These individuals worked tirelessly to develop our great profession in this state. We are fortunate to have an excellent practice environment in Michigan because of the work of previous leaders within this Academy. Now, we need to develop our profession into a leader in the healthcare industry.



*John G. McGinnity MS, PA-C
MAPA President*

We will be working with the Rossman Group, a public relations firm, to help us place physician assistants at the table of every important meeting that affects the state of healthcare in our state. We also hope to have PAs involved in radio interviews on healthcare issues or giving presentations at local rotary clubs. We hope to get two main messages out to health professionals and the public. One, MAPA is committed to increasing cooperation and partnerships between doctors and physician assistants in the face of a growing shortage of physicians. Two, MAPA will be committed to improving the working environment for physician assistants and a better experience for patients.

Our small group of leaders within this Academy cannot do this alone. We are asking you to help your Academy take the next step in our professional journey. We understand that not everyone can commit to involvement on a committee or a leadership position within the Academy, so we ask you to consider e-mailing us as to your availability to volunteer for small, focused projects that could help us achieve our goal of promoting our profession. Those of you who attended our Fall CME Conference know that I am asking all PAs in Michigan to give just two hours of their time for their profession. You may be able to speak at a rotary meeting or edit an Op Ed piece that will be submitted to a local paper. We would like to develop a database of individuals that may be able to do an occasional project to promote the profession across the state.

We can achieve this goal of having a PA at every major meeting that affects healthcare with your help. I am proud to be part of such a great profession and organization like MAPA. If at any time you have questions, please feel free to contact me at jmcginnity@wayne.edu. Thank you for being a member and supporting your profession.

MAPA Invited to a Second BCBSM SAC Meeting

By Daniel F. Ladd, PA-C, DFAAPA

The Michigan Academy of Physician Assistants (MAPA)

is a member of the Blue Cross Blue Shield of Michigan's Specialty Advisory Committee. This consortium of medical professionals (MDs, DOs, DPMs, DCs, PTs, ODs, PAs and RNs) gathers twice yearly to hear of BCBSM's policies and other issues that affect the medical community at large. Issues mostly aimed at traditional physician's practices are relayed to the group as a whole replacing the liaison meetings Blue Cross would have with each group individually.

This meeting covered Blue Cross' endorsement of the "Patient Centered Medical Home" (PC-MH). The Patient Centered Primary Care Collaborative has developed the following joint principles outlining the characteristics of the PC-MH.

Personal physician – each patient has an ongoing relationship with a personal physician trained to provide first contact, continuous and comprehensive care.

Physician directed medical practice – the personal physician leads a team of individuals at the practice level who collectively take responsibility for the ongoing care of patients.

Whole person orientation – the personal physician is responsible for providing for all the patient's health care needs or taking responsibility for appropriately arranging care with other qualified professionals. This includes care for all stages of life: acute care, chronic care, preventive services and end of life care.

Care is coordinated and/or integrated across all elements of the complex health care system. Care is facilitated by registries, information technology, health information exchange and other means to assure that patients get the indicated care when and where they need and want it in a culturally and linguistically appropriate manner.

Quality and safety are hallmarks of the medical home. www.pcpcc.net/content/joint-principles-patient-centered-medical-home

Blue Cross will require that a practice receiving a PC-MH designation to participate in the Physician Group Incentive Plan (PGIP) and demonstrate adequate capabilities to meet performance criteria such as implementing a "chronic care model", generic drug use, practice efficiency, etc.. These practices will receive financial incentives/rewards.

MAPA has positioned itself to be an important part of the dialogue regarding the team approach to delivering medical care to these patients.

In addition, BCBSM is applying to the Centers for Medicare & Medicaid Services (CMS) for the ability to offer the

Medicare Advantage PPO. This contracted network would be an option for Medicare beneficiaries and offer the same coverage as Medicare Part A, B and D. There would be additional member benefits (preventive services, pharmacy, vision, hearing, and dental) to help reduce gaps in coverage. Provider advantages include ease of transition for BCBSM patients to a BCBSM Medicare Advantage plan, support services provided by BCBSM, etc. Payment would follow Medicare reimbursement rates.

MAPA requested that the variances in supervision rules for CMS and BCBSM be addressed before this plan is fully implemented.

It remains crucially important for MAPA to be a part of these sessions. Being present, visible and vocal will position PAs as vital members of the team that provides medical care to the citizens of Michigan and be considered favorably by policy makers. This type of participation is an extremely valuable benefit of membership in MAPA and is what keeps the practice environment in our great State among the best in the Nation!



Calling all MAPA Students

By Heather Burgess, PA-C

The Michigan Academy of Physician Assistants (MAPA) would like to invite current MAPA students to attend a leadership conference in Arlington, Virginia in February 2009. The American Academy of Physician Assistants (AAPA) is hosting the Constituent Organization Resource Exchange (CORE), a leadership development conference for current leaders in the PA profession. Members of the MAPA Board of Directors are planning on attending this conference and plan to sponsor a few students who are active in their PA program. CORE is February 21-22, 2009. You can find out more about CORE at the AAPA website <http://www.aapa.org>, or feel free to contact Heather Burgess, MAPA student advisor, at hurricaneheather@hotmail.com for more information. This is a great opportunity to network with both state and national leaders. The sessions will include topics on leadership and management, state legislative issues and public relations concerns. Stay tuned for more information.

I would also like to thank the MAPA students for a terrific turnout at the Fall CME Conference in Traverse City this year, and a special thank you to the student leaders for attending the MAPA Board of Directors meeting. I look forward to working with you this academic year and invite you to stay involved. I also encourage you to keep me posted with your school and student organization activities, and if I can be of assistance, please don't hesitate to contact me.

Speaking of student organizations, Andy Booth, membership Chair, and I were invited to attend CMU's Pre PA Student Society meeting on November 18, 2008. This was a great opportunity for MAPA to be involved with future PA students and leaders by offering students an informative question and answer session about MAPA and the PA profession in Michigan.

On behalf of myself and MAPA, I would like to wish you all a happy and safe Holiday season.



MAPA Legislative

By Phil Schafer, PA-C

In September, the Senate Judiciary Committee took up MAPA's bill in support of PAs who volunteer for search and rescue (SAR) operations here in Michigan. Senate Bill 1218, sponsored by Senator George, would have added PAs to the list of those health care providers already named as being immune from tort liability when volunteering for a governmental search and rescue operation. MAPA argued that this bill promotes civil service from the 3,000 highly qualified PAs in the state. The passage of the bill would benefit our citizens in their greatest time of need.

The bill was opposed by the Trial Lawyers Association who argued that this bill was an attempt on our part to shirk our responsibility for practicing good medicine and likened us to the Wall Street bankers that are being bailed out without repercussions for their unethical actions. At the end of the day, the bill was defeated when two Senators passed on their votes.

MAPA continues to work with Senator George to get this reintroduced into Committee and is working with those Senators who were on the fence about the bill to try and gain their support. Unfortunately, with only a few days left in this year's session and over 200 bills on the docket for the Judiciary Committee to consider, the chance of this bill seeing another vote is small. It is our intention to have it re-introduced in next year's session and continue to work toward its passage. MAPA will continue to promote this important issue for the PAs and citizens of our state.



In Memoriam

The PA profession has lost a dear friend, leader and visionary. Mr. Paul Stephan Robinson, president-elect of the AAPA, died suddenly on Nov 12, 2008. He was 55.

AAPA reports that Paul, an active member of AAPA for almost 20 years, participated in the House of Delegates where he served three terms as Speaker of the House, the Professional Practice Council, and the Reference, Nominating, and Public Education Committees. He served as president of the Student Academy of the AAPA in 1989-90. Robinson earned his master's degree in emergency medicine from Alderson-Broadbush College. He earned his degree in PA studies from Kettering College of Medical Arts and graduated summa cum laude from the University of Wisconsin.

Paul lived in Wisconsin where he enjoyed hockey and reading and especially enjoyed quality time with his family including his wife Dianne, daughter Amanda and son Aaron.

Paul was a friend to many of us. He attended our 2007 Fall Conference and credits Michigan PAs in helping him get elected as president-elect of the AAPA.

He will be missed.

Region 1 Happenings

By Jan Ryan-Berg, PA-C

MAPA's Region 1 (U.P.) met on Friday, November 7, 2008 at Elizabeth's Chop House in Marquette for a MAPA update and networking. The gathering was sponsored by GlaxoSmithKline and Takeda Pharmaceuticals. Non-perishable food was collected for the Marquette Food Pantry run by the Salvation Army.

Region 1 physician assistants in the Escanaba area have been meeting monthly for a Journal Club gathering sponsored by Astellas Pharmaceuticals. Our next (and last) meeting is scheduled for Wednesday, Dec. 10, 2008 at the Stone House in Escanaba. E-mail Jan Ryan-Berg, Region 1 Representative, at ryanberg@hotmail.com for more details or to RSVP.

MAPA Past-president Takes Top Job in Wisconsin

Michael McClain, a recent past-president of MAPA, has been named the new Chief Executive Officer of a highly respected surgical hospital in Eau Claire, Wisconsin. MAPA is very proud of Michael's accomplishments in Michigan and, even though it is our loss to have him leave the state, we know that he will bring a high level of success to this hospital and continue to be a pioneer in elevating the PA profession. Below is a recent release by the Oakleaf Surgical Hospital touting Michael's experience and abilities and his value to their hospital.



OakLeaf Surgical Hospital is pleased to welcome Michael McClain as Chief Executive Officer

Mr. McClain comes to OakLeaf with a very strong clinical and administrative background. Most recently he served as Administrator/ASC Director for a large, multi-specialty ambulatory surgery center in Kalamazoo, Michigan. Michael previously served as Clinical Director for the Hospitalist Program at Borgess Medical Center in Kalamazoo.

"I am personally thrilled to have the opportunity to work with such a highly skilled team of physicians and staff. OakLeaf Surgical Hospital is a top notch facility located in a wonderful family-friendly town. Western Wisconsin is fortunate to have a strong, talented group of independent physicians as partners with this type of Hospital and I look forward to our continuing success."

OakLeaf Surgical Hospital has been providing inpatient and outpatient elective surgery in Western Wisconsin for more than 11 years. This state-of the-art facility includes seven surgical suites, two GI suites, pain management center and a 13-bed acute care unit for those requiring longer stays.

FOR INFORMATION Call 715.839.9833
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MICHAEL McCLAIN, MHS, MS, PA-C
CHIEF EXECUTIVE OFFICER



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SURGICAL HOSPITAL

MEMBER OAKLEAF MEDICAL NETWORK

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BCBSM Allows Indirect Billing for Patients Covered Under VEBA

By Daniel F. Ladd, PA-C, DFAAPA, MAPA Reimbursement Chair

Thanks to an alert MAPA member, and her practice, Blue Cross Blue Shield of Michigan (BCBSM) has clarified that Physician Assistants can, in fact, provide services to patients covered under the auto companies' Voluntary Employee Beneficiary Association (VEBA).

Marsha Hayes from Medical Affairs at BCBSM reports:

"PA-rendered services for auto hourly retiree members are considered **"not a contract benefit" when billed directly** (for PAs, this means with the PA's license number or NPI in the rendering provider ID field, 24J, of the CMS-1500 claim form). These services will reject as a member liability. Services provided independently by a PA should not be billed indirectly (under the physician's NPI) if there is no

collaboration between the PA and the physician regarding the member's care."

"Services rendered in collaboration with the physician that meet criteria for indirect billing are paid at the BCBSM fee schedule that applies to the physician-delivered services."

This statement clarifies previously issued reports by MAPA that PAs were not allowed to provide services to these patients at all.

Watch for a clarification in February 2009 *The Record*.

Michigan Academy of Physician Assistants PA Week

Practicing PAs and PA students pitched in last week to support the Goodwill Inn Homeless Shelter of Northern Michigan by bringing contributions of food and necessities to the state conference.

The Goodwill Inn Homeless Shelter has been providing a safe haven to individuals and families in crisis since 1986. The shelter is the largest, most comprehensive homeless shelter in Northern Michigan, operating 24 hours a day, 365 days a year. It provides safe, warm beds; meals; necessities and individual support services to help residents get back on their feet.

Since nutrition and health often go hand-in-hand, the Goodwill Inn provides individual residents of the shelter three meals a day (approximately 45,000 meals annually) and provides supplemental food for the families (77 families), so they can prepare meals and interact in a family setting. According to Ruth Blick, Director of Marketing and Fund Development, the number of people needing assistance with food and basic necessities in the past four months is up 285% over last year.

The MAPA Fall CME Conference attendees filled over two large bins with donations (over 800 pounds) as part of the MAPA annual PA Week community service project.



“Uncovering PA-Friendly Employers: What to look for”©

By Marcos A. Vargas, MSA, PA-C

Wouldn't it be nice if you could know if a prospective employer would be truly PA-friendly beyond the interview? Meaning no daily squabbles, no daily pettiness and no daily professional distrust in your clinical abilities once hired; where you may work side by side in a collegial relationship instead of being employed in a “master-servant” working relationship (an employment situation that most, if not all, PAs would avoid for a myriad of reasons). Isn't that the ultimate employment benefit we all aspire to secretly in our careers?

Even though there are no foolproof methods of ascertaining who will be a PA-supportive employer or which organization may foster a PA-friendly working environment, there are a few telltale signs that may assist you in uncovering PA-friendly employers during your job hunt. So, if you are tired of your past employment fiascos and want to gain the edge and approach your job hunt with enjoyment and more confidence, then look for these simple to uncover “clues” when screening would-be employers:

Clue # 1: Are PA Graduates Accepted/Welcomed?

Clearly not every employer can be considered a mentor. But, equally important are those employers or organizations that have had a tradition of hiring or recruiting PA graduates. Often times these employers may be willing to “invest” & nurture the employee's clinical development post PA school. However, be aware that there may be a few disguised as PA grad supporters when, in reality, all they are seeking is “cheap labor” so-to-speak.

The bottom line is, don't be lured into a false sense of security with overblown promises. Investigate, investigate and investigate. Assure yourself that they are as PA-friendly as they claim to be by confirming their tradition or by their having a well-known history of grooming their PA grads once employed.

Clue # 2: Does the employer have a good history of PA Retentiveness?

Nothing speaks louder about the track record of an organization or an employer than the number of years their PA staff have been employed. Sadly, very few employers hold that distinction. Again, beware of those employment ads that you see periodically from the same employer. This may be a sign of low employer-employee connectivity. A sign of high turnover of PAs; one of the most common red flags seen when an employer has a low PA retention history in the community.

Clue # 3: PA Supportive Employer:

In many cases, where the details are in the “fine print” so is the employer's support for the PA in his actions to demonstrate his appreciative support. PA-friendly employers don't fail to recognize the intangible values that their PA staff brings to the table. For that very same reason, they accept their responsibility in cementing their working relationship by proactively enhancing it. For example, the ancillary staff is educated and treats the PA staff as a highly qualified medical professional. Also, the PA(s) may be provided with generous CME allowances, generous time-off allowances or productivity bonuses, etc.

The PA(s) is/are allowed and encouraged to participate in PA professional development activities (e.g. observance of national PA Day, and/or state chapter committees). Or, in some other cases, the supervising physician(s) may entrust the PA to exert his/her leadership abilities in resolving practice issues with the same confidence as if they were one of the partnering physicians of the group practice.

Clue # 4: Is Employer's work-balance expectations reasonable?

In our working lives, we all seek & try to maintain a balance between our personal & professional lives. Sometimes easier said than done, particularly in these days of decreased reimbursements when many of us have been made to justify our livelihoods by seeing more patients or working longer hours. Or even both, as we have heard from many of our colleagues employed in different working arrangements.

Unfortunately, these types of employment situations are not only stressful and tiring, but very unproductive to the relationship. Such imbalanced situations usually lead to early burn-out. Not to mention an underlying degree of resentment due to constantly feeling overburdened by an “inconsiderate” employer. One prime example would be a situation where the individual would have to stay after hours or come in on their day off to complete the medical records time after time.

In brief, if you feel your personal time is not respected or given much consideration by a would-be employer, then this may not be the PA-friendly employer you have been looking for.

Isn't it nice that now you have four clues to benchmark prospective employers against in your next job hunt?!

Fall CME Conference 2008 Wrap-UP

By Mark F. Gillette, MS, PA-C, MAPA CME Chair

Thank you to all who attended this year's Fall CME Conference. It was a great conference and set several records. We had record attendance (around 480 participants) and a record number of exhibitors also. The number of CME was above average at 27 credits. The feedback we have received regarding the CME lectures has been very favorable. Of course, we cannot take credit for the weather, but it was perfect.

We had more than the usual activities for participants and their families. This year's availability to use Great Wolf Lodge's water park was a definite plus for the conference, and many families took advantage of this opportunity. Many of the participants at the conference said it was the best one they have ever been to. Something else we normally have not had is breakfast and lunch on all of the days during the conference; this was a welcome addition for many of the participants.

Next years conference is going to be at Boyne Mountain and should be a very exciting venue. Please mark your calendars for October 8-11, 2009. We are currently working to provide another excellent conference, and with your help we hope to see a new attendance record!

Once again, thanks to all who participated and helped plan the conference. It would not happen without the support of the members of MAPA. We look forward to seeing you at Boyne.





MAPA 33rd Annual Fall CME Conference Testimonials

I love the location. There was a nice variety of lectures – ideal for a family practice PA.

-Maria Remus

This was the most thought-out, well-run, organized MAPA conference I have attended in 28 years. The CME was outstanding, the social events were well-planned and the total event was memorable. Cindy is to be complimented on the CME content and lectures. This is the best Board of Directors I have ever seen. Special thanks and recognition to John McGinnity and Dan Ladd for their outstanding work.

-William B. Mosher

Great conference! MAPA continues to provide excellent CME opportunities for PAs in Michigan.

-Jenny Grunwald

I think the conference was one of the best yet! You put on a great event. Diversity in topics and workshops were great. I also loved the recognition given to the founders of our Michigan profession.

-Heather Burgess

I greatly enjoyed the wide variety of lectures allowing me to choose ones I was interested in. I appreciated the other activities arranged.

-Martin D. Beatty

I always enjoy coming to the annual MAPA Conference. As a PA practicing in ENT, I get a great review of primary care conditions and get updated on the latest information and recommendations. I enjoy seeing my classmates and colleagues and meeting area PAs. The breakfasts and luncheons were incredible this year.

-Angela Enders

I really appreciated the “Growing Years” session. It was such an inspiration to me to hear the pioneering that took place, the struggle and the resistance from others that was overcome to pave the way for our careers and those who came after. I especially loved hearing from Jim Knight, who I’ve known and gone to church with for 25 years, have seen for my medical care over the years and has been the main influence and reason why I’m a PA today.

-Brian Kennedy

CMU Student Update

Students from the CMU Physician Assistant Class of 2010, in conjunction with the Central Michigan District Health Department administered influenza vaccines to the community throughout the month of November. The Class raised \$400, surpassing their goal of \$300, during National PA week to provide immunizations to underserved individuals. In addition to raising awareness about the importance of influenza vaccination, PA students educated the public about the PA profession.




Central Michigan University
PA Week 2008

The week of October 6 was a busy week for physician assistants across the nation promoting National PA Week. The Class of 2010 visited the local senior center and high school informing interested participants about the role of physician assistants. While at the high school, PA students administered before and after quizzes to health profession students about the role of physician assistants. In addition to promoting the profession, CMU PA students educated the classes on the proper use of antibiotics using the "Get Smart about Antibiotics" campaign material and the importance of influenza vaccinations. To top off the eventful week, CMU had about 50 PA students attend the conference!

The 2010 class would like to congratulate the 2009 CMU PA class on winning first place in the Quiz Bowl!

CMU PA students pictured with Dr. Lee at an influenza immunization clinic.

- 
- *Do you have any questions regarding PA scope of practice?*
 - *Do you need clarification on Physician Assistant reimbursement?*
 - *Do you have questions on Physician Assistant billing and coding?*

**If you answer YES to any of the above questions,
Please register to attend this event.**

MICHIGAN ACADEMY OF PHYSICIAN ASSISTANTS 5TH ANNUAL PROFESSIONAL ISSUES SYMPOSIUM

April 18, 2009 Grand Rapids Hilton
Online Registration is now available
www.michiganpa.org

In Honor of National Physician Assistant Week – U of D Mercy Celebrates

By Amy Dereczyk, PA-C

In honor of National Physician Assistant week, held October 6-12, 2008 the PA students of the University of Detroit Mercy celebrated with a variety of events. Two breakfasts and one lunch were sponsored for the students and faculty of the program.

The William Beaumont Society, the University's student PA organization, provided a delicious breakfast buffet for the students on two consecutive mornings and the Detroit Medical Center (DMC) provided a luncheon for the PA students where they discussed future opportunities in the health care field for graduating physician assistants. The DMC also provided their thoughts and ideas concerning pertinent issues in healthcare today.

Many students were able to attend the Michigan Academy of Physician Assistants (MAPA) Conference held in Traverse City where two faculty members of the University of Detroit Mercy spoke. Coni Schmidt and I were awarded a microgrant from the University of Detroit Mercy to use towards a banner announcing PA week. The banner hung on Livernois Avenue in Detroit and will be used each year to announce PA week.

It was also at the conference that a food drive was held and later donated to the Goodwill Inn Homeless Shelter. The William Beaumont Society held two food drives to help the hungry in metro Detroit as well as in Northern Michigan.



WSU Class of 2009 in the Home Stretch

By Erika Slating, PA-S, WSU MAPA Representative 2009

As the Class of 2009 approaches their last semester in clinical rotations, the students gear up for what lies ahead. Graduation will be here soon, and these last few months will fly by as we reach the finish line together.

Besides honing our clinical skills, the class of 2009 has been involved this semester with the Special Olympics. Local Detroit participants of the Special Olympics will receive sports physicals by the second year PA students for eligibility to compete.

This past October, we also worked closely with the class of 2010 to hold a health fair at the Children's Center of Detroit. This fair allowed the local community to have resources on health and disease prevention. Also, some students were able to attend the MAPA Fall Conference in Traverse City. This was a great chance to gain knowledge for our clinical rotations and learn first hand from practicing PAs what it takes to be a successful practitioner.

Overall, the Class of 2009 still has a lot of work to do before walking that stage in May, but we have come a long way so far and we are all excited for what the future holds.

MAPA Current Job Postings

Physician Assistant needed for full-time employed position with St. John Health. Two locations include Dearborn Heights and Oak Park, MI. At least one year of experience preferably in primary care. PAs should be certified and graduates from an accredited PA program and should meet requirements to obtain a Michigan medical license. Send CVs to kulema.williams@stjohn.org.

Full time licensed physician assistant for a family practice with one provider in Iron River, Michigan in the beautiful upper peninsula. Position offers a great deal of autonomy. Weekdays only with no weekends or holidays and the option of 5 - 8 hour days or 4 - 10 hour days. Competitive salary, CME allowance, and complete benefits package. Candidate should be NCCPA certified and hold a current state of Michigan license. Fax resume to (906) 265-6327 or e-mail nbicepa@yahoo.com.

Physician Assistant needed to join a busy dermatology group full-time. Experience in dermatology preferred, but not required. Will work with three physicians and another PA with a focus on clinical dermatology and dermatologic surgery and some cosmetic therapy. Outstanding benefit package. Contact Lori Kollin, Practice Manager, Kalamazoo Dermatology & Skin Cancer Center, PC at 269-343-3969 or lwk4aldermpc@aol.com.

Downriver primary care physician looking for a physician assistant. Full-time, part-time. Available immediately. Salaried position with benefits. Office/hospital based position. Office is located in Woodhaven, MI. Please fax resume to 248-562-7527 or 734-692-8214.

DEPARTMENT OF ORTHOPAEDIC SURGERY PHYSICIAN ASSISTANT – FOOT & ANKLE ORTHOPAEDIC SERVICES JOB DESCRIPTION

Posting Title: Physician Assistant – Foot & Ankle Orthopaedic Service

Job Code/Title: Physician Assistant Surgery

FLSA Status: Exempt

Duties: To assist surgeons in the diagnosis and treatment of patients and provide service continuity in the outpatient clinic setting (including preoperative and postoperative care, as well as management of non-operative patient conditions) under the direction of the Foot and Ankle Orthopaedic Service. Interview patients to obtain a detailed history; perform physical examination and present pertinent data to the medical staff; collect and assist in the interpretation of reports from diagnostic and laboratory tests, radiographic procedures and clinical studies; perform various therapeutic and minor surgical procedures; administer follow-up to patients and assist in the referral to various internal and external facilities; provide routine orthopaedic services effectively and efficiently; compile and record detailed narrative

evaluations. The incumbent is expected to call patients and be available to answer questions in support of the Foot & Ankle Service.

Departmental Qualifications: Experience with surgical patient care required; orthopaedic surgery experience is preferred. Ability to evaluate and care for preoperative and postoperative orthopaedic surgery patients. Ability to work with minimal supervision and as part of a collaborative team on the Foot & Ankle Orthopaedic Service and with other orthopaedic mid-level providers is a necessity. Excellent interpersonal and patient service skills. Some flexibility in work schedule will be necessary.

NCCPA Certified, MI & DEA Licenses and ACLS Required. Ability to work with minimal supervision and as part of a collaborative team. Excellent interpersonal and customer service skills. PA experience in surgery desired. Please e-mail resume to Victoria Elder at velder@med.umich.edu.

A full-time position is available servicing the Fast Track at St. John Hospital and Medical Center and St. John Macomb Oakland Hospital, Oakland Center. This is an outstanding opportunity for a skilled physician assistant to join an amazing team of medical professionals in the emergency departments at these facilities. Emergency care experience as well as customer care focus are required. Our physician group, Emergency Medicine Specialists, PC, offers an excellent pay and benefits package including incentive compensation. Please contact Sandy George at 586-294-0600 for more information, or you can e-mail your CV to careers@emspecialists.com or fax it to 586-294-2525, for immediate consideration.

Full-time licensed physician assistant required for a busy orthopaedic practice located in Rochester Hills, Michigan. Responsibilities include: surgical assisting, hospital/office patient care and shared call. Competitive base salary, CME allowance and comprehensive benefits package. Candidate should be NCCPA certified and hold a state of Michigan license. Motivation, strong communication and interpersonal skills are key qualities needed for the successful candidate. Fax resume to 248-650-4596.

Immediate opening for physician assistant in Flint area. \$80,000 plus bonus based on productivity. Three weeks vacation, Blue Cross Blue Shield, one week sick leave and CME one week paid. Please mail resume to: 1320 N. Michigan Ave., #2, Saginaw, MI 48602 or e-mail resume to drononju@yahoo.com.

The Katranji Hand Center is currently seeking a physician assistant who is interested in sub-specializing in hand, wrist and elbow surgery. Salary for training and salary upon contract. For immediate consideration, please send CV to Erin at katranjihandcenter.com or fax to 517-364-8002.

Physician Assistant for family practice in Saginaw Township needed. Dr. Johnson and Dr. Slavin.
Full-time. Fax resume to 989-792-1090.

Rehabilitation Physicians, PC Announcement:
PA/NP Positions Available in Metro Detroit Suburbs
PA Needed Immediately in the Flint Area

Rehabilitation Physicians, PC has an opening for an exciting position for a full-time Physician Assistant (PA)/Nurse Practitioner (NP). You will be in a growing Physical Medicine and Rehabilitation practice with opportunities to work in subacute and acute settings, hospital and LTC facilities. You have the opportunity to be trained in rehabilitation care of inpatients and work with a rehabilitation team. There is a close working relationship with the practice physicians in a pleasant work environment.

The work days are M-F days, no evenings, with weekend on-call rotations totaling approximately 10-12 days per year.

We are most interested in an individual who mirrors the work ethic of our practice. We anticipate that you will be self-starting, able to work independently, be flexible with the needs of the practice and its patients, possess effective communication skills and demonstrate good interpersonal relationships with patients, physicians and staff.

Excellent benefit package: health care insurance including dental, vision and prescription, paid time off, pension plan including a 401K and profit sharing, payment of professional licenses, dues and malpractice insurance, salary.

Please fax resume to 248-893-2951, attention Sheila Mack, Practice Administrator, 248-893-3210 direct line.

Immediate opening for a PA; full time position at Bay City area family practice. Competitive salary and benefits commensurate with experience. Fax resume to 989-892-7455 or call Bill or Tom at 989-892-7722 with questions.

Correctional Medical Services is the nation's leader in corrections healthcare. We are currently seeking an experienced PA to provide primary care and chronic disease management in a busy outpatient clinic of incarcerated males. Our opportunity is full-time, work hours 1pm-9pm and is benefits eligible. There is no weekend work or call. Physician supervision is provided. Location is in Jackson, Michigan. Please send resumes to Dee Thandi at dthandi@cmsstl.com or fax to 866-303-2728.

Correctional Medical Services is the nation's leader in corrections healthcare. We are currently seeking an experienced PA to provide primary care and chronic disease management in a busy clinic of incarcerated males. Our full-time opportunity is benefits eligible, works daytime hours and has no nights, weekends or call. Physician supervision is provided. Location is Baraga Maximum Correctional Facility in Baraga, Michigan. Please send resumes to Dee Thandi at dthandi@cmsstl.com or fax to 866-303-2728.

Internal Medicine Hospitalist Group Responsibilities include assisting the hospitalist physician in the emergency department with the admissions process. Sixteen ten-hour shifts per month, 4pm – 2am or 12pm – 10pm.

Neurology Practice Responsibilities include performing physical exams. Collaborating with physicians in managing acute and long-term medical needs of patients within the scope of the practice. Outpatient only.

Bronson is a Level I Trauma Center, Regional Burn Center, Primary Stroke Center, Heart Hospital and nationally recognized as a Children's Hospital. Bronson is proud to be one of FORTUNE and WORKING MOTHER magazines' "100 Best Companies to Work For." Bronson was also named a Solucient Top 100 Hospital. Bronson offers a comprehensive, flexible benefits package and a competitive salary commensurate with experience.

For more information, please contact Chris Cook at cookc@bronsonhg.org or 800-594-9022 www.bronsonhealth.com. Bronson proudly supports diversity in the workplace. EOE

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Please visit our website at
www.michiganpa.org
to view other job postings.

FACTS

QUESTIONS

Q. Can a PA work under a Dentist supervision doing botox and fillers?

- A. PAs in Michigan can only be supervised by an MD, DO, or Podiatrist. Almost all Dentists are DDS and cannot supervise a PA. If the Dentist is a surgeon and is an MD then yes.
-

Q. Can a PA who is in one specialty work for another doc in a different specialty who is employed by the same group? The supervising physician is not licensed in ID and Internal medicine, but the other doc is and wants the PA to help her out too.

- A. Yes, a PA can work for as many physicians in as many different practices settings / specialties as they would like.

What they cannot do is perform a procedure, or care for a patient that is outside of the scope of practice of the physician that they happen to be working with that day. If they are in the family practice office today, then they cannot perform a bone marrow aspiration if the physician they are working with that day does not do them, where the PA may do plenty of these for another physician group on a different day. Follow? Everything the PA does must be delegated to them from the physician whom is supervising them. The physician cannot delegate something that he/she does not do themselves.

Q. I received my BCBS PIN number today. When is the number to be used? Only when the physician is out of the office. Also at what are is it reimbursed?

- A. When you receive your PIN from Blue Cross give the number to your office manager or biller so they can use it when you provide "independent services". Directions for its use, we're told, will be published in the The Record in April. This article will contain the updated rules for when you can bill using your doc's PIN and when you have to use your own. When billing with your own PIN your practice will receive 85% of the physician's fee schedule that your practice has negotiated.
-

Q. Can a PA do Osteopathic manipulation and bill for it?

- A. Yes PAs can. There are only two things that PAs can't do is abortion and refraction. OMT if taught to a PA and supervised by a DO who did it themselves would, under our delegatory laws be able to perform and bill for the service, if covered by the patient's insurance.
-

Q. Is there any type of modifier required when a PA is billing a service for Medicaid?

- A. There is no modifier needed when billing Medicaid. Medicaid "traditional" does not credential PAs at this time and expects physician services provided by PAs to be submitted using the supervising physicians PIN. There are some Medicaid HMOs that credential PAs and PAs can be the PCP for a pnel of patients but this is not a uniform policy across the Medicaid product line.

Please visit www.michiganpa.org for more FAQs.

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